



# Corporate Citizenship Report

2025

**PLUMAS  
BANK** 

# Mission

**We make banking  
personal and powerful  
for the businesses,  
individuals and  
communities we serve.**

# Vision

**To exceed every idea of  
what a bank can be.**

# Values

**Bankers who Believe.  
Committed to Community.  
Forging the Future.  
Real Relationships.  
HERE. For Good.**

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# A Message From Our CEO

As we celebrate the 45th anniversary of Plumas Bank this year, I'm filled with pride in the journey we've taken and deep gratitude for those who have shaped it. What began as a community-driven vision in 1980 has grown into a trusted financial institution serving vibrant communities across the western U.S.

Our success is rooted in the strength of our stakeholders: clients who share their goals with us; employees who bring dedication and heart to their work; communities that welcome our partnership; and investors who believe in our long-term purpose. Their trust, time, and commitment have made this milestone both possible and meaningful.

Community banks like Plumas Bank play a unique and vital role in today's financial landscape. We fill service gaps that larger institutions often overlook, offering responsive lending, tailored financial solutions, and long-term relationships that grow alongside our clients. Our strength lies in understanding local markets and investing in the people behind them, from multi-generational farming operations to commercial real estate ventures that fuel job creation and economic vitality.

We also believe strong economies are built on strong cultural and educational foundations. That's why our commitment to community development goes beyond banking. We support the arts. We invest in financial literacy. We seek out partnerships that enhance the quality of life across the regions we serve. These efforts build resilience, expand opportunity, and enrich the communities we're proud to call home.

This year, we took a thoughtful step forward by refining and formalizing our Mission, Vision, and Values. These guiding principles — which form the framework of the following pages — distill what we've learned over four and a half decades. They reaffirm our commitment to people-first banking and define the path ahead.

A key milestone in that path is our acquisition of Cornerstone Community Bank. This strategic expansion broadens our footprint, strengthens our market presence, and helps us build new relationships across Northern California. We're excited to bring our community-first approach to new regions, all while honoring the legacy and partnerships Cornerstone has built.

As we close in on our 45th anniversary and complete this next chapter of growth, our focus remains clear. We will drive innovation. We will enhance services. And we will continue to create meaningful opportunities for our clients, communities, employees, and investors.

Our purpose is as strong today as it was in 1980: to strengthen the communities we serve. This means we will continue to be, in every sense, **HERE. For Good.**



Sincerely,

A handwritten signature in black ink, appearing to read 'Andrew J. Ryback'.

Andrew J. Ryback  
Director, President and CEO  
Plumas Bank and Plumas Bancorp



# 45 Years of Community Banking

As we approach our 45th anniversary, we celebrate the passage of time and the enduring relationships that have shaped Plumas Bank's success. This milestone reflects the dedication and trust of our clients, communities, employees, and investors — each contributing in their own meaningful way. In 2025, we renewed our purpose through a fresh articulation of our Mission, Vision, and Values, underscoring our commitment to making banking both personal and powerful. These values drive our work in employee development, smart innovation, and a governance model that's earned us top industry recognition.

Community banking continues to play a vital role in economic development, and Plumas proudly invests through personalized support for small businesses, financial literacy initiatives, artistic engagement, and philanthropic giving. Our recent acquisition of Cornerstone Community Bank expands our regional reach and deepens our impact, allowing us to serve more communities with the same values-driven approach. As we reflect on our legacy and look ahead, we remain focused on exceeding expectations and building lasting value for all who depend on us.

Here's to 45 years of community banking — and to all that lies ahead.



## 1980s

**Dec. 15, 1980**

First Plumas Bank branch opens in Quincy, Calif.

1980



**1988**

Grow to 6 branches across Plumas and Lassen Counties.  
Reach \$100 million in total assets.

**\$100M**



**2001**

Grow to 8 branches across Plumas, Lassen, Modoc, Shasta and Nevada counties.  
Reach \$250 million in total assets.

Launch internet banking and plumbank.com website.

2000



**2005**

Plumas Bancorp (PLBC) enters NASDAQ market.



**2007**

Small Business Lending Office opens in Auburn, Calif. Redding branch opens to offer two branches in Shasta County.



## 2000s

**2013**

Exceed \$500 million in total assets.

**\$500M**

2010



**2015**

Cross state lines to open first branch in Reno, Nev.

**2016**

Cross state lines to establish loan production office in Klamath Falls, Ore.



**2018**

Open second Nevada branch in Carson City.



## 2010s

**2021**

Add 14th branch location in Yuba City, Calif. (Sutter County).  
Reach \$1 billion total asset size.

**\$1B**

2020

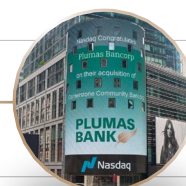


**2023**

Open first Plumas Bank branch in Chico, Calif. (Butte County).

**2025**

Acquire 4-branch bank network in Shasta and Tehama counties to become a 19-branch network.  
Exceed \$2 billion in total asset size and 250 team members.



## 2020s

2025

# 3 States. 19 Branches. 250 Team Members.

HERE. For Good.



# Defining the Future, Together: Plumas Bank's Mission, Vision, and Values

A clear purpose has always guided Plumas Bank. So on the eve of our 45th anniversary, we set out to define that purpose in words — and to ensure it reflects the spirit of everyone who shapes our future.



This is a year of reflection. Yet progress and momentum are equally celebrated in any milestone moment. With these ideas in mind, we launched a collaborative process to refine our Mission, Vision, and Values. The goal: To create a guiding statement that reflects where we've been, who we've become, and most importantly, where we're headed next.

This was a bank-wide effort rooted in listening.

**We gathered input from our board of directors and executive team, asking questions such as:**

- Where do you see Plumas Bank in 15 years?
- What elements of Plumas Bank's history factor into its future?
- What principles does Plumas Bank live by on a daily basis?

**We asked our team members to weigh in, inviting answers to questions such as:**

- What motivates you in your day-to-day work?
- What are unique aspects of our culture?
- What qualities do you/your team have that make you successful with your clients?

**And we invited our clients to share what it means to bank with Plumas Bank, seeking clarity through questions such as:**

- Why do you choose Plumas Bank?
- What could Plumas Bank do better?
- What words would you use to describe Plumas Bank?

What emerged from these insightful conversations was an aligned set of themes that offered a clear sense of identity, purpose, and direction. We saw a consistent focus on people and technology, high-touch customer service, community presence, and deep client connection.

**“And together we defined a new mission to rally around, a vision that charts our future, and values that we live by every day — all true to Plumas Bank's spirit, culture, and unique way of banking.”** *Andy Ryback, President & CEO*

Together, we defined three foundational declarations that embody our identity. You'll find these on the following pages, and in fact, our entire Corporate Citizenship Report is oriented around them.

Each statement you'll read is rooted in the culture our team has lived for decades — and now, they are formalized as guiding lights for the future of Plumas Bank.

Now comes the most important work: bringing these declarations to life in our daily actions, our service, and our relationships. These words are a shared commitment across our organization and a promise to every person who walks through our doors.

As we continue forging the future — across rural valleys, small towns, and growing urban hubs — our Mission, Vision, and Values will serve as both compass and catalyst, keeping us grounded in who we are and inspired by what we can become.

## What We Stand For — In the Words of Our President and CEO

As Plumas Bank celebrates 45 years of community banking, we took time to reflect on what truly defines us. In this short video, President and CEO Andrew Ryback shares why refining our mission, vision, and values was a recommitment to the people and principles that guide us every day. Hear how this collaborative effort shaped a clear, authentic framework for who we are and where we're headed.



Scan the QR code to learn more about our Mission, Vision, and Values.



We make banking  
*personal and powerful*  
for the businesses,  
individuals and  
communities we serve.

# Mission



Pictured from left to right: Heidi O'Gara, Daniel West, Richard Kenny, Robert McClintock, Michonne Ascuaga, Andrew Ryback, Steven Coldani, Sushil Patel. Not pictured: Kevin Foster and Ken Robison

# Governance is Our Guide

Strong governance is the foundation of trust — and trust is the cornerstone of community banking. At Plumas Bank, good governance means oversight and compliance, but at its core, it's about being deeply accountable to the people and places we serve. Our governance practices ensure that decisions are made with transparency, integrity, and a long-term view — all while protecting the interests of our clients, shareholders, employees, and communities.

By fostering ethical leadership, proactive risk management, and strategic oversight, we stay true to our mission: making banking both personal and powerful. Governance helps us build resilient systems, uphold high standards, and remain adaptable in a changing world — so that businesses, individuals, and communities can grow with confidence.

## About the Board of Directors

Plumas Bank's Board of Directors brings together decades of institutional knowledge with the fresh insight of newer voices. Of the 10 directors, nine are fully independent — a structure that strengthens accountability and reinforces objective oversight. The only bank employee on the board is President and CEO Andrew Ryback, whose role is clearly separated from that of the Board Chair.

### Our directors are highly engaged:

- Attendance at required meetings consistently exceeds requirements.
- No director serves on more than three public company boards, in line with our Corporate Governance & Compensation Committee Guidelines.

- These Guidelines, along with the Committee Charter, are reviewed annually to ensure alignment with best practices.
- All directors meet the stock ownership requirement of holding at least \$150,000 in Plumas Bancorp shares within three years of appointment — a milestone achieved without exception.

## Business Ethics & Code of Conduct

At Plumas Bank, ethical business conduct is a commitment that starts with our Board and extends to every team member.

- The Board reviews and approves our Code of Ethics annually; employees are required to review and sign it.
- New employees receive training on diversity and unconscious bias, California Consumer Privacy Legislation, and the Fair Credit Reporting Act.
- Ongoing training for all staff includes Fair Lending, UDAAP (Unfair, Deceptive, or Abusive Acts or Practices), and the prevention and detection of elder financial abuse.
- The Board also participates in live training on critical regulations including the Gramm-Leach-Bliley Act, Bank Secrecy Act, Bank Protection and Security, and Regulation O.

### We take ethical concerns seriously:

- Our whistleblower policy includes clear, confidential reporting channels and a firm non-retaliation stance.
- Reports may be submitted via the California Attorney General's whistleblower hotline or confidentially through Plumas Bank's internal channels (Audit Committee Chair or Internal Auditor).
- All reports are investigated under strict escalation protocols.

### Additional safeguards:

- Our anti-bribery and anti-corruption measures are outlined in the Code of Ethics and further supported by bank security protocols.
- The Board annually approves our anti-money laundering policy, with compliance monitored through regular audits tied to the Bank Secrecy Act, OFAC, and the USA PATRIOT Act.

## Enterprise Risk Management

Managing risk is foundational to maintaining a safe and sound financial institution. At Plumas Bank, we apply a proactive and layered Enterprise Risk Management (ERM) framework designed to identify, measure, monitor, and mitigate risk across the organization.

### We deploy three lines of defense:

- Real-time business unit monitoring
- Risk-based compliance testing and regular risk assessments
- Independent internal audits that ensure continuous oversight

### Oversight and accountability:

- The Board's Audit and Risk Committee is directly responsible for reviewing the bank's risk profile and guiding overall risk appetite and strategy.
- The President/CEO and executive leadership are charged with managing the ERM program across all business functions.
- A cross-functional ERM Committee — with representation from every area of the bank — meets regularly to assess and address risks in cyber, credit, liquidity, interest rate, operational, compliance, reputational, and strategic areas.

## Enterprise Risk Assessment

Each year, the ERM Committee undertakes a formal process to identify and assess the bank's top risks. In recent years, two primary risks have emerged:

- Cybersecurity threats — including ransomware, data breaches, and IT system disruptions that could affect operations and reputation.
- Environmental challenges — such as wildfire, drought, and other climate-related events that could impact earnings, customer access, or infrastructure reliability.

We respond with targeted initiatives, each with measurable goals and quarterly progress reviews to ensure we're actively managing exposure.

## Data Privacy and Cybersecurity

Our business is built on trust — and protecting client data is our highest priority. Data privacy and cybersecurity are embedded into every aspect of our operations, with active oversight by the Board and a culture of shared responsibility across the bank.

### Key measures include:

- A cross-functional Technology Steering Committee that meets quarterly to assess security policies, evaluate incidents, review emerging threats, and propose improvements.
- Regular reporting to the Board on cybersecurity strategy, incident response, and forward-looking safeguards.



## Cyber-Risk Management

Our approach to cyber risk is deliberate, strategic, and built around continuous improvement.

- Our IT Strategic Plan includes comprehensive cybersecurity protocols to identify, analyze, and address digital threats.
- Risk assessments are performed routinely across all technology systems — from payment platforms to network infrastructure.
- Both internal and third-party auditors conduct regular tests (planned and unplanned) of critical security controls. These assessments consistently affirm our program's strength and responsiveness.

### We draw on nationally recognized standards:

- Best practices from the National Institute of Standards and Technology (NIST), along with federal, state, and industry-specific guidance, inform our controls.
- A rigorous third-party vendor management program includes annual reviews, SOC testing, and financial health assessments.
- We've invested significantly in best-in-class, defense-in-depth cybersecurity technologies, including AI-driven fraud detection systems to stay ahead of emerging threats.

## Cyber-Risk Training

Cybersecurity is everyone's job — and our training program ensures that employees are equipped to recognize and prevent threats.

- All employees complete mandatory annual training in IT security, identity theft prevention, and GLBA/privacy.
- Our current completion rate for required coursework is 99%.
- Those responsible for oversight receive advanced training through conferences, webinars, and peer networks.

### Additional training includes:

- Specialized coursework on topics like phishing, safe web browsing, and social engineering.
- Regular phishing simulations — both digital and in-person — with increasing complexity to strengthen employee vigilance.

## Climate Change Risk

Operating throughout the western U.S., including many rural communities, Plumas Bank is especially mindful of the increasing risks associated with wildfire, drought, and extreme weather. These climate-related challenges demand resilient, scalable infrastructure — and we've responded with decisive action.

### We've invested in:

- Geographic redundancy — migrating core systems outside high-risk areas
- Cloud computing — using secure hybrid cloud environments to safeguard data
- Outsourced IT infrastructure — to expand our recovery capabilities and reduce dependency on single-site operations

Plumas Bank maintains a robust, Board-approved Business Continuity Plan, which includes IT resilience and disaster recovery protocols. Updates are shared monthly with the Board via the Executive Vice President/Chief Information Officer.



Learn more about our  
Board of Directors.

# Driving Innovation Through FedNow and Treasury Management

When customers turn to a bank, they're typically looking for two things: quick access to their money and secure transactions they can trust. At Plumas Bank, those priorities are driving innovative solutions, including faster payment systems and advanced fraud protection tools.

As part of Plumas Bank's ongoing commitment to technology adoption and risk management, the implementation of FedNow and expanded Treasury Management services represent meaningful progress in digital banking capabilities for both business and consumer clients.

FedNow is a new instant payment rail developed by the Federal Reserve — the first of its kind since the 1980s — designed to help community banks like Plumas Bank compete in the evolving digital payment landscape. It enables customers to receive payments instantly, with funds settling in seconds.

***“With the new technologies that we're seeing from fintechs today, it became really apparent that [the Federal Reserve] needed to do something to level the playing field for community banks. FedNow gave us that solution.”***

*Sarena Barker, Senior Vice President of Digital Banking*

Plumas Bank is already enabled to receive FedNow transactions. While sending capabilities are still catching up across the industry, the bank is positioned to move forward quickly once that infrastructure becomes available.

“We're excited that we were one of the first banks in our area to be able to offer FedNow receive,” Barker noted.

On the Treasury Management side, Plumas Bank launched an upgraded suite of services in January 2025. These include Positive Pay, ACH origination, remote deposit, wire transfers, digital payment acceptance, and lockbox services — all accessible through a single secure login.

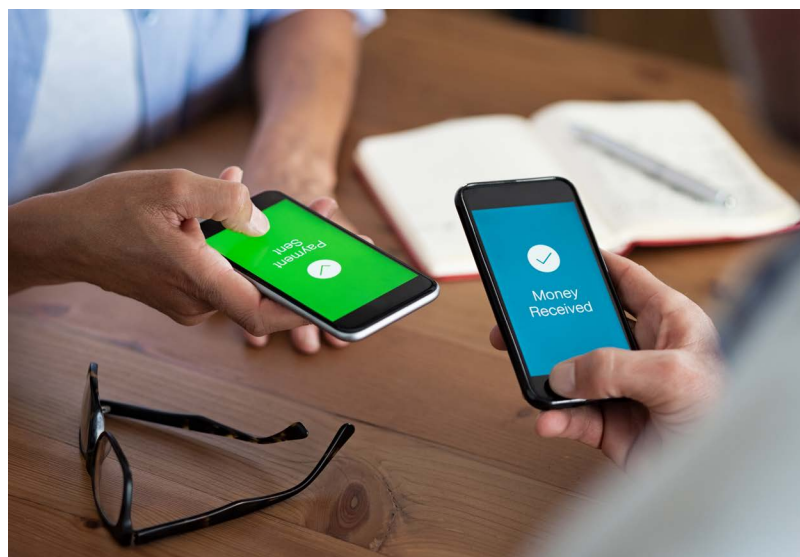
“We made it really efficient for clients to access those products from one location,” Barker explained. “We're also researching

new products every day, like services that integrate with remote deposit to eliminate duplicate entry into systems and create efficiencies for our business clients.”

The most immediate client benefits of Treasury Management include faster onboarding, streamlined cash management, and enhanced fraud protection. Speaking to that final goal, Positive Pay is a system that helps detect and prevent check fraud by flagging altered or unauthorized checks before they clear.

“You don't buy insurance after your house burns down — you get it in advance,” Barker explained. “This is similar to the Positive Pay approach. It gives clients the ability to recognize that a check has been altered before it comes back from the other bank so that we can get in front of those and get the monies recouped as soon as possible. Check fraud has become such a significant issue in our industry, and Positive Pay is an empowering tool.”

Taken together, FedNow and Treasury Management are initiatives that underscore Plumas Bank's governance philosophy: Protect clients, innovate responsibly, and stay future-ready.





# Our Team: Valued, Supported, Empowered

At Plumas Bank, our people are the heart of our success. We believe in building a workplace where every employee feels valued, supported, and inspired to grow. From competitive benefits to leadership development and wellness programs, we invest in meaningful offerings that promote personal and professional well-being. Our team-first culture is rooted in respect, recognition, and opportunity — and the results speak for themselves. With tenures reaching beyond 35 years and strong employee satisfaction scores, our team's dedication and enthusiasm continue to drive us forward.

## Benefits: Comprehensive & Competitive

Plumas Bank provides a robust benefits package designed to support employees at every stage of life. We offer:

- Health insurance
- Employee assistance programs (EAP)
- 401(k) plan with a match of up to 3%

To ensure our compensation remains competitive, we conduct annual salary reviews. Our base pay has exceeded minimum wage since 2018 — and we raised it again on April 1, 2023, reinforcing our commitment to fair and equitable compensation.

## Incentive Structure: Beyond the Paycheck

At Plumas Bank, we reward strong performance and shared success. Employees who regularly work 20 hours or more per

week are eligible to participate in an annual cash non-equity incentive plan. Payouts are made when the bank exceeds the 50th percentile in return on assets compared to peer institutions, as measured annually on Sept. 30.

### Plumas Bank's Dedicated Workforce

**53%** have been with us for  
at least 5 years

**33%** have been with us for  
at least 10 years

**12%** have been with us for  
at least 20 years



## Stock Options: Long-Term Incentives for Titled Roles

To further align employee and shareholder interests, the Board of Directors and executive team have extended stock options to all titled positions. These options serve not only as a meaningful retention tool but also as a tangible way for employees to share in the bank's long-term success.

## Employee Development: Training to Succeed

We believe learning fuels progress. That's why all team members complete a wide-ranging suite of annual training courses tailored to both their specific roles and the evolving needs of our organization.

Core topics include:

- Compliance
- Cybersecurity
- Fraud prevention
- Workplace standards and ethics

Our training platform is regularly updated in partnership with internal and external providers to ensure the content is relevant, practical, and aligned with industry best practices.

We also support external education to help team members refine existing skills and acquire new ones that align with their career goals and the bank's mission.

In 2024, we launched a formal leadership development program to inspire the next generation of leaders. The program focuses on critical skills like:

- Effective communication
- Managing performance
- Team building
- Strategic thinking
- Building a culture of accountability

## Employee Development by the Numbers

25h

Average hours of mandatory online training per employee in 2024

55

Employees completed outside training

4,700+

Total training hours in 2024

99%

Overall training completion rate across our workforce

\$122k+

Invested in outside training in 2024

## Support for Higher Education: Investing in Our Team

Each year, we help employees advance their education by offering up to \$5,000 annually toward job-related college courses, certifications, and specialized training — including attendance at banking schools. This investment helps our team sharpen their expertise and grow within their roles.

## Quality of Employee Life: Balance & Well-Being

A thriving team starts with balance. That's why we've implemented flexible work options and piloted remote work schedules to support employees' personal and professional lives.

We also incentivize wellness through the Vitality Platform, which rewards healthy habits. Plumas Bank covers the cost of a fitness tracker, enabling employees to earn points for physical activity, medical and dental checkups, and more. These points can be redeemed in the Vitality online store.

To recognize exceptional contributions, employees can celebrate each other through AwardCo, a peer-to-peer reward and recognition program. Supervisors can also grant points for outstanding performance — redeemable for everything from logo wear to hotel stays and gift cards.

By fostering a culture that promotes both well-being and development, Plumas Bank has earned the passion and dedication of our team. Many employees have spent decades with the organization, and our most recent 2024 employee survey reflected that commitment: More employees than ever reported having opportunities to grow and develop, and overall positive responses increased year over year.



Plumas Bank's Chico Team

## Recent Certifications Completed by Employees

Certified Information Systems Security Professional (CISSP)

Project Management Professional (PMP)

Degree of Commercial Ag Lender through Farm Credit University

BSA/AML Certificate through ICBA

Certificates of Completion via LinkedIn Learning:

*Requirements Elicitation for Business Analysts: Interviews*

*Business Analysis Foundations: Business Process Modeling*

*Requirements Elicitation and Analysis*

*Business Analyst and Project Manager Collaboration*

*Business Benefits Realization Foundations*

*Agile Requirements Foundations*

*Business Analysis Foundations*

*What Is Business Analysis?*

*Excel Quick Tips*

# From Statement Stuffer to Senior Vice President

When Sarena Barker joined Plumas Bank nearly three decades ago, she manually stuffed checks into client statements as an on-call employee. Today, she's the Senior Vice President of Digital Banking — and one of many Plumas Bank employees whose career advancement has been supported every step of the way.

"Technology caught up pretty early on, and I was moved to a full-time position that was called a proof operator," Barker recalls. "That opened the door, and I've pretty much just kept going for 29 years."

With every step, from part-time work to management, Barker has combined a commitment to learning with a passion for people and technology.

## Investing in Education and Advancement

Plumas Bank supported her in practical ways — offering flexible schedules that allowed her to raise her family while growing her career, and also by investing in her education. The bank provided tuition assistance to help Barker earn her associate degree, and then in 2023, she completed a degree from the Graduate School of Banking at Colorado.

"And that's just the formal education," she noted. "Along the way, I've been able to attend countless webinars, seminars, educational events and in-person events. I've been able to travel across the country multiple times a year for different trainings and conferences."

## Leading the Bank's Tech Transformation

Each evolving position involved technology to some degree, and Barker recalls being part of the first team to roll out online banking to Plumas Bank account users. Now, in her current role, she leads the innovative teams who power the company's digital banking, payment systems, treasury management, and call center.

Barker is integral to Plumas Bank's growth, leading the company to become one of the top-performing community banks in the country with a total asset size exceeding \$2.3 billion.

And she credits several leaders at Plumas Bank with helping her grow professionally, saying that mentorship and opportunity are embedded in the company culture.

"I am so fortunate to work in technology," she says. "Whenever there's something new or cutting edge, if it makes sense, I'm lucky to have an executive team and a board of directors that really supports my vision and our vision collectively as an organization."

Barker's story is a powerful example of what's possible when talent and opportunity meet — and when an employer is committed to its team members.

***"When I think about the bank today, I am honored and humbled that I get to do the work that I do," she says. "And I'm proud to take care of the bank, the way it has taken care of me."***

*Sarena Barker, Senior Vice President of Digital Banking*



Interview with Sarena Barker,  
SVP/Digital Banking



# Awards and Recognitions

Plumas Bank's national recognitions are a testament to an approach that combines strong management techniques, efficient operations, and responsible stewardship of capital. These prestigious awards underscore the bank's ability to consistently deliver strong returns and long-term value through thoughtful resource allocation and sound strategy.

And in a competitive field of regional and national peers, Plumas Bank continues to stand out. For example, 2024 saw the bank once again named to the Keefe, Bruyette & Woods Bank Honor Roll — an exclusive recognition awarded to just 18 institutions throughout the country, representing the top 5% of those screened.

"For 45 years, our focus has been on providing stable returns to our investors, even through turbulent cycles of the national economy," said Andrew Ryback, Plumas Bank President and CEO. "It's incredibly meaningful to be recognized for our strategic balance of proactively managing earnings, expenses, and margins."



## 'Super Premier' Performing Bank 2015 – 2024

- Based on criteria such as capital adequacy, asset structure, growth, and more  
*By The Findley Reports*

## Top 10 2015 – 2024

- Community banks with assets between \$1 billion and \$5 billion  
*By Stifel (previously by CB Resource, Inc.)*

## Bankers Cup 2017 – 2024

- Recognizing the top 10% of Community Banks publicly traded with assets between \$500 million and \$10 billion  
*By Raymond James & Associates*

## Bison Select Financial Institution 2018 – 2024

- Publicly traded banks without formal sell-side coverage  
*By D.A. Davidson*

## Annual Bank Honor Roll 2022 – 2024

- Publicly traded with assets greater than \$500 million  
*By Keefe, Bruyette & Woods, Inc.*

## Top Performing Community Banks 2023 – 2024

- Publicly traded with assets under \$2 billion  
*By American Banker*

## Best Performing Community Banks 2023 – 2024

- KBRA Analytics rating of C or higher  
*By Independent Community Bankers of America*

# vision

To exceed every idea of  
what a bank can be.



# Investing Where We Live

We believe in banking with a handshake and a shared history. As a community bank, our team members are bank employees — but we also live here, raise our families here, and show up for the same school plays, parades, and pancake breakfasts. That local connection gives us insight into what our communities truly need. And it gives us a deeper commitment to helping them thrive.

We know that economic development is more than numbers on a balance sheet. It's about creating vibrant, resilient communities where people can work, learn, grow, and feel supported. That's why we invest in financial literacy programs, arts initiatives, community spaces, and local nonprofits. It's not a side project — it's central to who we are.

## Community Investment: Welcome to Your Community Hubs

We've reimaged several of our branches to serve as locations for getting your banking done and gathering as a community. Locations in Chico, Reno, Tahoe City, and Yuba City feature dedicated spaces that host meetings, workshops, and events. Professionally equipped with Wi-Fi and conferencing technology, these rooms are used regularly by local businesses, government agencies, educational institutions, and nonprofit partners. They're just one of the ways we foster connection and collaboration.



**Top:** Pat Macias with The Museum of Northern California Art (monca) and Plumas Bank featured artist Tim Buc Moore.



## Time Donated to CRA-Qualified Community Projects in 2024

(Including as Board members)

**1,240** hours of community service

**209** hours of economic development

**555** hours of financial literacy for 4,040 students

**\$81,085**

2024 Donations to CRA-Qualified Community Projects

## 2024 CRA Investments

**\$3.7M**

Mortgage-backed security investment backed by mortgages made to low-income borrowers in Nevada County, Calif.

**\$131,127**

Mortgage-backed security investment backed by mortgages made to low-income borrowers in Reno, Nev.

**\$50,000**

Equity-like investments in a Community Development Financial Institution (CDFI), which funded economic development and affordable housing initiatives in Northern Nevada.

2024 Investments Total

**\$3,883,367**

## Branch Donation Program: Local Giving from the Heart

Each Plumas Bank branch has the autonomy to support local causes through a structured donation program — a blend of financial contributions, volunteerism, and community engagement. Our efforts are focused on four core areas:

### 1. Literacy & Education

From teaching the importance of saving to hosting credit-building workshops, we help all ages build strong financial foundations.

### 2. Health & Well-Being

We support programs and events that promote physical, emotional, and mental wellness — and regularly share tips on healthy living through our digital channels.

### 3. Helping Families in Need

We partner with organizations that provide food, clothing, shelter, and transportation for low- to moderate-income families, seniors, veterans, and underserved groups.

### 4. Local Economic Development

Through donations, partnerships, and affordable housing loans, we invest in organizations dedicated to building economically inclusive and prosperous communities.

## Access to Finance: More Is Better

Many of the communities we serve are rural or historically underserved — and we take our role seriously in providing equitable access to financial services.

We've modernized our lending process by streamlining applications and offering online business loan options to increase convenience and access. Our small business lending team actively supports job creation by financing startups, business acquisitions, and expansion efforts.

We also extend monthly service fee waivers to charitable organizations, first responders, and military personnel who give back to the communities we proudly serve.

# Seeding Success: Fueling Financial Literacy and Small Business Growth

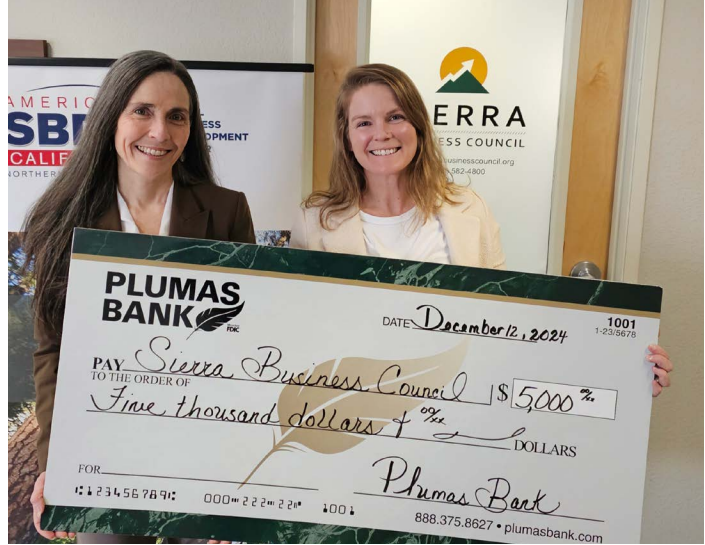
Strong communities begin with shared prosperity. Our Vision — to exceed every idea of what a bank can be — drives us to invest in organizations that expand access to financial knowledge, business mentorship, and economic opportunity across the regions we serve.

That's why we recently contributed \$30,000 in grants of \$5,000 each to six nonprofits working at the intersection of financial literacy and local economic development in Northern California and Northern Nevada. These organizations provide critical resources to entrepreneurs, rural communities, and underserved populations, ensuring more people have the tools to build financial stability and business success.

"When people understand how money works, they're better equipped to handle whatever life throws at them," said Tracy Thurber, Senior Vice President, Branch Administration and Client Experience. "That's why we're committed to supporting organizations whose mission is to advance financial literacy in the communities we serve."

## Local Organizations Making a Lasting Impact

- **3CORE** equips small businesses in Northern California with no-cost financial education, business mentoring, and access to capital.
- **Superior California Economic Development (SCED)** offers small business loans and economic planning support to spark job creation and long-term growth.
- **Nevada Small Business Development Center (SBDC)** supports entrepreneurs in Washoe and Carson City counties through one-on-one business advising and educational programs.
- **Economic Development Authority of Western Nevada (EDAWN)** promotes a resilient regional economy by helping employers grow and launching programs that improve financial awareness.
- **Sierra Business Council** strengthens the Sierra Nevada region through a blend of entrepreneurship support, sustainable development, and financial education.



- **Rural Community Assistance Corporation (RCAC)** delivers training, lending, and advocacy to Indigenous and rural communities across the West — focusing on those with fewer than 50,000 residents.

In addition to these grants, Plumas Bank donated \$2,500 in furniture to help launch **The Quincy Hub**, a collaborative community space that now houses the Indian Valley Innovation Hub, Made in Plumas County, the Quincy Chamber of Commerce, and the Plumas County Visitors Center.

Our support extends beyond donations. Plumas Bank team members actively volunteer with many of these organizations — serving on boards, leading workshops, and sharing their expertise to amplify impact.

For 45 years, we've believed that financial education is foundational to thriving communities. By investing in people, partnerships, and programs that build economic resilience, we're proud to be part of a movement that helps small businesses take root and grow — right here at home.

# A Work of HeART: Plumas Bank's Creative Community Commitment to Economic Development

Supporting the arts is foundational to how we at Plumas Bank contribute to the vitality of the communities we serve.

That philosophy has guided our ongoing investment in artistic endeavors throughout Northern Nevada and Northeastern California — from underwriting regional arts campaigns to transforming branch spaces into working galleries.

Through an innovative partnership with the Museum of Northern California Art (monca), the Chico branch has served as an extended exhibit space since 2023, rotating shows every four months and showcasing a diverse range of local artists. The initiative invites visitors to connect with their creative neighbors while taking care of everyday banking.

"Our year-long partnership with monca has been incredibly rewarding for our clients, our team members, and community members who have been able to celebrate local artists while visiting us," said Ian Macmillan, Vice President and Branch Manager at Plumas Bank's Chico branch. "We've found that our clients enjoy seeing new exhibits and have developed a genuine appreciation for the talent in our community."

## Artists featured so far include:

- Local printmaker **Brandon Hernandez**
- **Paula Busch**, who specializes in encaustic art
- "En plein air" artist **Janet Blixt**
- **Tim Buc Moore**, visual artist and popular Chico disc jockey
- Acclaimed designer and painter **Simone Senat**
- Animator, graphic designer, and visual artist **Rick Vertolli**

Permanent installations, such as a mural by Chico artist Dylan Tellesen and landscape metal prints by Paradise artist Jeremy Veseley, reinforce the bank's belief that art should be accessible and ever-present.

## Bringing Art to Underserved Neighborhoods

And Plumas Bank's commitment to creative placemaking goes beyond gallery walls. In neighborhoods facing socioeconomic challenges, public art supported by the bank is helping to revitalize the community.



Plumas Bank featured artists Jeremy Veseley, Paula Busch, Tim Buc Moore, and Janet Blixt with monca's Pat Macias.



Chico Arts Commissioner Vianna Boring Renaud with Plumas Bank's Ian Macmillan



This approach aligns with monca’s mission to make the art of Northern California artists accessible to all — and to enhance health and healing in everyday spaces. “Having the Plumas Bank space as an adjunct gallery has helped to make this vision come true,” said Patricia Macias, executive director at monca. “An emphasis on art and healing is a strong component of the museum, and being able to share with all parts of the Chico community is key.”

Recognized Leadership in the Arts

In 2024, the Sierra Arts Foundation named Plumas Bank the Art Advocate of the Year. The award celebrates the bank’s role in advancing arts initiatives and supporting local creators.

**“With 19 branch offices across Northeastern California and Northern Nevada, Plumas Bank is a champion for creativity and culture. Their unwavering support for Sierra Arts Foundation and our incredible Artist Members proves their commitment to weaving art into the fabric of our communities.”** *Sierra Arts Foundation*

Plumas Bank is also a proud underwriter of “Art Starts Here,” a public service campaign that promotes the essential role of the arts in community life and youth education. Through TV and radio

announcements, the campaign urges others to join the movement — to see the arts not as an afterthought, but as a foundation for thriving, inclusive communities.

Public Art in Practice

Public art plays an essential role in cultural identity, civic pride, and neighborhood vitality — and partnerships between local institutions and creative organizations are key to expanding its presence. Chico Arts Commissioner Vianna Boring Renaud points to the California city’s 2030 General Plan, which prioritizes public art as a vital element of community development.

“Culture, heritage, preservation, community — they all feed in together,” she said. “So we need more partnerships like this one between Plumas Bank and monca to provide these public art opportunities. I’ve been on the City of Chico Arts Commission for two years, and off hand, I’m not aware of any other industry collaboration like this one.”

From gallery walls to community corridors, Plumas Bank’s investment in the arts continues to spark conversation, connection, and shared meaning — right where people live, work, and bank.



Scan the QR code to learn about the creative medium used by Chico branch featured artist Paula Busch.

Brandon Hernandez’s artistic odyssey is merely one chapter in a burgeoning novel of cultural appreciation curated by Plumas Bank and The Museum of Northern California Art (monca).





*Bankers **who** Believe.  
Committed **to** Community.  
Forging **the** Future.  
Real Relationships.  
**HERE.** For Good.*

# Values



# Values in Action

The following values are put into practice every day in the way we at Plumas Bank serve our clients, care for our communities, and build lasting relationships:

- Bankers Who Believe
- Committed to Community
- Forging the Future
- Real Relationships
- HERE. For Good.

These values shape every decision we make — from supporting downtown revitalization efforts to helping to helping a school lower its mortgage burden or working with a third-generation farmer to protect his land investment. Each story featured on the following pages reflects what we do and why we do it.

## Client Support: There Through Life's Twists and Turns

Life doesn't always follow a spreadsheet. At Plumas Bank, we understand that financial hardships happen — and we respond with empathy and flexibility. Depending on the circumstances, we may waive overdraft and insufficient funds fees, offer short-term loan deferments, or enroll clients in our Fresh Start Repayment Plan, which helps restore checking account access while encouraging completion of online financial education training for long-term stability.

## Client Education: Empowering Audiences Where They Are

We believe informed clients are confident clients. That's why we offer free financial education through multiple channels — including in-branch guidance, online learning tools, and tailored fraud prevention programs for businesses. From blog posts and e-newsletters to social media and community events, we share practical insights that help clients protect their assets and plan ahead.

## Customer Complaints: Listening and Learning from Every Concern

When a client has a concern, we listen — and act. Clients can reach out through online banking, our website, social media, a phone call or in person at any branch. Every concern is taken seriously, reviewed through a formal internal process, and escalated when appropriate. In more serious cases, members of our executive team personally follow up to ensure issues are resolved with care and transparency. Because real relationships mean real accountability.



## Generational Roots, Future-Focused

Our ag lenders and clients share a story of deeply entrenched roots — in ranching, in their communities, and in their family passion for growing the crops and raising the livestock that feed America.

Meet Ray Orvin Ackley III. Decades ago, Ray's father drew lucky #6 from a pickle jar and was awarded a Tulelake Basin homestead near the Oregon-California border. Later, they established Dry Lake Ranch — a family operation currently managed by Ray and his son Orvin Ray "Lucky."

Ray partners with Cassie Oyarzun, Regional Ag Loan Officer for Plumas Bank, to ensure that legacy continues. As it turns out, they both share a passion for the land: Cassie was raised on her family's ranch near the California-Nevada border, and as a teen, she took out a loan to buy yearlings to pay for her future college education.

Where did she go to borrow that money? Plumas Bank, of course.

Meet the people who work the land and the bankers who serve as their trusted advisors.



Scan the QR code to hear Ray's perspective on what it means to grow with a community that's HERE. For Good.



# Local Lending, Lasting Impact: Why Plumas Bank Was the Best Bet for Boutique Redevelopment



In the heart of Midtown Reno, the revitalized mid-century Best Bet Motor Lodge stands as a symbol of local investment, creative conceiving, and community-focused economic development.

When married developers Piper Stremmel and Chris Reilly, along with their partners — including Kevin and Rebecca Kassekert and Peter Stremmel — set out to bring the vintage property back to life as a boutique hospitality destination with a wellness edge, they knew they needed a financing partner that understood nuance, creativity, and place-based pride.

That partner turned out to be Plumas Bank.

## Not a Cookie-Cutter Concept

The Best Bet team didn't have a traditional model — no Hilton, Hyatt, or big-brand plan to plug into. That's part of what made the project special, and it's also why it required a lender willing to think differently.

**“Being able to have that local connection — understanding the community that you're in — it's just not available at the largest banks. We were creating a unique hospitality concept that doesn't fit the exact flagship mold. This is a boutique property that needed a creative approach.”** Chris Reilly, Development Team, Best Bet Motor Lodge

## A Vision for Community Vitality

The philosophy underpinning the Best Bet revitalization reflected a more innovative approach to small-scale economic development — one rooted in creative placemaking and adaptive reuse.

“We have this irrational love of old buildings,” Reilly laughed. “Developers sometimes think it makes more sense to knock them down and pop in a generic design, but then you lose the stories, the pride, the layers of community memory.”

Stremmel added that the Reno Sauna Club — the amenity anchoring the reimagined motor lodge — was purposefully designed to serve locals as well as guests.



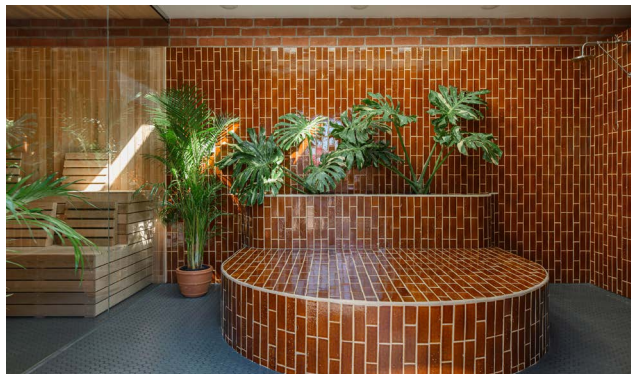
“Bars and restaurants are great, but we wanted to offer something different,” she said. “People are craving these ‘third spaces’ — something between work and home where they can take care of themselves and connect.”

### Tailored Support to Make the Numbers Work

From the beginning, Reilly and Stremmel needed a partner who could think beyond checklists and deliver creative solutions that would help them cross the finish line — even when plans shifted.

“We had some unique challenges with the site and the timing,” Reilly recalled. “The Plumas Bank team jumped in and started due diligence — surveys, appraisals, etc. — and got us to a number, then to a really competitive interest rate that could actually make the project pencil. I don’t see projects like this becoming sustainable without community banks.”

When construction costs shifted late in development, the bank provided an extension on the loan rather than requiring a new capital call. This helped the team complete the final phase: that unique “third place” high-end sauna club and wellness amenity, which now draws locals and visitors alike.



“It was amazing, because that was a huge concern for us,” Reilly said. “We were virtually 90% of the way there and still needed to finish this one last large component. Being able to secure that additional financing without jumping through new hoops was critical.”

### Direct Communication, Hands-On Approach

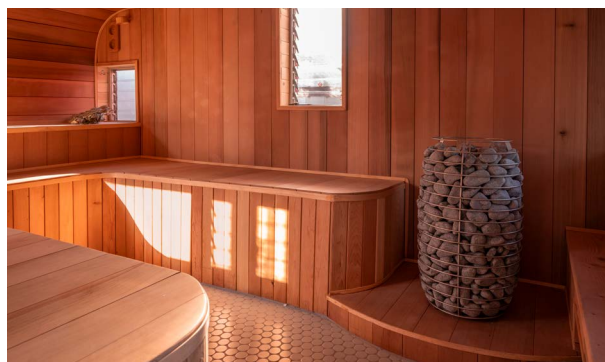
Plumas Bank’s relationship-based philosophy showed up in the form of frequent, direct communication — and a sense of shared ownership in the project’s success.

“It was definitely a team,” Reilly shared. “Nolan and Janet worked with us directly. We were rapid-fire sending documents back and forth... Then we were in the branch, meeting with the team locally, setting up the accounts, and making sure we were tight on the loan and interest payments. There were a lot of touch points.”

### A Foundation for Future Growth

As the Best Bet Motor Lodge welcomed guests in 2024, the development team was already in talks with Plumas Bank about their next venture: a new mixed-use redevelopment of the historic Morris Burner Hostel in downtown Reno. Plans for the space — which dates back to 1931 — include a music hall, a bakery, creative office spaces, and a basement cocktail bar.

“The biggest proof point of the relationship is that for the next project, which is even bigger than Best Bet, we went straight back to Plumas,” said Reilly. “They’ve been responsive, collaborative, and genuinely excited about helping us bring another vision to life.”



# Faith, Finance, and Future: How Plumas Bank Helped Forest Lake Christian School Reinvest in Students

In the Lake of the Pines region between Auburn and Grass Valley, Calif., Forest Lake Christian School is a cornerstone of faith-based education. And this year, it celebrates 60 years of community impact.

"We offer a biblical worldview education, and that's really at the heart of everything we do," said Dr. Julie Hernandez, Head of School. "We have strong academics, a robust athletics and theater program, and even a college fast-track path where students can dual enroll at Sierra College and graduate ready to enter as sophomores."

Like many schools that lack public funding, Forest Lake walks a fine line between vision and viability. Every dollar matters, which is where a trusted lending partner makes all the difference.

## A Mortgage with Mission in Mind

Forest Lake Christian School's relationship with Plumas Bank began in 2021, when the bank had just acquired Bank of Feather River in Yuba City, Calif. At the time, the school had an adjustable-rate mortgage, which provided a favorable financial solution.

By mid-2023, rising interest rates meant that the school's adjustable mortgage was no longer sustainable. That's when the Plumas Bank team led by Jack Prescott, Executive Vice President/Chief Banking Officer, reached out to explore new options.

"We were able to listen to their story and recognize their situation," Prescott said. "We say that there's an art and science to the lending world. The science is the numbers. The art is really listening to the client and understanding what they're going through."

Therein lies the beauty of a financial institution that incorporates relationship into banking solutions.

***"Jag [Madare, Ag Loan Officer] and the Plumas Bank team helped us re-amortize our loan. The outcome was an interest savings of over \$2,800 a month. That's absolutely huge for a school like ours."*** Dr. Julie Hernandez, Head of School

## What \$2,800 a Month Really Buys

That monthly savings was a game-changer, funneling straight back to student impact.

"It allows us to have more robust academic staffing, expand our extracurriculars, and invest in programs that directly impact our kids — like athletics and theater," Dr. Hernandez said. "It also provides flexibility in our budget so we can keep focusing on what matters most: those little people who show up every day."



Mr. Randy Jackson, Assistant Principal Middle School/High School  
Dr. Julie Hernandez, Head of School,  
Kimberly Mitchell, Assistant Principal at Elementary



For a school committed to nurturing future leaders with compassion and excellence, that kind of financial breathing room is transformational.

### Responsible and Responsive

Prescott was quick to clarify that compassion doesn't mean compromising on duty. "We have a fiduciary responsibility to get paid back on the loans we make — that's our depositors' money," he said. "You don't take unnecessary risks, but there are ways to make things work without increasing risk to the bank."

He added, "If it makes sense, we can make it work. That's the right thing to do every time."

And a focus on personal connection shows in every part of the school's experience with Plumas Bank.

"Jag's been great to work with — very responsive and a great communicator," Hernandez said. "And everyone we've worked with at the Yuba City branch has been kind, efficient, and welcoming,"

She fondly reflects on the time when Jag and a small group from Plumas Bank showed up to tour the school and get to know the people at Lake Forest Christian School.

"We appreciated that," Hernandez said. "That's definitely a personal touch. And honestly, it captures what I love about working with a community bank. They know your name, they care about your story, and they treat you like a neighbor."

### A Partner Through the Ups and Downs

While reamortizations aren't common, Prescott noted that they can be a lifeline in the right circumstances. "It doesn't happen very often," he said. "But as a partner, you want to listen and work through their tough times as well, so that we all come out whole."

As Hernandez reflects on her reamortization journey, she draws a parallel between her school's model and that of Plumas Bank.

"We're up in the Sierra Nevada foothills, and it's a small town — so how our school gets referred is word of mouth," she described. "Are we kind? Do we talk to people? Do we listen to people? The same thing goes for a bank: When we walk in, we want somebody to acknowledge us, know who we are and not just go, 'okay, next.' So we have somebody to call if there is a problem or a question or just need somebody to listen. That's an amazing gift."

# Looking Ahead with Purpose

As we close this year's Corporate Citizenship Report, we do so with both gratitude for the journey behind us and optimism for the road ahead. The foundation we've built over the past 45 years — defined by trust, resilience, and shared purpose — guides our forward momentum. Our growth through innovation, our investments in people and place, and our unwavering dedication to the communities we serve will continue to shape our path. The integration of Cornerstone Community Bank is a reaffirmation of our commitment to local banking, personalized service, and lasting relationships.

We remain steadfast in our belief that banking should be as personal as it is powerful. With our sharpened Mission, Vision, and Values as our compass, we are poised to meet the future with clarity and purpose.

On behalf of all of us at Plumas Bank, thank you for being part of this journey — past, present, and future. We are proud to serve you. We are, and always will be, **HERE. For Good.**

## About Plumas Bank

Founded in 1980, Plumas Bank is a locally managed, full-service community bank headquartered in Quincy, Calif. The bank's holding company, Plumas Bancorp, was formed in 2002 and entered the Nasdaq small cap market in 2005. Plumas Bancorp is headquartered in Reno, Nev. Plumas Bank operates 19 branches in Northern California and Northern Nevada. The bank also operates loan production offices in the California county of Placer and the Oregon county of Klamath. It has received nationwide Preferred Lender status with the United States Small Business Administration with an SBA lending office serving seven western states. For more information on Plumas Bancorp and Plumas Bank, visit [plumasbank.com](http://plumasbank.com).

Plumas Bank combines the relationship-based, local service found at a neighborhood bank with the reach and leverage of a larger financial institution. Our focus continues to be on small- to middle-market lending, covering the business, government-guaranteed, retail, and agricultural sectors.

