

ARTICLE 1 DUTIES AND RESPONSIBILITIES

Section 1.1 General Purpose. The Corporate Governance & Compensation Committee (Committee) of Plumas Bancorp (“Bancorp”) and Plumas Bank (“Bank”) (collectively, the “Company”), is a committee of the Board of Directors of Bancorp and Bank (collectively, “Board”). The primary purpose of the Committee is to act on behalf of the Board in fulfilling the Board’s oversight responsibilities with respect to:

- (a) Oversee the development and periodic review of Corporate Governance Guidelines for the Bancorp;
- (b) Assist the Boards in identifying individuals qualified to become members of their respective Boards of Directors;
- (c) Recommend to the Bancorp’ Board director nominees for its annual meeting of shareholders;
- (d) Recommend to the Board director nominees for all Board Committees and the Chairpersons for Board Committees;
- (e) Function as the Board’s Compliance and CRA Committee to ensure that the Company’s risk management program for compliance with consumer protection and community reinvestment requirements is being updated and monitored;
- (f) Oversee implementation of the Company’s ESG initiatives;
- (g) Recommend to the Board evaluation of the job performance of the Chief Executive Officer;
- (h) Provide advice to the Chief Executive Officer in the appointment of other executive officers, with approval by the Board;
- (i) Recommend to the Board any changes to directors and executive officers compensation plans, policies, and programs. Such compensation plans, policies and programs shall ensure that competitive compensation is offered to directors and executive officers which also aligns the interests of the directors and executive officers with those of Bancorp’s shareholders;
- (j) Provide advice and final approval to the Chief Executive Officer on plans relating to company compensation (including benefits) strategy and policies to ensure that competitive compensation is offered to employees that also aligns the interests of employees with those of Bancorp’s shareholders;
- (k) Provide advice to the Chief Executive Officer in planning for executive officer management succession, with final approval by the Board.

Section 1.2 Reporting to Board; Board Responsibility. The Committee shall report regularly to the Board. The Board and management shall ensure that the Committee has adequate resources and authority to discharge its responsibilities.

Section 1.3 Corporate Governance Guidelines. The Committee shall work with the Board and management in developing Corporate Governance Guidelines. The Committee shall develop and implement a periodic review process of the Corporate Governance Guidelines to ensure the accountability and effectiveness of the Board, considering changes in the relevant laws and current trends in corporate governance practices.

Section 1.4 Nominations.

(a) Board Member Nominees. The Committee shall, as it deems appropriate, identify and interview individuals qualified to become members of the Bancorp’s Board and the Bank’s Board, respectively. The Committee shall have the authority to retain and terminate any

consultants and executive search firms for assistance in this process. The Committee shall, at its discretion, recommend to the Bancorp's Board and the Bank's Board, respectively, any qualified Board member nominees. The Committee's recommendations shall be subject to the approval of the Bancorp's Board and the Bank's Board, respectively, and shall be consistent with the Company's Board of Directors Retirement, Succession and Selection Policy.

(b) Director Nominees. The Committee shall, at least annually, recommend to the Bancorp's Board the director nominees to be included in the proxy statement for Bancorp's annual meeting of shareholders. The Committee's recommendations shall be subject to the Bancorp Board's approval.

(c) Committees and Chairpersons.

- a. After the conclusion of the annual meeting of shareholders, the newly elected Bancorp Board of Directors will function as the Corporate Governance & Compensation Committee to nominate and elect the Chairperson and the Vice-Chairperson of the Bancorp's Board and the Bank's Board, respectively, for the upcoming term.
- b. The Chairperson of the Board of Bancorp and Bank shall then recommend the appointment of members and Chairs of each Board committee of the Bancorp Board and the Bank Board, respectively. The Chairperson's appointments shall be presented to the Corporate Governance & Compensation Committee who shall present the nominees for confirmation to Bancorp's Board and the Bank's Board, respectively.

Section 1.5 Director Compensation. The Committee shall, at least annually, review, adjust (as necessary), and recommend to the Board directors' compensation, including cash, equity, or other compensation for service on the Board, any committee of the Board and as Chairperson of the Board or any committee of the Board.

Section 1.6 Chief Executive Officer Compensation. The Committee shall, working with the Chief Executive Officer ("CEO"), set the CEO's goals not later than January for that calendar year. The Committee shall be responsible for obtaining information from management and the Board with respect to the performance of the CEO in connection with these goals at the end of each calendar year. The Committee shall, at least annually, review the CEO's compensation, including the annual base salary, annual incentive bonus (including specific goals and amount), and equity compensation and make a recommendation to the Board. The Committee shall review employment agreements, severance agreements, change in control agreements/provisions, and any other benefits, compensation or arrangements and make a recommendation to the Board. The Board will adjust (as necessary) and approve the CEO's compensation. Factors to consider in this compensation review include, but are not limited to, the CEO's performance with respect to the aforementioned goals and market compensation data provided by third parties. Such review and approval of the compensation of the CEO will be made in "executive session" without the presence of the CEO.

Section 1.7 Executive Officer Compensation. The Committee shall, at least annually, review and advise the Chief Executive Officer in the adjustment of (as necessary) Company executive officers' (other than the CEO) compensation, including annual base salary, annual incentive bonus (including specific goals and amount), and equity compensation. The Committee shall review and advise the CEO regarding other Company executive officers' employment agreements, severance agreements, change in control agreements/provisions, and any other benefits, compensation, or arrangements. The final approval of compensation for the executive officers resides with the Chief Executive Officer. Such discussion of the executive

officers' (other than the CEO) compensation may be made in the presence of the CEO but shall otherwise be made in "executive session" without the presence of the executive officers.

Section 1.8 Succession Planning. The Committee plans for succession to the position of the Chief Executive Officer. The Committee shall also provide advice to the Chief Executive Officer in planning for other executive officer management succession. To assist in this effort, the Chief Executive Officer shall annually provide the Committee with an assessment of senior managers and of their potential to succeed the Chief Executive Officer. The Chief Executive Officer shall also provide the independent directors of the Committee with an assessment of persons considered potential successors to certain senior management positions. The Committee shall annually provide a succession planning report to the Board.

Section 1.9 Employee Compensation and Benefits Programs. The Committee shall, at least annually, review and approve the compensation strategy for Company employees. This includes providing advice to the Chief Executive Officer regarding the various employee benefit plans, including health plans, qualified benefit programs (such as 401(k) plans or employee stock option plans) and other retirement plans used to implement the compensation strategy to ensure that such plans appropriately align the interests of employees with those of Bancorp's shareholders. The Committee shall work with management and, if desired, outside consultants, in reviewing the Company's compensation plans to ensure that they meet the Company's strategic needs and are effective in attracting and retaining qualified employees.

Section 1.10 Stock Options and Stock Grants. The Committee shall review and recommend for approval to the Board all equity-based compensation, including stock options and stock grants awarded to employees and directors of Company.

Section 1.11 Compensation Consultant. The Committee shall have the authority, to the extent it deems necessary, to retain and terminate an outside compensation consultant to assist in the evaluation of director, CEO and other executive officer compensation and benefits matters. The Committee shall have the authority to approve the compensation consultant's fees and other retention terms. The Committee shall also have the authority, to the extent it deems necessary, to retain internal or external legal, accounting, or other consultants or advisers to advise the Committee.

ARTICLE 2 ORGANIZATION

Section 2.1 Membership. The Committee will consist of at least three (3) members. All members of the Committee must be Outside Directors.

An “Outside Director” is any director of Bancorp who is independent as determined in accordance with applicable law, including the rules and regulations of the Securities and Exchange Commission, and the rules of Nasdaq, as applicable except as otherwise permitted by such rules.

Section 2.2 Appointment and Term. The Board will review and confirm the Chairperson and other members of the Committee, based on appointment made by the Chair of the Board subject to the procedures outlined above in Section 1.4 (c), for a term of one year. The Chairperson and other members of the Committee will serve at the discretion of the Board.

Section 2.3 Duties of Chairperson. The Chairperson will preside over all meetings of the Committee and perform any duties as may be assigned by the Board from time to time.

Section 2.4 Resignation. Any member of the Committee may resign, effective upon giving written notice to the Chairperson of the Board unless the notice specifies a later time for the effectiveness of the resignation.

Section 2.5 Vacancies. All vacancies on the Committee, however created, may be filled by the Board, subject to nomination by the Committee. Each member of the Committee so appointed will hold office until the expiration of the appointed term and until a successor is appointed and qualified.

Section 2.6 Regular Meetings. Regular meetings of the Committee will be held at least quarterly or a similar schedule as the Committee determines at the time and place as the Committee determines. Any change in the time or place of a regularly scheduled meeting will require:

- (a) The consent of a majority of the members of the Committee; and
- (b) Five days’ notice by mail or twenty-four hours’ notice received personally, by telephone, e-mail, or similar transmission.

Section 2.7 Special Meetings. Special meetings of the Committee may be called at any time by the Chairperson of the Committee, any two voting members of the Committee, the Chief Executive Officer of Bancorp, or by a majority of the Board. Special meetings may be held upon five days’ notice by mail or twenty-four hours’ notice received personally, by telephone, e-mail, or similar transmission. Notice of special meetings need not be given to any member who:

- (a) Before or after the meeting, signs (i) a waiver of notice, (ii) a consent to holding the meeting, or (iii) an approval of the subject minutes; or
- (b) Attends the meeting without protesting the lack of notice to such member.

Section 2.8 Voting. If the Committee is comprised of an even number of directors, one-half of the number of members will constitute a quorum for the transaction of business. If the Committee is comprised of an odd number of directors, a majority of the Committee members will constitute a quorum for the transaction of business. Every action consented to by a majority of the Committee members present at a meeting (at which a quorum is present) will

be regarded as an act of the Committee, unless other consent is required pursuant to this Charter, the Articles of Incorporation or Bylaws of Company or applicable law.

Section 2.9 Minutes. The Chairperson of the Committee shall ensure that minutes and other relevant records of the meetings and activities of the Committee are maintained. The minutes will be available for review by the Committee members, the Board and any regulatory agency having authority over the affairs of the Company. In the event of any meeting in “executive session,” the Chairperson will designate an Acting Secretary of the Committee for the purpose of recording the minutes of actions taken at the meeting or “executive session” thereof.

Section 2.10 Presence at Meetings. Members of the Committee may participate in a meeting using a conference telephone or similar communication equipment, so long as all members participating in the meetings can hear one another. A telephone poll or electronic communication such as e-mail or other similar transmission may be conducted for the purposes of providing advice or approval to the Chief Executive Officer or other required approvals between regularly scheduled meetings to facilitate Company operations. In such cases, the telephone poll or electronic communication may be conducted where all members participating may not hear one another. Use of these alternate meeting methods when all members cannot hear one another will be on an exception basis. Participation in a meeting pursuant to this Section constitutes presence in person at the meeting. Written records of the results of a telephone poll or electronic communication shall be reported at the next regularly scheduled Committee meeting by management.

Section 2.11 Amendments. This Charter of the Committee may be amended only by a resolution of the Bancorp’ Board.

Section 2.12 Delegation of Authority. This Committee may form and delegate authority to subcommittees when appropriate.