



ANNUAL

REPORT



Bank Iowa®

www.bankiowa.bank | Member FDIC

BANK IOWA CORPORATION

PURPOSE

Our purpose is our “why” behind all that we do and our compass to guide our decision-making.

- EMPOWER PEOPLE.
- INSPIRE SUCCESS.
- FOSTER GROWTH.

VISION

Our vision is what we will always be striving towards. With an ongoing commitment to community banking, Bank Iowa aspires to be:

- THE BANK OF CHOICE FOR OUR CLIENTS.
- THE CAREER OF CHOICE FOR OUR TEAM MEMBERS.
- A CENTER OF INFLUENCE IN OUR COMMUNITIES.
- A POINT OF PRIDE FOR OUR FAMILY OWNERS.

VALUES

Our values allow us to fulfill our purpose and focus on making our vision a reality.

- BE PEOPLE-CENTERED.
- BRING YOUR BEST.
- ENABLE GREAT THINGS.
- THINK BIG.

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BANK IOWA CORPORATION ANNUAL REPORT

Thank you for reading the 2024 Bank Iowa Annual Report. I'm pleased to share that Bank Iowa experienced tremendous growth over the last year in a variety of ways. Financial growth was better than expected, as we will detail on pages 6-9, but I first want to highlight the determination and dedication of our 280+ team members who truly enabled great things in 2024 for our clients, communities, and each other. One of our internal themes in 2024 was, "Make it easier for clients to do business with us," and as you'll find throughout this report, Bank Iowa has made great strides toward that end.

We continue to reach and exceed important milestones across the five areas of our 2025 Focus Pillars: Performance, Growth, Talent, Innovation, and Brand Experience. And while it seems like we put this five-year plan together just yesterday, we have our eyes set on a new long-term plan that will begin to take shape in 2025.

BANK IOWA PRESIDENT & CEO

CLIENTS

The technology demands of modern banking mean we not only need to make it as easy as possible to do business with us but also provide solutions that meet our clients where they are. While we always enjoy a face-to-face opportunity, the desire of our clients to seek more digital banking services continues to increase.

To that end, we partnered with Prelim, a Seattle-based company that focuses on building the next generation of digital experiences for banks. Together, we launched a new consumer deposit account opening platform.

We also teamed up with a digital partner, nCino, to build Bank Iowa Mobile Mortgage, a mobile app that offers a completely digital mortgage experience. From application to close, clients with dreams of homeownership can work with our mortgage lenders in a more efficient and effective way than ever before.

We launched a new credit card program, Bank Iowa Mastercard® Platinum Rewards, which offers clients card controls within the Bank Iowa app, rewards for purchases, mobile wallet features, and a wealth of other benefits.

Other highlights included the launch of contactless debit cards and live

chat on our website.

More details about each of these initiatives can be found on page 13.

Additionally, our e-banking team has been redesigned into what we now refer to as the Customer Experience Team, or "CX Team" for short. The CX Team provides Bank Iowa with its first digital-only location and can help clients and prospective clients with multi-channel onboarding and co-pilot functionality. Learn more about this new area of focus for the bank and the team members making it happen on page 16.

COMMUNITY

Bank Iowa team members gave back to their communities in big ways in 2024. With 242 of the 280+ Bank Iowa employees providing 12,074 volunteer hours to organizations in need, we are now back to pre-pandemic volunteer numbers. In total, 472 community organizations benefited from Bank Iowa team members' spirit to help these community partners make it happen and make our communities even better places to call home.

In 2024, we also continued to support our communities financially through donations made at the regional level and through the Bank Iowa Foundation, totaling \$424,843.

We believe both the donation of time and financial resources allow all of our

communities to sustain and enhance their way of life, while allowing these communities and our team members to thrive within them.

See more about our dedication to serving our communities on page 22.

CULTURE

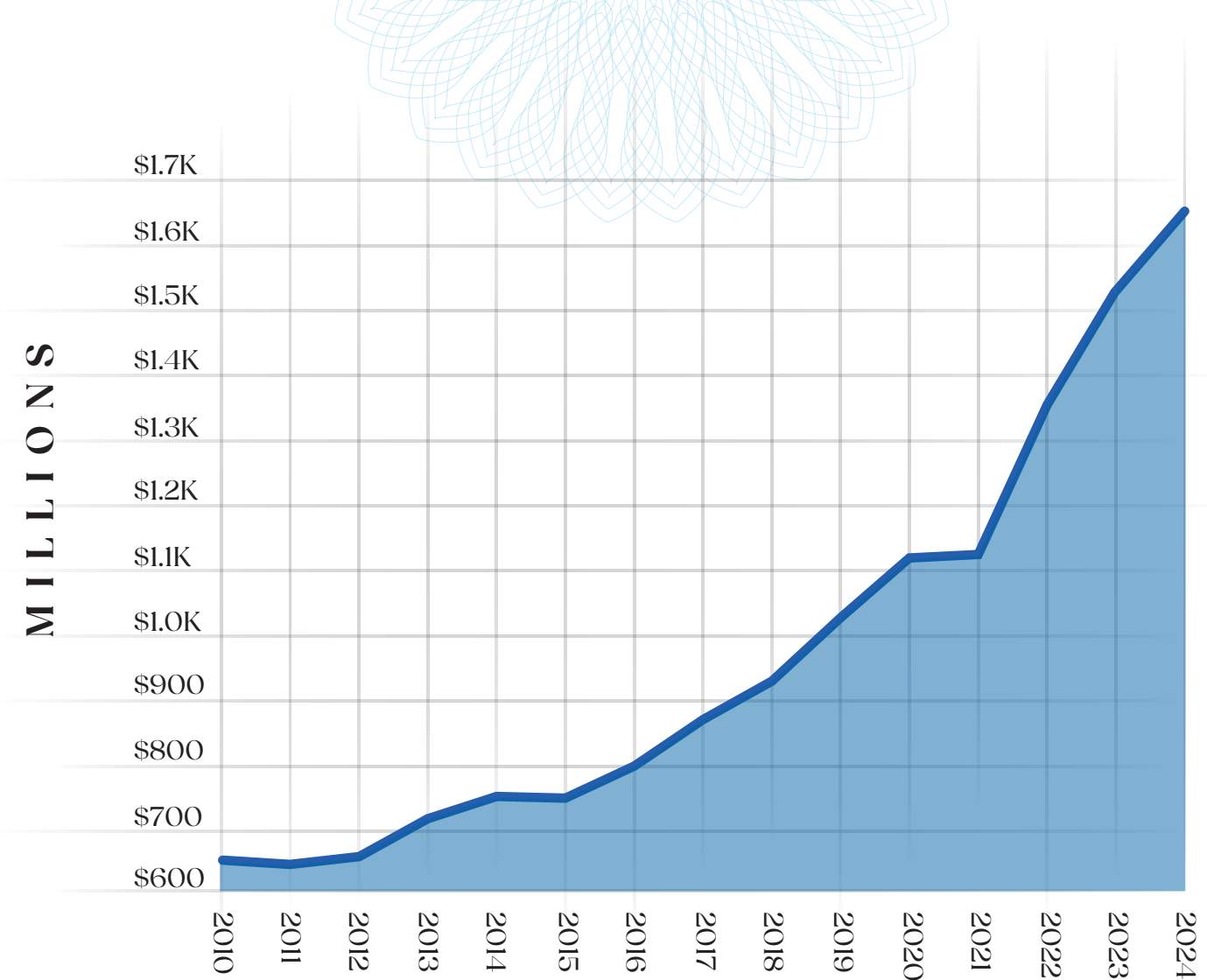
2024 was also a year that saw new opportunities created for our bank culture, from a new location in Johnston to the planning of our new Clear Lake office set to open in 2025. Bank Iowa is looking to not only make it easier to bank with us, but also to work for us. These new opportunities have continued to create professional development growth for current team members, and they have also allowed us to welcome new team members to the Bank Iowa family.

Led by our human resources team's continued commitment to focusing on serving our internal clients, Bank Iowa has made the health and well-being of Bank Iowa team members a primary focus. We know that prioritizing the well-being of our team members positions them to bring their best when serving our external clients. We were proud to be recognized by Marquee Health and honored with their 2024 Excellence in Wellness award.

Bank Iowa continues to be an organization made up of many great stories, which you'll find on the pages to follow. Here's to a successful 2025!

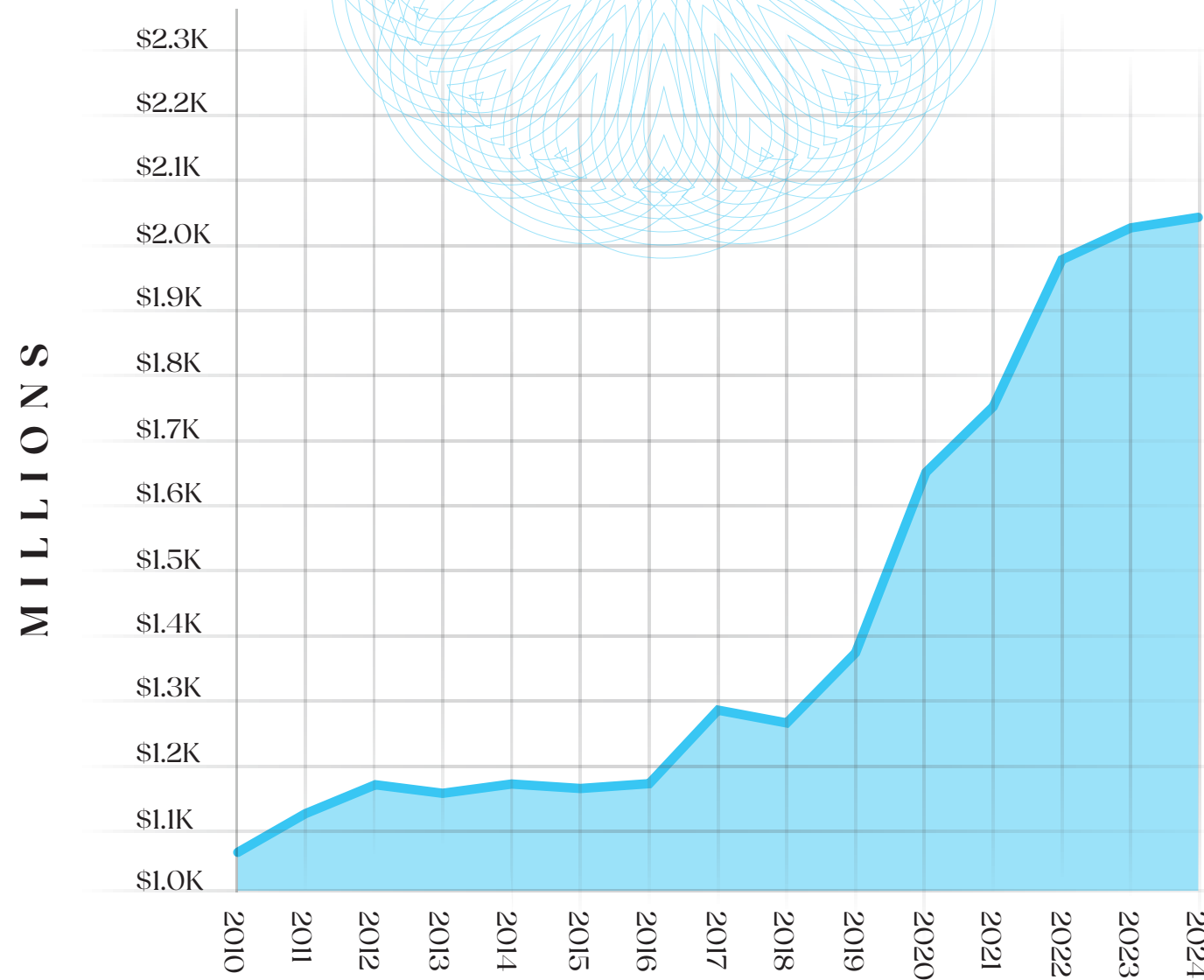
Total Loans

Robust loan business development efforts have led to strong loan growth in recent years. Loans increased by eight percent in 2024 and have averaged 10 percent the past five years.



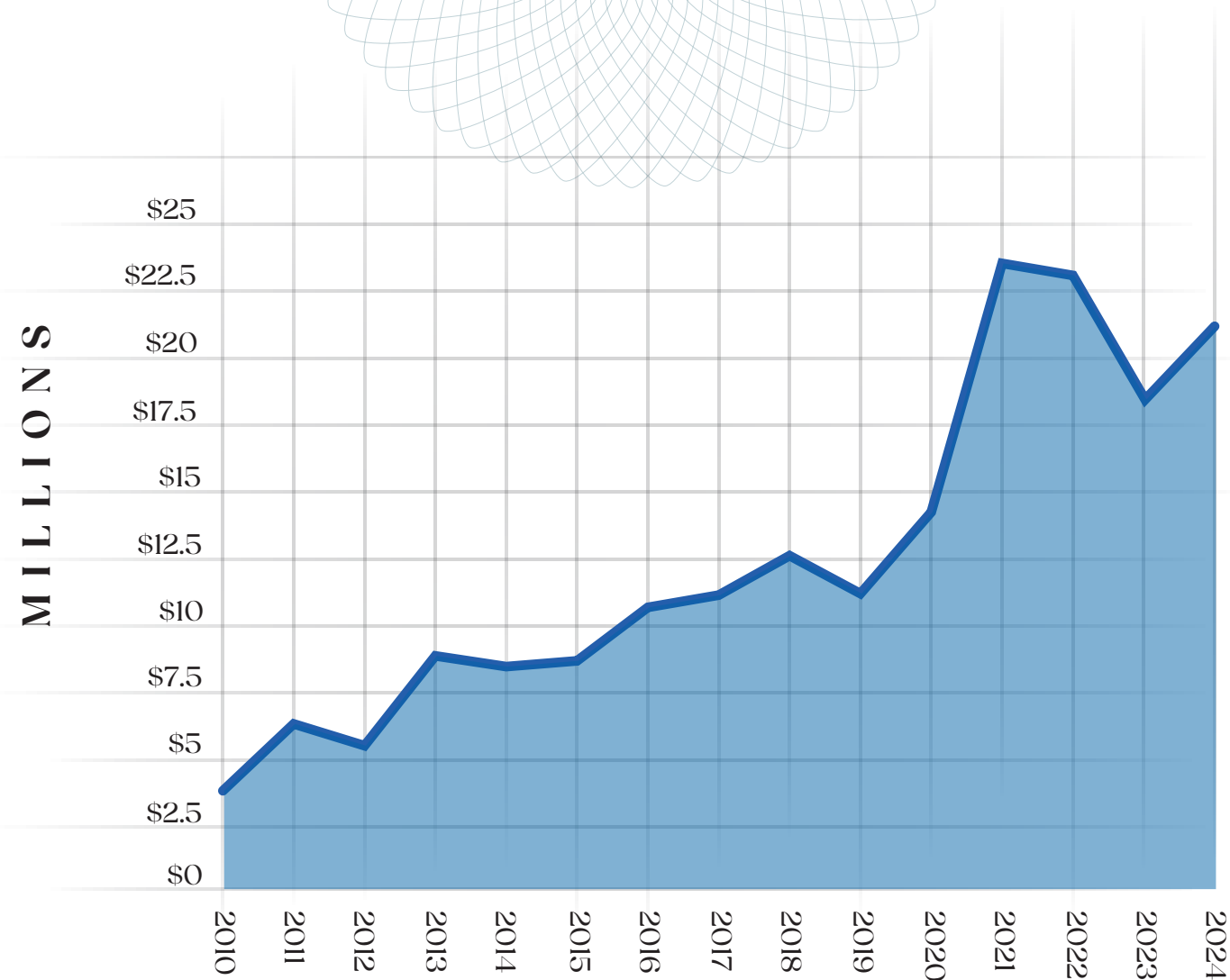
Total Assets

Total assets continued to grow steadily by four percent in 2024. Asset growth has averaged nine percent the past five years.



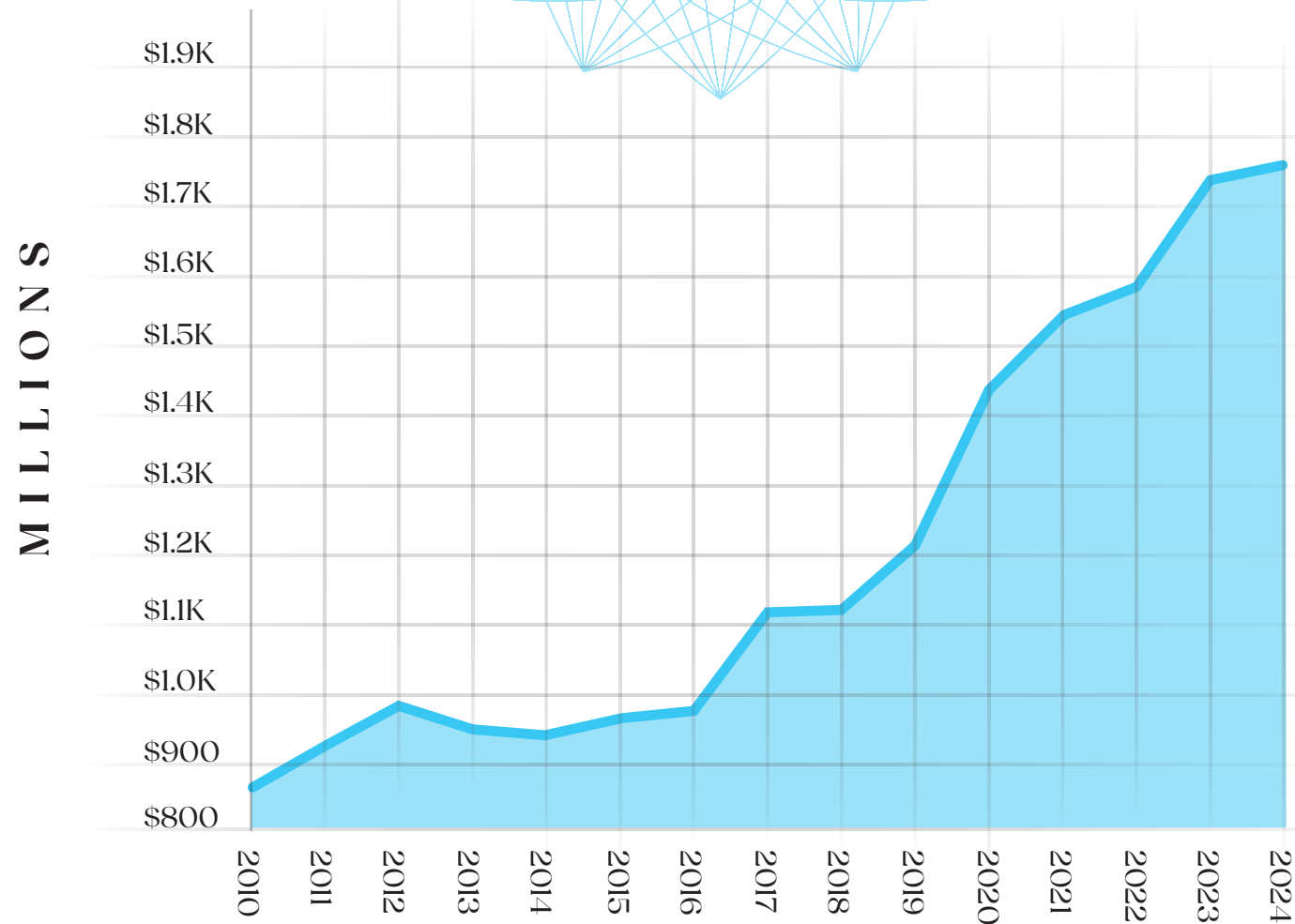
Consolidated Net Income

Consolidated net income increased to \$21 million in 2024 and returned to the pre-COVID trajectory after some strong stimulus-related years in 2021 and 2022. Net interest margins are recovering across the industry, and further progress is expected in 2025.



Total Deposits

Deposit growth was substantial in the COVID-stimulus years but has been more difficult in recent years. Deposits were flat in 2024. This will be an area of focus in 2025.



2024 Balance Sheet

	2024	2023
Cash & Due; CDs	39,595,830	37,532,108
Fed Funds Sold	606,405	1,586,232
Securities, TRUPS & Sub Debt	385,691,351	438,673,565
Gross Loans	1,648,954,760	1,529,950,647
Total Reserve	(22,066,668)	(21,409,666)
Net Loans	1,626,888,091	1,508,540,981
Other Real Estate Owned	1,723,500	0
Premises & Fixed Asset	27,843,928	25,058,761
Bank Owned Life Insurance	21,571,741	21,062,049
Other Assets	40,931,905	35,321,871
Goodwill	1,266,053	1,540,875
Deferred Tax Asset	2,367,350	2,169,725
Other Investments	621,881	568,976
Total Assets	2,149,108,037	2,072,055,143
DDA and NOW	634,742,347	744,614,441
Savings and Money Market	501,011,475	584,820,925
Time Deposits	484,725,465	417,603,497
Brokered CDs	118,850,507	30,801,000
CDARS & ICS Money Market	11,165,837	14,140,485
Repurchase Agreements	5,887,214	10,411,282
Total Deposits	1,756,382,845	1,722,913,602
Borrowings	210,694,271	175,000,000
Other Liabilities	36,597,060	39,288,926
Total Liabilities	2,003,674,176	1,937,202,528
Trust Preferred Securities	0	0
Tier 1 Capital	181,162,320	171,573,169
Unrealized Gain/(Loss)	(35,728,459)	(36,720,554)
Total Equity	145,433,861	134,852,615
Total Liabilities & Equity	2,149,108,037	2,072,055,143

2024 Income Statement

	2024	2023
Total Interest Income	111,632,900	92,390,751
Total Interest Expense	51,215,646	35,198,770
Net Interest Income	60,417,254	57,191,981
Service Charges	2,617,722	2,616,009
Loan Fee Income	1,698,346	1,473,002
Other Fees & Income	3,940,318	4,258,764
BOLI Cash Value Increase	509,802	460,349
Total Non-Interest Income	8,766,188	8,808,124
Salaries & Employee Benefits	32,450,704	29,156,388
Occupancy Expenses	3,973,918	3,847,076
Data Processing	6,249,361	5,074,156
Marketing & Advertising	1,124,883	1,033,608
Donations & Community Outreach	424,843	418,210
FDIC & Other Insurance	1,275,161	1,074,716
Professional Expenses	1,533,435	1,200,642
Other Operating Expenses	2,520,277	2,432,055
Goodwill & Core Deposit Amort	296,853	773,564
Total Non-Interest Expense	49,849,436	45,010,415
Operating Income	19,334,007	20,989,689
Less: Reserve for Loan Losses	850,000	600,000
Income Before Taxes/Adjustments	18,484,007	20,389,689
OREO Loss/(Gain)	0	0
Securities Loss/(Gain)	(12,700)	705,912
Other Asset Loss/(Gain)	(3,499,190)	(137,295)
Deferred Tax Adjustment	0	0
State Taxes	1,016,300	1,039,036
Net Taxes/Adjustments	(2,495,590)	1,607,653
Net Income	20,979,596	18,782,036

Mobile Mortgage

INTRODUCING MOBILE MORTGAGE FROM BANK IOWA

In 2024, Bank Iowa reimagined the mortgage experience with a new way to apply and manage the entire mortgage process: all from a single app on your phone. The Bank Iowa Mobile Mortgage app connects clients with the local mortgage lender of their choice, then streamlines the process with simple steps to upload all required documents and notifications to ensure a smooth home-buying journey. This seamless experience has helped Bank Iowa's clients spend less time in the back-and-forth of signing mortgage papers and more time preparing for their life's next big move – a new place to call home.

As Bank Iowa sought to prioritize an effortless mortgage process for clients, it was also important to maintain the local lending expertise we're known for. With Mobile Mortgage, our clients get the best of both worlds, the technology they'd expect of a national mortgage provider, combined with a trusted local Bank Iowa mortgage lender.



Bank Iowa Credit Card



CHARGING FORWARD

In October of 2024, the bank introduced the Bank Iowa Mastercard® Platinum Rewards Credit Card product to Bank Iowa customers. Our previous credit card product had been outsourced, which created limitations on the rewards and promotions we could implement.

In an effort to create a better client experience, Bank Iowa brought the product in-house, which significantly impacts the flexibility and features we're able to offer our clients.

Some key features include 24/7 customer service, mobile wallet,

and tap to pay. The card has no limit on points earned, and points can be used on cash back, statement balance, travel gift cards, merchant gift cards, or merchandise.

Additionally, the new credit card integrates with existing online and mobile banking platforms, allowing clients to manage card controls in the Bank Iowa app. Clients can view transaction history, make payments, view statements, apply travel notices, enable card controls, request credit limit changes, and report a card lost or stolen.

Doubling Down on Treasury Management



Pictured left to right: Ashley Rottinghaus, Michael Tomlonovic, Lily Rowenhorst, Amber Weger

EMPOWERING BUSINESS CLIENTS

Over the last several years, Bank Iowa has recognized the value treasury management (TM) services can provide our business clients, while also enhancing the banking relationship that clients have with Bank Iowa.

TM empowers our business clients by allowing them to manage their finances more easily and making their hard-earned money work harder for them.

TM services from Bank Iowa are customized to address the specific needs of our business clients. These products focus on optimizing cash management, mitigating risk, and improving operational efficiency.

With the growth of our TM team from two team members to four, Bank Iowa is now more equipped than ever to provide this suite of products and services to our clients.

In September 2024, Lily Rowenhorst was promoted to treasury management specialist. Lily has been with Bank Iowa since 2022, having previously served as a key contributor on our CX team. Lily works alongside Michael Tomlonovic, assisting in Bank Iowa's TM clients' day-to-day needs, questions, and servicing.

Ashely Rottinghaus joined the Bank Iowa team in October of 2024, serving as the treasury management business development manager. With over a decade of banking experience in various roles, Ashley is already well-positioned to help Bank Iowa clients succeed with TM.

The team works under the leadership of Amber Weger, vice president of treasury management, helping to connect clients and prospects with much-needed TM services.

An Easier Way to Bank

BANK IOWA STREAMLINES ONLINE ACCOUNT SIGN-UP



Pictured from left to right: Cassie Veldhuizen, Whitney Beery, Jenny Gaskill, Bill Fry, Sheri Moritz, Katy Kuehn, Amy Maher, Trisha Menke

“When selecting a partner, our primary goal was to simplify banking for both our clients and team members at Bank Iowa. The intuitive design enables clients to open an account online in four minutes or less.”

– **Trisha Menke**
Director of Retail Banking

Technology and innovation have been at the forefront of Bank Iowa’s 5-Year Focus Pillars, always keeping client experience top of mind. The introduction of our new online account sign-up platform felt like a transformative step that could make a profound impact in several key areas we had long aimed to improve.

Our retail staff worked diligently to roll out the new software, Prelim, at the tail-end of 2024 after a long runway that involved selecting the appropriate partner, connecting our current technology, training, and officially transitioning to the new solution.

This new platform aligned well with the introduction of the Customer Experience (CX) Team, as it expanded the channels for new account opening. The new account opening software is not only more user-friendly for new Bank Iowa clients, but also for our team members.

“When selecting a partner, our primary goal was to simplify banking for both our clients and team members at Bank Iowa. The intuitive design enables clients to open an account online in four minutes or less,” said Trisha Menke, director of retail banking. “Additionally, it has improved efficiency, automated internal processes, and streamlined workflows for our team, fostering a more seamless and productive banking experience.”

Making Moves

JOHNSTON COMMUNITY ENHANCED
WITH NEW LOCATION



After nearly 20 years in the Johnston community, Bank Iowa broke ground on its own stand-alone location on Merle Hay Road in the spring of 2024. The new office is just across the street from the strip mall location that Bank Iowa has occupied since 2006.

Joining the brand new office is community bank president TJ Hodges, who brought more than 10 years of commercial lending experience in the Des Moines metro area.

"We're excited to open the doors of our newly constructed Bank Iowa office here in Johnston," said Hodges.

"The space truly reflects the bank's commitment to the community we serve and our innovative team members. Johnston residents and businesses can expect the same great products and services they know, backed by the local relationships they trust."

To celebrate the opening of the new location, Bank Iowa held a ribbon-cutting with the Johnston and Urbandale chambers. More than 70 people attended the ribbon cutting to support the bank in this exciting new milestone.

Additional events were held for families to bring their children into the bank for trick-or-treating and a business networking event to connect with local community leaders.

What's on the Horizon?

COMING TO A LAKE NEAR YOU



For depiction purposes only, final design may appear differently



For depiction purposes only, final design may appear differently

“Clear Lake is a vibrant, thriving, and unique community that Bank Iowa is excited to grow alongside.” – **Brian Carolan**
Regional President

This Spring, Bank Iowa will have a new community to call home in Clear Lake. Situated between several Bank Iowa locations in the northern hemisphere of the state, the Clear Lake community presents a nice expansion opportunity within the Bank Iowa footprint.

With an expected opening date of May 2025, Bank Iowa is ready to make a splash in Clear Lake. Bank Iowa plans on launching several new products and introducing new team members to the community.

“Even though we aren’t open yet, we are already active in the community through strategic partnerships with those who make Clear Lake an amazing place to call home,” said Brian Carolan, regional president.

Bank Iowa has already developed several key community relationships with the local chamber and organizations that drive the economy and enhance community resources.

An Investment in Our Communities

12.074
VOLUNTEER HOURS TO ORGANIZATIONS IN NEED

242
NUMBER OF
TEAM MEMBERS
WHO VOLUNTEERED
IN 2024

472
COMMUNITY
ORGANIZATIONS
SERVED

\$424,843
IN FINANCIAL DONATIONS TO COMMUNITY PARTNERS

Humboldt

FLOODED WITH SUPPORT

Several areas of Iowa were hit with flooding in 2024, and among them was our Humboldt community. Fortunately, the damage in the community wasn't as extensive as initially feared, but the clean up process was no small undertaking. Forty-one Bank Iowa team members from all areas of the state collaborated with local volunteers in Humboldt to remove sandbags and clean up where there was flooding. Bank Iowa team members and local leaders rallied to support the Humboldt community, filling more than 12 dump trucks with sand bags. In total, 12 businesses and homes in Humboldt were supported, including our drive-up bank location.



FEED THE FARMER

Bank Iowa's Humboldt team served around 450 meals to area farmers during the harvest this fall throughout six different co-ops in Humboldt County. This tradition is practiced by many Bank Iowa team members as a small token of thanks to Iowa farmers who feed the world.



Denison

CRAWFORD COUNTY WELLNESS CENTER

Bank Iowa donated \$100,000 through the Bank Iowa Foundation to the new wellness and recreation center. The project is a joint effort between the Denison school district, City of Denison, Crawford County, and Crawford County Memorial Hospital. The Crawford County Wellness Center will have a large field house with an indoor soccer field, a multipurpose gymnasium, locker rooms, and an elevated walking track. A groundbreaking event was held in July of 2024, and the new facility is currently under construction.



CRAWFORD COUNTY HUNGER FIGHTERS

In May, Denison's loan department volunteered to pack bags for the Crawford County Hunger Fighters backpack program. More than 360 kids benefited from a weekly supply of nutritious, shelf-stable food for the weekend when school meals are not available. Crawford County Hunger Fighters is a network of community organizations in Crawford County, working together to assist children in need and distribute bulk food to families.





Mindy Casterton-Humpal

The 2024 winner of the Bring Your Best values award was Mindy Casterton-Humpal, mortgage lender in New Hampton. Mindy is known for her commitment to excellence, both in her work and in the community. Her strategic thinking and drive to exceed expectations have made her an exceptional asset to Bank Iowa, allowing her to excel in her mortgage lender role. Mindy’s ability to connect with clients and think creatively about customer needs exemplifies her dedication to living the Bank Iowa brand.

Mindy’s leadership extends far beyond the office. She is a key representative

for Bank Iowa on the local Chamber of Commerce, an active participant in school enrichment programs, and a devoted community leader on the New Hampton City Council. She continually pushes for exceptional work, juggling her professional responsibilities with volunteer efforts, council meetings, and her role as a proud parent and cheerleader for her children.

Mindy’s passion for making a positive impact, both professionally and personally, sets her apart. Her connections, drive, and ability to inspire others are why she was the 2024 Bring Your Best values award winner.

BRING
YOUR
BEST

2024
VALUES
AWARDS



Bank Iowa Value Awards were established in 2020 to honor team members who fulfill our purpose and vision through four key values.

BE
PEOPLE-
CENTERED

2024
VALUES
AWARDS



Tami Weller

The 2024 winner of the Be People-Centered values award was Tami Weller, regional loan administrator in Oskaloosa. Tami is known for celebrating team efforts with her signature “atta girl” encouragements and helping teammates navigate challenges with thoughtful questions and solutions. She is quick to recognize opportunities to improve processes, ensuring tasks are beneficial for both customers and colleagues.

Tami sets high expectations while fostering a supportive environment,

reminding others that “pretty much anything can be fixed,” and stepping in to help resolve issues. Tami takes the time to enhance the workplace by contributing to the landscaping efforts of planting flowers at the branch and volunteers in the town by supporting community programs like the summer lunch initiative and many more.

Tami’s dedication to her team, clients, and community, combined with her leadership and positive energy, are why she was the 2024 Be People-Centered values award winner.



ENABLE GREAT THINGS

2024 VALUES AWARDS



Deb Maher

The 2024 winner of the Enable Great Things values award was Deb Maher, retail branch manager in Red Oak. Deb leads with tremendous passion and helps create a work environment for her team based on respect, appreciation, and admiration. Deb ensures that decisions are made quickly and logically and that everyone involved in a matter is taken care of and supported by her.

Deb's loyalty, compassion, and confidence make her a leader who inspires both growth and success throughout her team. She handles challenges with resilience, leads by example, and fosters positivity even during tough conversations.

Deb consistently goes above and beyond for her team, clients, and Bank Iowa and embodies the "Let's Make it Happen" spirit in everything she does. For these reasons, Deb was this year's Enable Great Things values award winner.

THINK BIG

2024
VALUES
AWARDS



Becca Stonehocker

The 2024 winner of the Think Big values award was Becca Stonehocker, relationship manager in Colfax. Becca is known for her tireless efforts to create meaningful volunteer opportunities, not only for herself but for her entire team. From coordinating color-coded calendars to organizing schedules, she ensures volunteering is easy and accessible for all. Her proactive outreach to local organizations has helped position Bank Iowa as a cornerstone in the Colfax community.

As secretary for Colfax Main Street, Becca uses her organizational skills to lead fundraising events that keep Bank

Iowa at the forefront of local initiatives. Thanks to her dedication, the community image of the bank has transformed into a trusted presence in Colfax. Becca led nearly 100 hours of Bank Iowa's efforts at the Jasper County Fair and accounted for 130 volunteer hours for Colfax Main Street last year.

This year, Becca was recognized as Main Street Iowa Volunteer of the Year, a testament to her passion for giving back and building connections. Becca's ability to inspire her team and organize large-scale initiatives are why she was the 2024 Think Big values award winner.

2024 BANK IOWA

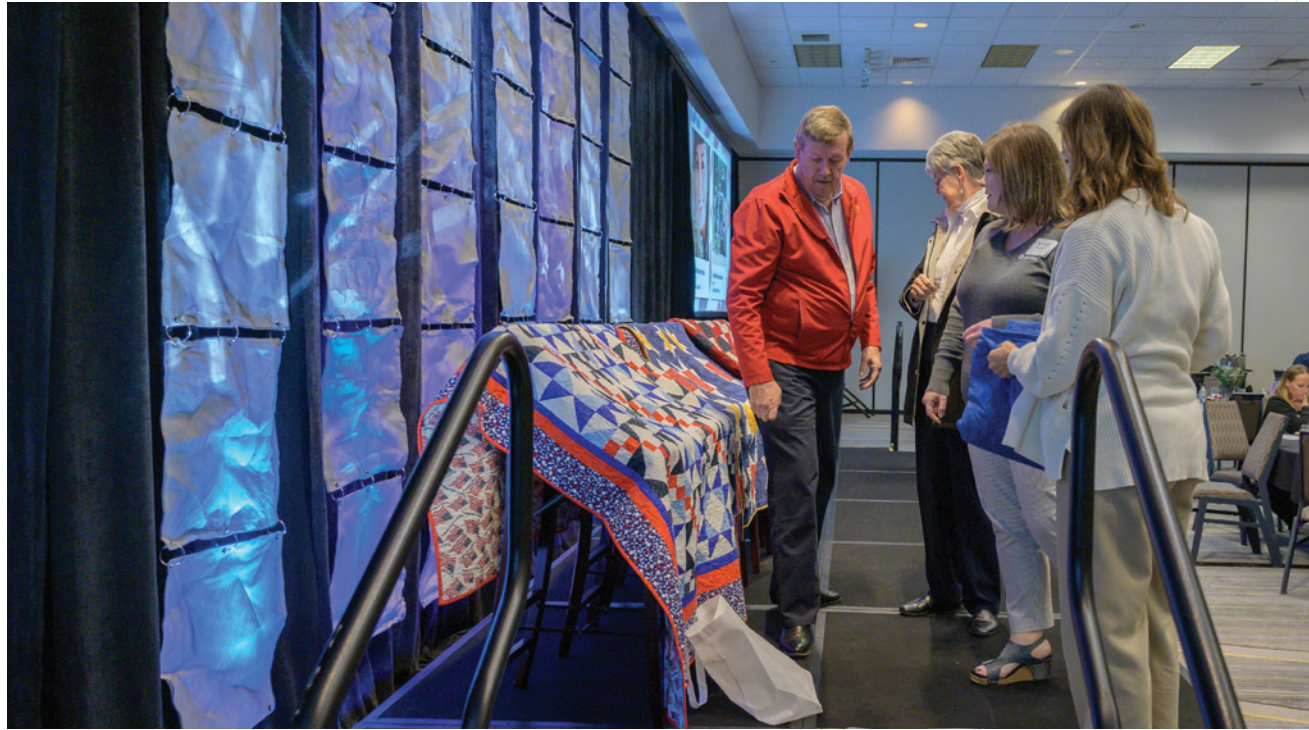
Choice, Not Chance



Bank Iowa Summit, an event that brings all 280+ Bank Iowa team members together for a day of professional development and team building, was held on Veterans Day. This year's theme, "Choice Not Chance," honored the decisions and sacrifices made by service members and veterans and applied that concept to our every day lives, both personally and professionally.

Bank Iowa Summit also offered an opportunity to gather as a team, strengthen our bonds, and make a meaningful impact through our corporate social responsibility activity.

In alignment with Veteran's Day, we proudly recognized five Bank Iowa team member veterans whose service and dedication are an inspiration to everyone in attendance.



We are deeply grateful for their service, both in uniform and at Bank Iowa, as their contributions to their country exemplify leadership, resilience, and commitment.

Many of our team members' family members who are retired or active-duty military were also celebrated as we acknowledged their commitment and sacrifice throughout the day. In total, Bank Iowa team members proudly count more than 100 active-duty and retired military members among their loved ones.

For the 2024 Summit, our planning committee selected Quilts of Valor as our philanthropic partner. Quilts of Valor provides handcrafted quilts to service members and veterans who have been touched by the effects of war. These quilts are more than just blankets, they symbolize gratitude and healing, each one being crafted to the highest standards. As their mission states, Quilts of Valor seeks to cover veterans with comfort and thanks, recognizing their service, sacrifice, and valor.

In support of their mission, Bank Iowa team members across all regions participated in a month-long effort to collect monetary donations and fabric for Quilts of Valor. Each region's contributions were presented to the local chapters, adding a personal connection to our initiative.

A keynote address was given by Jason Redman, a decorated veteran and accomplished speaker. Jason shared powerful messages about overcoming adversity and building resilience, encouraging us to lead ourselves and others with a relentless mindset.

His insights into leadership and teamwork aligned perfectly with this year's theme, Choice Not Chance.

The 2024 Bank Iowa Summit exemplified our core value of being people-centered. Together, we not only celebrated our collective achievements but also paid tribute to the extraordinary service of our veterans, team members, and their families. By choosing to make a difference through Quilts of Valor, we continued to uphold our commitment to our community. We are immensely thankful for the sacrifices made by those who serve and their enduring impact on our lives and work.

2024 BANK IOWA



Newton

**THAD ROFFEY**
Newton Community Bank President

Thad Roffey joined Bank Iowa as Newton's community bank president in April 2024. Roffey is an experienced commercial lender with more than 25 years in business lending roles throughout eastern and central Iowa.

"We are excited to have Thad join our team," said James Feudner, regional president. "It's clear he brings a lot of heart to his work and that he loves to be involved in the community." Roffey not only dedicates his time to serving bank clients, he also regularly volunteers with community organizations such as Big Brothers Big Sisters, Junior Achievement, Habitat for Humanity, United Way, and several youth sports teams.

"Bank Iowa's values drew me to this opportunity," said Roffey. "When I learned that 'Be People-Centered' was a mantra for the Bank Iowa team, I knew this was the right fit. I'm looking forward to working alongside the people of Newton to reach their individual goals, as well as the goals of the community."

New Community Bank Presidents. New Roles, New Opportunities.

2024 created the opportunity to add three community bank presidents to our Bank Iowa teams in Johnston, Newton, and Shenandoah.

Shenandoah

AMY MAHER

Shenandoah Community Bank President

In February 2024, Bank Iowa promoted Amy Maher to community bank president in Shenandoah. Amy joined the bank in October 2018 and has held several roles since, most recently as a regional retail banking manager (RRBM).

In her new role, Amy will continue to carry out RRBM responsibilities while also assuming new duties, including coordinating communications between lending, retail, and mortgage, as well as other functional groups in the Shenandoah community. She will focus on ensuring Bank Iowa is appropriately represented in all key community groups and events.

“Amy has proven her dedication to Bank Iowa with her willingness to jump into projects or provide support to the Bank Iowa team,” said Dan Comer, regional president. “It’s a great fit to have Amy step into the community bank president role with her active involvement in Shenandoah.”



TJ HODGES

Johnston Community Bank President

With Johnston’s new location opening in 2024, several new roles were introduced, including the community bank president. TJ Hodges joined the bank in August to fill this role, bringing more than 10 years of commercial lending experience in the Des Moines metro. “TJ is a great addition to our Johnston office,” said John Rathjen, regional president. “From day one, it’s been clear he is determined to foster sustainable growth for businesses in the community.”

Hodges is more than a community banking leader – he also serves his community. He volunteers with Junior Achievement, Central Iowa Shelter and Services, Ducks Unlimited, Sundry Church, and 10 Squared Men of Granger. He also serves on the board for the Woodward Granger Community School District.

“Bank Iowa’s culture is what ultimately drew me to this opportunity,” said Hodges. “When I experienced Bank Iowa’s values in action through communication, collaboration, and respect, I knew they were more than just words on a web page. The people who live out those values each day drew me to become part of the Bank Iowa team.”

Johnston

BANK IOWA
BOARD OF DIRECTORS



**PAIGE
Duncan**
Board Chair



**J.B.
Barr**
Board Vice-Chair



**JIM
Plagge**
President & CEO



**JANN
Freed**
Leadership Development
and Change Management Consultant



**JOHN
Hartford**
Retired Bank Iowa
Chief Lending Officer



**CHRIS
Minor**
President and CEO,
SmartStory Technologies




**CRAIG
Hill**
Retired CEO / Farmer



**MATTHEW
Sells**
Shenandoah Medical Center
President & CEO

BANK IOWA CORPORATION
BOARD OF DIRECTORS



**ROBERT
Duncan**
Chairman Emeritus
Duncan Aviation & Bank Iowa Co-Founder



**PAIGE
Duncan**
Board Chair



**J.B.
Barr**
Board Vice-Chair



**JIM
Plagge**
President & CEO



**MICHAEL
Wilson**
Retired President & CEO
Federal Home Loan Bank of Des Moines



**JOHN
Hartford**
Retired Bank Iowa
Chief Lending Officer

BANK IOWA
SENIOR LEADERSHIP



**JIM
Plagge**
President & CEO



**DUSTIN
Caldwell**
IT Director



**BRIAN
Carolan**
Regional President



**DAN
Comer**
Regional President



**RICH
Davitt**
Chief Credit Officer



**JESSICA
Ferin**
Operations Director



**JAMES
Feudner**
Regional President



**JOSH
Fleming**
Marketing Director



**ANGIE
Frerk**
Community Bank President



**NICK
Griffin**
Director of Ag &
Commercial Lending



**SCOTT
Hansen**
Internal Audit Director

BANK IOWA
SENIOR LEADERSHIP



**RYAN
Huinker**
Chief Financial Officer



**TANYA
Johnson**
Compliance and Risk Director



**CHAD
Leighty**
Community Bank President



**TRISHA
Menke**
Retail Banking Director



**JOHN
Rathjen**
Regional President



**ALLISON
Rial**
Controller



**JON
Sarvis**
Chief Banking Officer



**JILL
Shedek**
HR Director



**TODD
Smith**
Director,
Consumer Finance



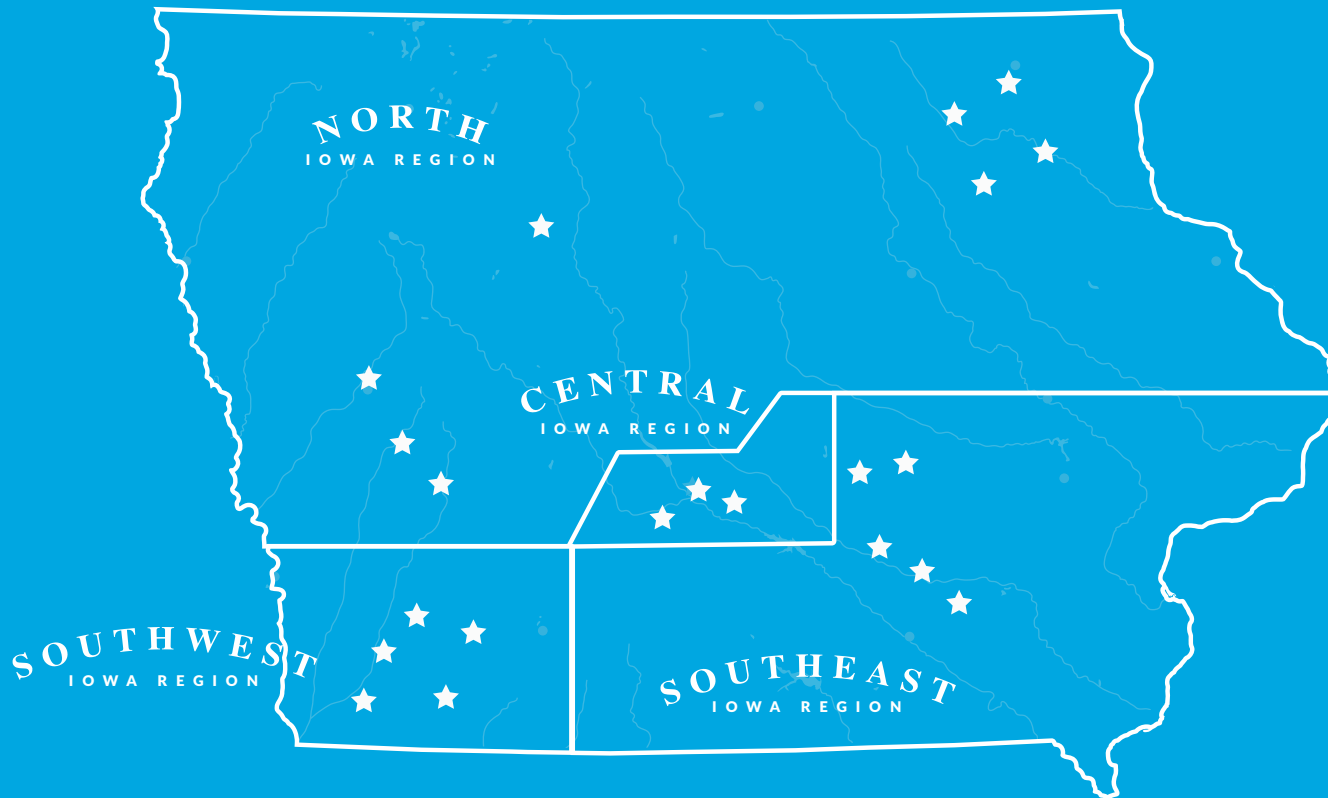
**AMBER
Weger**
VP Treasury Management



**KATE
Wolfe**
Chief Operating Officer

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