

WCF BANCORP, INC.
NOMINATING AND CORPORATE GOVERNANCE COMMITTEE
CRITERIA FOR DIRECTOR NOMINEES

Pursuant to the Nominating and Corporate Governance Committee Charter as approved by the Board of Directors of WCF Bancorp, Inc. (“Company”), the Nominating and Corporate Governance Committee (“Committee”) is charged with several duties and responsibilities relating to director nominations, including considering criteria for selecting individuals who may be nominated for election to the Board of Directors. In connection with the fulfillment of such duties and responsibilities, the Committee hereby sets forth the following criteria the Committee will consider when it selects individuals to be nominated for election to the Board of Directors.

Eligibility Requirements

A candidate must meet the eligibility requirements set forth in the Company’s bylaws. A candidate also must meet any qualification requirements set forth in any Board or committee governing documents.

Selection Considerations

If a candidate is deemed eligible for election to the Board of Directors, the Committee will consider the following criteria in selecting nominees:

- ***Contribution to Board*** – The Company endeavors to maintain a Board of Directors that possesses a wide range of abilities. Thus, the Committee will assess the extent to which the candidate would contribute to the range of talent, skill and expertise appropriate for the Board of Directors.
- ***Experience*** – The Company is the holding company for WCF Financial Bank (the “Bank”), an insured depository institution. Because of the complex and heavily regulated nature of the Company’s and Bank’s business, the Committee will consider a candidate’s relevant financial, regulatory and business experience and skills, including the candidate’s knowledge of the banking and financial services industries, familiarity with the operations of public companies and ability to read and understand fundamental financial statements.
- ***Familiarity with and Participation in Local Community*** – The Company is a community-orientated organization that serves the needs of local consumers and businesses. In connection with the local character of the Company’s business, the Committee will consider a candidate’s familiarity with the Company’s market area (or a portion thereof) and participation in local business, civic, charitable or religious organizations, as well as the candidate’s ties to local businesses.
- ***Integrity*** – Due to the nature of the financial services provided by the Company and its subsidiaries, the Company is in a special position of trust with respect to

its customers. Accordingly, the integrity of the Board of Directors is of utmost importance to developing and maintaining customer relationships. In connection with upholding that trust, the Committee will consider a candidate's personal and professional integrity, honesty and reputation.

- § ***Stockholder Interests and Dedication*** – A basic responsibility of directors is the exercise of their business judgment to act in what they reasonably believe to be in the best interests of the Company and its stockholders. In connection with such obligation, the Committee will consider a candidate's ability to represent the best interests of the Company and its stockholders, the potential for conflicts of interests with the candidate's other pursuits, and the candidate's ability to devote sufficient time and energy to diligently perform his or her duties, including the candidate's ability to attend in person board and committee meetings.

- § ***Independence*** – A majority of the members of the Board of Directors and all members of the Audit, the Compensation and the Nominating and Corporate Governance Committees are required to be independent. In meeting this requirement, the Committee will consider the absence or presence of material relationships between a candidate and the Company (including those set forth in the Nasdaq Stock Market listing standards or such other independence standards established by the Board of Directors) that might impact objectivity and independence of thought and judgment. In addition, the Committee will consider the candidate's ability to serve on any Board committees that are subject to additional regulatory requirements (*e.g.* Securities and Exchange Commission regulations).

- § ***Additional Factors*** – The Committee will also consider any other factors it deems relevant to a candidate's nomination, including the extent to which the candidate helps the Board of Directors reflect the diversity of the Company's shareholders, employees, customers and communities. The Committee also may consider the current composition and size of the Board of Directors, the balance of management and independent directors, and the need for audit committee expertise. Finally, the Committee will consider the current members of the Board with skills and experience that are relevant to the Company's business and who are willing to continue in service, balancing the value of continuity of service by existing members of the Board with that of obtaining a new perspective.

The Committee may weight the foregoing criteria differently in different situations, depending on the composition of the Board of Directors at the time. The Committee will seek to maintain at least one director who meets the definition of "audit committee financial expert" under Securities and Exchange Commission regulations.

Re-Election of Directors

Prior to nominating an existing director for re-election to the Board of Directors, the Committee shall consider and review the existing director's:

- Board and committee attendance, contribution and performance;
- § length of Board service;
- § experience, skills and contributions that the existing director brings to the Board;
- § independence; and
- ability to work with the Company's other directors.

Adopted as of June 15, 2016