

PLUMAS BANCORP  
Form 10-K  
March 17, 2016  
UNITED STATES  
SECURITIES AND EXCHANGE COMMISSION  
Washington, D.C. 20549

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**FORM 10-K**

**Annual report pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934  
For the fiscal year ended December 31, 2015**

**or**

**Transaction report pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934**

**Commission file number: 000-49883**

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**PLUMAS BANCORP**  
(Exact name of Registrant as specified in its charter)

**California** **75-2987096**  
(State or other jurisdiction of incorporation or organization) (IRS Employer Identification No.)

**35 S. Lindan Avenue, Quincy, CA** **95971**  
(Address of principal executive offices) (Zip Code)

Registrant's telephone number, including area code: **(530) 283-7305**

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Securities registered pursuant to Section 12(b) of the Act:

**Title of Each Class:** **Name of Each Exchange on which Registered:**

Common Stock, no par value The NASDAQ Stock Market LLC

Securities registered pursuant to Section 12(g) of the Act: **None.**

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Indicate by check mark if the registrant is a well-known seasoned issuer, as defined in Rule 405 of the Securities Act.

Yes No

Indicate by check mark if the registrant is not required to file reports pursuant to Section 13 or Section 15(d) of the Act.

Yes No

Indicate by check mark whether the registrant: (1) has filed all reports required to be filed by Section 13 or 15(d) of the Securities Exchange Act of 1934 during the preceding 12 months (or for such shorter period that the registrant was required to file such reports), and (2) has been subject to such filing requirements for the past 90 days.

Yes No

Indicate by check mark whether the registrant has submitted electronically and posted on its corporate Web site, if any, every Interactive Data File required to be submitted and posted pursuant to Rule 405 of Regulation S-T (§232.405 of this chapter) during the preceding 12 months (or for such shorter period that the registrant was required to submit and post such files). Yes No

Indicated by check mark if disclosure of delinquent filers pursuant to Item 405 of Regulation S-K is not contained herein, and will not be contained, to the best of Registrant's knowledge, in definitive proxy or information statements incorporated by reference in Part III of this Form 10-K or any amendment to this Form 10-K.

Indicate by check mark whether the registrant is a large accelerated filer, an accelerated filer, a non-accelerated filer or a smaller reporting company. See definition of "large accelerated filer," "accelerated filer" and "smaller reporting company" in Rule 12b-2 of the Exchange Act:

Large Accelerated Filer    Accelerated Filer    Non-Accelerated Filer    Smaller Reporting Company

Indicate by check mark if the registrant is a shell company (as defined in Rule 12b-2 of the Exchange Act).

Yes No

As of June 30, 2015 the aggregate market value of the voting and non-voting common equity held by non-affiliates of the Registrant was approximately \$39.7 million, based on the closing price reported to the Registrant on June 30, 2015 of \$9.32 per share.

Shares of Common Stock held by each officer and director have been excluded in that such persons may be deemed to be affiliates. This determination of the affiliate status is not necessarily a conclusive determination for other purposes.

The number of shares of Common Stock of the registrant outstanding as of March 14, 2016 was 4,852,875.

Documents Incorporated by Reference: Portions of the definitive proxy statement for the 2016 Annual Meeting of Shareholders to be filed with the Securities and Exchange Commission pursuant to SEC Regulation 14A are incorporated by reference in Part III, Items 10-14.

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## PART I

### Forward-Looking Information

*This Annual Report on Form 10-K includes forward-looking statements and information is subject to the “safe harbor” provisions of Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934. These forward-looking statements, which involve Plumas Bancorp’s plans, beliefs and goals, refer to estimates or use similar terms, involve certain risks and uncertainties that could cause actual results to differ materially from those in the forward-looking statements. Such risks and uncertainties include, but are not limited to, the following factors:*

*Local, regional, national and international economic conditions and the impact they may have on us and our customers, and our assessment of that impact on our estimates including, but not limited to, the allowance for loan losses.*

*The effects of and changes in trade, monetary and fiscal policies and laws, including the interest rate policies of the Federal Open Market Committee of the Federal Reserve Board.*

*The ability to receive regulatory approval for the Bank to declare and pay dividends to the Company.*

*Changes imposed by regulatory agencies to increase our capital to a level greater than the current level required for well-capitalized financial institutions (including the implementation of the Basel III standards), the failure to maintain capital above the level required to be well-capitalized under the regulatory capital adequacy guidelines, the availability of capital from private or government sources, or the failure to raise additional capital as needed.*

*The effect of changes in accounting policies and practices, as may be adopted by the regulatory agencies, as well as the Public Company Accounting Oversight Board, the Financial Accounting Standards Board and other accounting standard setters.*

*The costs and effects of changes in laws and regulations and of other legal and regulatory developments, including, but not limited to, increases in FDIC insurance premiums, the resolution of legal proceedings or regulatory or other governmental inquiries, and the results of regulatory examinations, reviews or other inquires.*

*Changes in the interest rate environment and volatility of rate sensitive assets and liabilities.*

*Declines in the health of the economy, nationally or regionally, which could reduce the demand for loans, reduce the ability of borrowers to repay loans and/or reduce the value of real estate collateral securing most of the Company's loans.*

*Credit quality deterioration, which could cause an increase in the provision for loan and lease losses.*

*Devaluation of fixed income securities.*

*Asset/liability matching risks and liquidity risks.*

*Loss of key personnel.*

*Operational interruptions including data processing systems failure and fraud.*

*Our success at managing the risks involved in the foregoing items.*

*Plumas Bancorp undertakes no obligation to revise or publicly release the results of any revision to these forward-looking statements.*

## ITEM 1. BUSINESS

### General

**The Company.** Plumas Bancorp (the “Company”, “we”, “us”) is a California corporation registered as a bank holding company under the *Bank Holding Company Act* of 1956, as amended, and is headquartered in Quincy, California. The Company was incorporated in January 2002 and acquired all of the outstanding shares of Plumas Bank (the “Bank”) in June 2002. The Company’s principal subsidiary is the Bank, and the Company exists primarily for the purpose of holding the stock of the Bank and of such other subsidiaries it may acquire or establish. At the present time, the Company’s only other subsidiaries are Plumas Statutory Trust I and Plumas Statutory Trust II, which were formed in 2002 and 2005 solely to facilitate the issuance of trust preferred securities.

The Company’s principal source of income is dividends from the Bank, but the Company may explore supplemental sources of income in the future. The cash outlays of the Company, including (but not limited to) the payment of dividends to shareholders, if and when declared by the Board of Directors, costs of repurchasing Company common stock, the cost of servicing debt and preferred stock dividends, will generally be paid from dividends paid to the Company by the Bank.

At December 31, 2015, the Company had consolidated assets of \$599.3 million, deposits of \$527.3 million, other liabilities of \$29.5 million and shareholders’ equity of \$42.5 million. The Company’s other liabilities include \$10.3 million in junior subordinated deferrable interest debentures and a \$4.9 million note payable. These items are described in detail later in this section.

References herein to the “Company,” “we,” “us” and “our” refer to Plumas Bancorp and its consolidated subsidiary, unless the context indicates otherwise. Our operations are conducted at 35 South Lindan Avenue, Quincy, California. Our annual, quarterly and other reports, required under the Securities Exchange Act of 1934 and filed with the Securities and Exchange Commission, (the “SEC”) are posted and are available at no cost on the Company’s website, [www.plumasbank.com](http://www.plumasbank.com), as soon as reasonably practicable after the Company files such documents with the SEC. These reports are also available through the SEC’s website at [www.sec.gov](http://www.sec.gov).

**The Bank.** The Bank is a California state-chartered bank that was incorporated in July 1980 and opened for business in December 1980. The Bank is not a member of the Federal Reserve System. The Bank’s Administrative Office is located at 35 South Lindan Avenue, Quincy, California. At December 31, 2015 the Bank had approximately \$599 million in assets, \$397 million in net loans and \$528 million in deposits (including deposits of \$0.8 million from the Bancorp). It is currently the largest independent bank headquartered in Plumas County. The Bank’s deposit accounts are insured by the Federal Deposit Insurance Corporation (the “FDIC”) up to maximum insurable amounts.

The Bank's primary service area covers the Northeastern portion of California, with Lake Tahoe to the South and the Oregon border to the North. The Bank, through its twelve branch network, serves Washoe county Nevada and the seven contiguous California counties of Plumas, Nevada, Sierra, Placer, Lassen, Modoc and Shasta. The branches are located in the California communities of Quincy, Portola, Greenville, Truckee, Fall River Mills, Alturas, Susanville, Chester, Tahoe City, Kings Beach and Redding; in addition, during December, 2015 the Bank opened a branch in Reno, Nevada. The Bank maintains sixteen automated teller machines ("ATMs") tied in with major statewide and national networks. In addition to its branch network, the Bank operates lending offices specializing in government-guaranteed lending in Auburn, California and Scottsdale, Arizona and a commercial/agricultural lending office located in Chico, California. The Bank's primary business is servicing the banking needs of these communities. Its marketing strategy stresses its local ownership and commitment to serve the banking needs of individuals living and working in the Bank's primary service areas.

With a predominant focus on personal service, the Bank has positioned itself as a multi-community independent bank serving the financial needs of individuals and businesses within the Bank's geographic footprint. Our principal retail lending services include consumer, automobile and home equity loans. Our principal commercial lending services include term real estate, commercial and industrial term loans. In addition, we provide government-guaranteed and agricultural loans as well as credit lines. We provide land development and construction loans on a limited basis.



The Bank's Government-guaranteed lending center, headquartered in Auburn, California with additional personnel in Truckee, California and Scottsdale, Arizona provides Small Business Administration (SBA) and USDA Rural Development loans to qualified borrowers throughout Northern California, Arizona, Oregon and Northern Nevada. During 2007 the Bank was granted nationwide Preferred Lender status with the U.S. Small Business Administration and we expect government-guaranteed lending to continue to be an important part of our overall lending operation. During 2015 proceeds from the sale of government-guaranteed loans totaled \$29.4 million and we generated a gain on sale of \$1.9 million. In 2014 proceeds from the sale of government guaranteed loans totaled \$21.6 million and we generated a gain on sale of \$1.4 million.

The Agricultural Credit Centers located in Susanville, Chico and Alturas provide a complete line of credit services in support of the agricultural activities which are key to the continued economic development of the communities we serve. "Ag lending" clients include a full range of individual farming customers, small to medium-sized business farming organizations and corporate farming units.

As of December 31, 2015, the principal areas to which we directed our lending activities, and the percentage of our total loan portfolio comprised by each, were as follows: (i) commercial real estate – 47.9%; (ii) commercial and industrial loans – 9.2%; (iii) consumer loans (including residential equity lines of credit and automobile loans) – 22.6%; (iv) agricultural loans (including agricultural real estate loans) – 9.9%; (v) residential real estate – 6.4%; and (vi) construction and land development – 4.0% .

In addition to the lending activities noted above, we offer a wide range of deposit products for the retail and commercial banking markets including checking, interest-bearing checking, business sweep, public funds sweep, savings, time deposit and retirement accounts, as well as remote deposit, telephone and mobile banking, including mobile deposit, and internet banking with bill-pay options. Interest bearing deposits include high yield sweep accounts designed for our commercial customers and for public entities such as municipalities. In addition we offer a premium interest bearing checking account for our consumer customers. As of December 31, 2015, the Bank had 29,518 deposit accounts with balances totaling approximately \$528 million, compared to 28,821 deposit accounts with balances totaling approximately \$469 million at December 31, 2014. We attract deposits through our customer-oriented product mix, competitive pricing, convenient locations, mobile and internet banking, remote deposit operations and drive-up banking, all provided with a high level of customer service.

Most of our deposits are attracted from individuals, business-related sources and smaller municipal entities. This mix of deposit customers resulted in a relatively modest average deposit balance of approximately \$17.9 thousand at December 31, 2015. However, it makes us less vulnerable to adverse effects from the loss of depositors who may be seeking higher yields in other markets or who may otherwise draw down balances for cash needs.

We also offer a variety of other products and services to complement the lending and deposit services previously reviewed. These include cashier's checks, bank-by-mail, ATMs, night depository, safe deposit boxes, direct deposit,

electronic funds transfers and other customary banking services.

Through our offering of a Remote Deposit product our business customers are able to make non-cash deposits remotely from their physical location. With this product, we have extended our service area and can now meet the deposit needs of customers who may not be located within a convenient distance of one of our branch offices.

Additionally, the Bank has devoted a substantial amount of time and capital to the improvement of existing Bank services, during 2009 we replaced our on-line banking service with a new state of the art product that greatly expands the features available to our customers. In addition we utilized this platform to add mobile banking services during the first quarter of 2010. During 2015 we enhanced our mobile banking services and began offering mobile deposit services. During 2010 Plumas Bank began offering a new Green Account which promotes protecting the environment, reducing clutter and making life simpler for the customer through technological advancements such as eStatements, online banking, and debit card usage. In 2011, we introduced a new product for our larger business customers which use repurchase agreements as an alternative to interest-bearing deposits. The balance in this product at December 31, 2015 was \$7.7 million. Interest paid on this product is similar to that which can be earned on the Bank's premium money market account; however, these are not deposits and are not FDIC insured. During the first quarter of 2012 we replaced our ATMs with new state of the art machines that are capable of accepting check and cash deposits without a deposit envelope.

The officers and employees of the Bank are continually engaged in marketing activities, including the evaluation and development of new products and services, to enable the Bank to retain and improve its competitive position in its service area.

We hold no patents or licenses (other than licenses required by appropriate bank regulatory agencies or local governments), franchises, or concessions. Our business has a modest seasonal component due to the heavy agricultural and tourism orientation of some of the communities we serve. As our branches in less rural areas such as Truckee and Redding have expanded and with the opening of our Auburn SBA lending office and growth in our indirect automobile lending, the agriculture-related base has become less significant. We are not dependent on a single customer or group of related customers for a material portion of our deposits, nor are a material portion of our loans concentrated within a single industry or group of related industries. There has been no material effect upon our capital expenditures, earnings, or competitive position as a result of federal, state, or local environmental regulation.

**Commitment to our Communities.** The Board of Directors and Management believe that the Company plays an important role in the economic well being of the communities it serves. Our Bank has a continuing responsibility to provide a wide range of lending and deposit services to both individuals and businesses. These services are tailored to meet the needs of the communities served by the Company and the Bank.

We offer various loan products which encourage job growth and support community economic development. Types of loans offered range from personal and commercial loans to real estate, construction, agricultural, automobile and Government-guaranteed loans. Many banking decisions are made locally with the goal of maintaining customer satisfaction through the timely delivery of high quality products and services.

**Recent Developments.** On July 31, 2015 the Bank completed its acquisition of the Redding, California, branch of Rabobank N.A. The transaction included the acquisition of approximately \$10 million in deposits. The branch, located at 1335 Hilltop Dr. in Redding, now operates as a branch of the Bank. The Bank has consolidated its Civic Center Drive branch into this new location. The Civic Center Drive facility was sold to an unrelated third party in December, 2015. In December, 2015 the Bank opened a new full service Branch located at 5050 Meadowood Mall Circle, Reno, Nevada. This is the Bank's first branch location outside of California. Also in December, 2015 the Bank opened a SBA lending office in Scottsdale, Arizona.

**Capital Purchase Program - TARP - Preferred Stock and Stock Warrant.** On January 30, 2009 the Company entered into a Letter Agreement (the "Purchase Agreement") with the United States Department of the Treasury ("Treasury"), pursuant to which the Company issued and sold (i) 11,949 shares of the Company's Fixed Rate Cumulative Perpetual Preferred Stock, Series A (the "Series A Preferred Stock") and (ii) a warrant (the "Warrant") to purchase 237,712 shares of the Company's common stock, no par value (the "Common Stock"), for an aggregate purchase price of \$11,949,000 in cash.

On April 11, 2013, the Treasury announced its intent to sell its investment in the Bancorp's Series A Preferred Stock along with similar investments the Treasury had made in seven other financial institutions, principally to qualified institutional buyers. Using a modified Dutch auction methodology that establishes a market price by allowing investors to submit bids at specified increments during the period of April 15, 2013 through April 18, 2013, the U.S. Treasury auctioned all of the Company's 11,949 Series A Preferred Stock. The Company sought and obtained regulatory permission to participate in the auction. The Company successfully bid to repurchase 7,000 shares of the 11,949 outstanding shares. This repurchase resulted in a discount of approximately 7% on the face value of the Series A Preferred Stock plus related outstanding dividends. The remaining 4,949 shares were purchased at auction by third party private investors. On June 27, 2013 the Company repurchased 1,566 shares of the Series A Preferred Stock at \$1,000 per share from certain of those third party private investors and on September 16, 2013 the Company repurchased 250 shares at \$985 per share from another one of the third party investors leaving 3,133 shares outstanding as of September 30, 2013. On October 25, 2013, the Company repurchased the remaining 3,133 shares of the Series A Preferred Stock from a third party private investor for \$3,101,670 plus accrued dividends of \$30,453. This represents a discount of 1% from the liquidation value of the Preferred Stock. On May 22, 2013 the Company repurchased the Warrant from the Treasury at a cost of \$234,500.

**Trust Preferred Securities.** During the third quarter of 2002, the Company formed a wholly owned Connecticut statutory business trust, Plumas Statutory Trust I (the “Trust I”). On September 26, 2002, the Company issued to the Trust I, Floating Rate Junior Subordinated Deferrable Interest Debentures due 2032 (the “Debentures”) in the aggregate principal amount of \$6,186,000. In exchange for these debentures the Trust I paid the Company \$6,186,000. The Trust I funded its purchase of debentures by issuing \$6,000,000 in floating rate capital securities (“trust preferred securities”), which were sold to a third party. These trust preferred securities qualify as Tier I capital under current Federal Reserve Board guidelines. The Debentures are the only asset of the Trust I. The interest rate and terms on both instruments are substantially the same. The rate is based on the three-month LIBOR (London Interbank Offered Rate) plus 3.40%, not to exceed 11.9%, adjustable quarterly. The proceeds from the sale of the Debentures were primarily used by the Company to inject capital into the Bank.

During the third quarter of 2005, the Company formed a wholly owned Delaware statutory business trust, Plumas Statutory Trust II (the “Trust II”). On September 28, 2005, the Company issued to the Trust II, Floating Rate Junior Subordinated Deferrable Interest Debentures due 2035 (the “Debentures”) in the aggregate principal amount of \$4,124,000. In exchange for these debentures the Trust II paid the Company \$4,124,000. The Trust II funded its purchase of debentures by issuing \$4,000,000 in floating rate capital securities (“trust preferred securities”), which were sold to a third party. These trust preferred securities qualify as Tier I capital under current Federal Reserve Board guidelines. The Debentures are the only asset of the Trust II. The interest rate and terms on both instruments are substantially the same. The rate is based on the three-month LIBOR (London Interbank Offered Rate) plus 1.48%, adjustable quarterly. The proceeds from the sale of the Debentures were primarily used by the Company to inject capital into the Bank.

The trust preferred securities are mandatorily redeemable upon maturity of the Debentures on September 26, 2032 for Trust I and September 28, 2035 for Trust II, or upon earlier redemption as provided in the indenture.

Neither Trust I nor Trust II are consolidated into the Company’s consolidated financial statements and, accordingly, both entities are accounted for under the equity method and the junior subordinated debentures are reflected as debt on the consolidated balance sheet.

**Subordinated Debenture.** On April 15, 2013 the Bancorp issued a \$7.5 million subordinated debenture. The subordinated debt was issued to an unrelated third-party (“Lender”) pursuant to a subordinated debenture purchase agreement, subordinated debenture note, and stock purchase warrant. On April 16, 2015 the Company paid off the subordinated debt.

The subordinated debt had an interest rate of 7.5% per annum and a term of 8 years with no prepayment allowed during the first two years and was made in conjunction with an eight-year warrant to purchase up to 300,000 shares of the Bancorp’s common stock at an exercise price, subject to anti-dilution adjustments, of \$5.25 per share. Interest expense related to the subordinated debt for the years ended December 31, 2015, 2014 and 2013 totaled \$219,000,

\$756,000 and \$541,000, respectively.

**Promissory Note.** The Company has a \$4.9 million note payable outstanding at December 31, 2015 with an unrelated commercial bank. In addition, the Company has the ability to borrow an additional \$2.5 million from this same bank under a line of credit agreement. There were no outstanding borrowings on the line of credit at December 31, 2015. See “ITEM 7. MANAGEMENT’S DISCUSSION AND ANALYSIS OF FINANCIAL CONDITION AND RESULTS OF OPERATIONS – Financial Condition – Note Payable” for detail information related to these borrowing agreements.

**Business Concentrations.** No individual or single group of related customer accounts is considered material in relation to the Bank's assets or deposits, or in relation to our overall business. However, at December 31, 2015 approximately 73% of the Bank's total loan portfolio consisted of real estate-secured loans, including real estate mortgage loans, real estate construction loans, consumer equity lines of credit, and agricultural loans secured by real estate. Moreover, our business activities are currently focused in the California counties of Plumas, Nevada, Placer, Lassen, Modoc, Shasta and Sierra and Washoe County in Nevada. Consequently, our results of operations and financial condition are dependent upon the general trends in these economies and, in particular, the residential and commercial real estate markets. In addition, the concentration of our operations in these areas of California and Nevada exposes us to greater risk than other banking companies with a wider geographic base in the event of catastrophes, such as earthquakes, fires and floods in these regions in California and Nevada.

**Competition.** With respect to commercial bank competitors, the business is largely dominated by a relatively small number of major banks with many offices operating over a wide geographical area. These banks have, among other advantages, the ability to finance wide-ranging and effective advertising campaigns and to allocate their resources to regions of highest yield and demand. Many of the major banks operating in the area offer certain services that we do not offer directly but may offer indirectly through correspondent institutions. By virtue of their greater total capitalization, such banks also have substantially higher lending limits than we do. For customers whose loan demands exceed our legal lending limit, we attempt to arrange for such loans on a participation basis with correspondent or other banks.

In addition to other banks, our competitors include savings institutions, credit unions, and numerous non-banking institutions such as finance companies, leasing companies, insurance companies, brokerage firms, and investment banking firms. In recent years, increased competition has also developed from specialized finance and non-finance companies that offer wholesale finance, credit card, and other consumer finance services, including on-line banking services and personal financial software. Strong competition for deposit and loan products affects the rates of those products as well as the terms on which they are offered to customers. Mergers between financial institutions have placed additional competitive pressure on banks within the industry to streamline their operations, reduce expenses, and increase revenues. Competition has also intensified due to federal and state interstate banking laws enacted in the mid-1990's, which permit banking organizations to expand into other states. The relatively large California market has been particularly attractive to out-of-state institutions. The Financial Modernization Act, which became effective March 11, 2000, has made it possible for full affiliations to occur between banks and securities firms, insurance companies, and other financial companies, and has also intensified competitive conditions.

Currently, within the California towns in which the Bank has a branch there are 51 banking branch offices of competing institutions (excluding credit unions, but including savings banks), including 28 branches of 8 major banks. As of June 30, 2015, the FDIC estimated the Bank's market share of insured deposits within the communities it serves to be as follows: Chester 65%, Quincy 55%, Alturas 65%, Fall River Mills 38%, Kings Beach 35%, Susanville 27%, Truckee 18%, Tahoe City 10%, Redding less than 1% and 100% in Greenville and Portola.

Technological innovations have also resulted in increased competition in financial services markets. Such innovation has, for example, made it possible for non-depository institutions to offer customers automated transfer payment services that previously were considered traditional banking products. In addition, many customers now expect a choice of delivery systems and channels, including home computer, mobile, remote deposit, telephone, ATMs, mail, full-service branches and/or in-store branches. The sources of competition in such products include traditional banks as well as savings associations, credit unions, brokerage firms, money market and other mutual funds, asset management groups, finance and insurance companies, internet-only financial intermediaries, and mortgage banking firms.

For many years we have countered rising competition by providing our own style of community-oriented, personalized service. We rely on local promotional activity, personal contacts by our officers, directors, employees, and shareholders, automated 24-hour banking, and the individualized service that we can provide through our flexible

policies. This approach appears to be well-received by our customers who appreciate a more personal and customer-oriented environment in which to conduct their financial transactions. To meet the needs of customers who prefer to bank electronically, we offer telephone banking, mobile banking, remote deposit, and personal computer and internet banking with bill payment capabilities. This high tech and high touch approach allows the customers to tailor their access to our services based on their particular preference.



**Employees.** At December 31, 2015, the Company and its subsidiary employed 151 persons. On a full-time equivalent basis, we employed 134 persons. None of the Company's employees are represented by a labor union, and management considers its relations with employees to be good.

**Code of Ethics.** The Board of Directors has adopted a code of business conduct and ethics for directors, officers (including the Company's principal executive officer and principal financial officer) and financial personnel, known as the Corporate Governance Code of Ethics. This Code of Ethics is available on the Company's website at [www.plumasbank.com](http://www.plumasbank.com). Shareholders may request a free copy of the Code of Ethics Policy from Plumas Bancorp, Ms. Elizabeth Kuipers, Investor Relations, 35 S. Lindan Avenue, Quincy, California 95971.

### **Supervision and Regulation**

**General.** We are extensively regulated under federal and state law. These laws and regulations are generally intended to protect depositors and customers, not shareholders. To the extent that the following information describes statutory or regulatory provisions, it is qualified in its entirety by reference to the particular statute or regulation. Any change in applicable laws or regulations may have a material effect on our business and prospects. Our operations may be affected by legislative changes and by the policies of various regulatory authorities. We cannot accurately predict the nature or the extent of the effects on our business and earnings that fiscal or monetary policies, or new federal or state legislation may have in the future.

**Holding Company Regulation.** We are a registered bank holding company under the Bank Holding Company Act of 1956, as amended, and are subject to the supervision of, and regulation by, the Board of Governors of the Federal Reserve System (the "FRB"). We are required to file reports with the FRB and the FRB periodically examines the Company. A bank holding company is required to serve as a source of financial and managerial strength to its subsidiary bank and, under appropriate circumstances, to commit resources to support the subsidiary bank. FRB regulations require the Company to meet or exceed certain capital requirements and regulate provisions of certain bank holding company debt. The Company is also a bank holding company within the meaning of Section 3700 of the California Financial Code. Therefore, the Company and any of its subsidiaries are subject to supervision and examination by, and may be required to file reports with, the California Department of Business Oversight ("DBO").

**Federal and State Bank Regulation.** As a California-chartered commercial bank with deposits insured by the FDIC, the Bank is subject to the supervision and regulation of the DBO and the FDIC, as well as certain of the regulations of the FRB and the Consumer Financial Protection Bureau ("CFPB"). The DBO and the FDIC regularly examine the Bank and may prohibit the Bank from engaging in what they believe constitute unsafe or unsound banking practices.

**Securities Regulation.** The Company is subject to the disclosure and regulatory requirements of the Securities Act of 1933, as amended, and the Securities Exchange Act of 1934, as amended, both as administered by the Securities and Exchange Commission. As a listed company on NASDAQ, we are subject to NASDAQ rules for listed companies.

**Capital Adequacy.** The FDIC has risk-based capital adequacy guidelines intended to provide a measure of capital adequacy that reflects the degree of risk associated with a banking organization's operations for both transactions reported on the balance sheet as assets, and transactions, such as letters of credit and recourse arrangements, which are reported as off-balance-sheet items. Under these guidelines, nominal dollar amounts of assets and credit equivalent amounts of off-balance-sheet items are multiplied by one of several risk adjustment percentages, which range from 0% for assets with low credit risk, such as certain U.S. government securities, to 100% for assets with relatively higher credit risk, such as business loans.

A banking organization's risk-based capital ratios are obtained by dividing its qualifying capital by its total risk-adjusted assets and off-balance-sheet items. The regulators measure risk-adjusted assets and off-balance-sheet items against both total qualifying capital (the sum of Tier 1 capital and limited amounts of Tier 2 capital) and Tier 1 capital. Tier 1 capital consists of common stock, retained earnings, noncumulative perpetual preferred stock and minority interests in certain subsidiaries, less most other intangible assets. Tier 2 capital may consist of a limited amount of the allowance for loan and lease losses and certain other instruments with some characteristics of equity. The inclusion of elements of Tier 2 capital is subject to certain other requirements and limitations of the federal banking agencies.

In addition to the risk-based guidelines, the FRB requires banking organizations to maintain a minimum amount of Tier 1 capital to average total assets, referred to as the leverage ratio. For a banking organization rated in the highest of the five categories used by regulators to rate banking organizations, the minimum leverage ratio of Tier 1 capital to total assets is 3%. It is improbable; however, that an institution with a 3% leverage ratio would receive the highest rating by the regulators since a strong capital position is a significant part of the regulators' ratings. For all banking organizations not rated in the highest category, the minimum leverage ratio is at least 100 to 200 basis points above the 3% minimum. Thus, the effective minimum leverage ratio, for all practical purposes, is at least 4% or 5%. In addition to these uniform risk-based capital guidelines and leverage ratios that apply across the industry, the FRB and FDIC have the discretion to set individual minimum capital requirements for specific institutions at rates significantly above the minimum guidelines and ratios.

A bank that does not achieve and maintain the required capital levels may be issued a capital directive by the FDIC and/or the DBO to ensure the maintenance of required capital levels.

In July, 2013, the federal bank regulatory agencies approved the final rules implementing the Basel Committee on Banking Supervision's capital guidelines for U.S. banks. The phase-in period for the final rules began on January 1, 2015, with full compliance with all of the final rule's requirements phased in over a multi-year schedule. Under the final rules, minimum requirements increased for both the quantity and quality of capital held by the Company and the Bank. The rules include a new common equity Tier 1 capital to risk-weighted assets ratio of 4.5% and a common equity Tier 1 capital conservation buffer of 2.5% of risk-weighted assets. The final rules also raise the minimum ratio of Tier 1 capital to risk-weighted assets from 4.0% to 6.0% and require a minimum leverage ratio of 4.0%. The final rules also implement strict eligibility criteria for regulatory capital instruments.

The Board of Governors of the Federal Reserve System has adopted final amendments to the Small Bank Holding Company Policy Statement (Regulation Y, Appendix C) ( the "Policy Statement") that, among other things, raised from \$500 million to \$1 billion the asset threshold to qualify for the Policy Statement. The Company qualifies for treatment under the Policy Statement and is no longer subject to consolidated capital rules at the bank holding company level.

For additional information, see "Item 7. Management's Discussion and Analysis of Financial Condition and Results of Operations – Capital Standards."

**Dividends.** The Company's ability to pay cash dividends is dependent on dividends paid to it by the Bank and limited by California corporation law. Under California law, the holders of common stock of the Company are entitled to receive dividends when and as declared by the Board of Directors, out of funds legally available, subject to certain restrictions. The California general corporation law permits a California corporation such as the Company to make a distribution to its shareholders if its retained earnings equal at least the amount of the proposed distribution or if after giving effect to the distribution, the value of the corporation's assets exceed the amount of its liabilities plus the amount of shareholders preferences, if any, and certain other conditions are met.

It is the Federal Reserve's policy that bank holding companies should generally pay dividends on common stock only out of income available over the past year, and only if prospective earnings support the organization's expected future needs and financial condition. Further, it is the FRB's policy that bank holding companies should not maintain dividend levels that undermine their ability to be a source of strength to its banking subsidiaries. The Federal Reserve also discourages dividend payment ratios that are at maximum allowable levels unless both asset quality and capital are very strong.

The Bank is a legal entity that is separate and distinct from its holding company. The Company is dependent on the performance of the Bank for funds which may be received as dividends from the Bank for use in the operation of the Company and the ability of the Company to pay dividends to shareholders. Future cash dividends by the Bank will also depend upon management's assessment of future capital requirements, contractual restrictions, and other factors.

Dividends from the Bank to the Company are restricted under California law to the lesser of the Bank's retained earnings or the Bank's net income for the latest three fiscal years, less dividends previously declared during that period, or, with the approval of the DBO, to the greater of the retained earnings of the Bank, the net income of the Bank for its last fiscal year, or the net income of the Bank for its current fiscal year. As of December 31, 2015, the maximum amount available for dividend distribution under this restriction was approximately \$5,100,000. In addition the Company's ability to pay dividends is subject to certain covenants contained in the indentures relating to the trust preferred securities issued by the Company's business trust subsidiaries.

**The Community Reinvestment Act.** The Community Reinvestment Act ("CRA") requires that, in connection with examinations of financial institutions within its jurisdiction, the FDIC evaluate the record of the financial institutions in meeting the credit needs of their local communities, including low- and moderate-income neighborhoods, consistent with the safe and sound operation of those institutions. These factors are also considered in evaluating mergers, acquisitions and applications to open a branch or new facility. A less than "Satisfactory" rating would likely result in the suspension of any growth of the Bank through acquisitions or opening de novo branches until the rating is improved. As of the most recent report of examination the Bank's CRA rating was "Satisfactory."

**Transactions with Affiliates.** Banks are also subject to certain restrictions imposed by the Federal Reserve Act on extensions of credit to executive officers, directors, principal shareholders (including the Company) or any related interest of such persons. Extensions of credit must be made on substantially the same terms, including interest rates and collateral as, and follow credit underwriting procedures that are not less stringent than, those prevailing at the time for comparable transactions with persons not affiliated with the bank, and must not involve more than the normal risk of repayment or present other unfavorable features. Banks are also subject to certain lending limits and restrictions on overdrafts to such persons. A violation of these restrictions may result in the assessment of substantial civil monetary penalties on the affected bank or any officer, director, employee, agent or other person participating in the conduct of the affairs of that bank, the imposition of a cease and desist order, and other regulatory sanctions.

The Federal Reserve Act and the FRB's Regulation W limit the amount of certain loan and investment transactions between the Bank and its affiliates, require certain levels of collateral for such loans, and limit the amount of advances to third parties that may be collateralized by the securities of the Company or its subsidiaries. Regulation W requires that certain transactions between the Bank and its affiliates be on terms substantially the same, or at least as favorable to the Bank, as those prevailing at the time for comparable transactions with or involving nonaffiliated companies or, in the absence of comparable transactions, on terms and under circumstances, including credit standards, that in good faith would be offered to or would apply to nonaffiliated companies. The Company and its subsidiaries have adopted an Affiliate Transactions Policy and have entered into various affiliate agreements in compliance with Regulation W.

**Safety and Soundness Standards.** The FRB and the FDIC have adopted non-capital safety and soundness standards for institutions. These standards cover internal controls, information and internal audit systems, loan documentation, credit underwriting, interest rate exposure, asset growth, compensation, fees and benefits, and standards for asset quality, earnings and stock valuation. An institution that fails to meet these standards must develop a plan acceptable to the agency, specifying the steps that it will take to meet the standards. Failure to submit or implement such a plan

may subject the institution to regulatory sanctions.

**Federal Deposit Insurance.** In addition to supervising and regulating state chartered non-member banks, the FDIC insures the Bank's deposits, up to prescribed statutory limits, through the Deposit Insurance Fund (the "DIF"), currently \$250,000 per depositor per institution. The DIF is funded primarily by FDIC assessments paid by each DIF member institution. The amount of FDIC assessments paid by each DIF member institution is based on its relative risk of default as measured by regulatory capital ratios and other supervisory factors. The Bank's FDIC insurance expense totaled \$333 thousand for 2015.

Additionally, all FDIC-insured institutions are required to pay assessments to the FDIC to fund interest payments on bonds issued by the Financing Corporation ("FICO"), an agency of the Federal government established to recapitalize the predecessor to the DIF. The Bank's FICO assessments totaled \$29 thousand for 2015. These assessments will continue until the FICO bonds mature in 2017.

The FDIC may terminate a depository institution's deposit insurance upon a finding that the institution's financial condition is unsafe or unsound or that the institution has engaged in unsafe or unsound practices that pose a risk to the DIF or that may prejudice the interest of the bank's depositors. Under California law, the termination of deposit insurance for the Bank would result in a termination of the Bank's charter.

**Interstate Branching.** The Dodd-Frank Wall Street Reform and Consumer Protection Act (the "Dodd-Frank Act"), authorized national and state banks to establish branches in other states to the same extent as a bank chartered by that state would be permitted to branch. Previously, banks could only establish branches in other states if the host state expressly permitted out-of-state banks to establish branches in that state. Accordingly, banks may now enter new markets more freely.

**Consumer Protection Laws and Regulations.** The banking regulatory agencies are focusing greater attention on compliance with consumer protection laws and their implementing regulations. Examination and enforcement have become more intense in nature, and insured institutions have been advised to monitor carefully compliance with such laws and regulations. The Company is subject to many federal and state consumer protection and privacy statutes and regulations, including but not limited to the following:

The Equal Credit Opportunity Act ("ECOA") generally prohibits discrimination in any credit transaction, whether for consumer or business purposes, on the basis of race, color, religion, national origin, sex, marital status, age (except in limited circumstances), receipt of income from public assistance programs, or good faith exercise of any rights under the Consumer Credit Protection Act.

The Truth in Lending Act ("TILA") is designed to ensure that credit terms are disclosed in a meaningful way so that consumers may compare credit terms more readily and knowledgeably. As a result of the TILA, all creditors must use the same credit terminology to express rates and payments, including the annual percentage rate, the finance charge, the amount financed, the total of payments and the payment schedule, among other things. As a result of the Dodd-Frank Act, Regulation Z promulgated under the TILA includes new limits on loan originator compensation for all closed-end mortgages. These changes include, prohibiting certain payments to a mortgage broker or loan officer based on the transaction's terms or conditions, prohibiting dual compensation, and prohibiting a mortgage broker or loan officer from "steering" consumers to transactions not in their interest, to increase mortgage broker or loan officer compensation.

The Fair Housing Act ("FH Act") regulates many practices, including making it unlawful for any lender to discriminate in its housing-related lending activities against any person because of race, color, religion, national origin, sex, handicap or familial status. A number of lending practices have been found by the courts to be, or may be considered, illegal under the FH Act, including some that are not specifically mentioned in the FH Act itself.

The Home Mortgage Disclosure Act ("HMDA"), in response to public concern over credit shortages in certain urban neighborhoods, requires public disclosure of information that shows whether financial institutions are serving the

housing credit needs of the neighborhoods and communities in which they are located. The HMDA also includes a “fair lending” aspect that requires the collection and disclosure of data about applicant and borrower characteristics as a way of identifying possible discriminatory lending patterns and enforcing anti-discrimination statutes.

The Right to Financial Privacy Act (“RFPA”) imposes a new requirement for financial institutions to provide new privacy protections to consumers. Financial institutions must provide disclosures to consumers of its privacy policy, and state the rights of consumers to direct their financial institution not to share their nonpublic personal information with third parties.

The Real Estate Settlement Procedures Act (“RESPA”) requires lenders to provide noncommercial borrowers with disclosures regarding the nature and cost of real estate settlements. Also, RESPA prohibits certain abusive practices, such as kickbacks, and places limitations on the amount of escrow accounts.



Penalties for noncompliance or violations under the above laws may include fines, reimbursement and other penalties. Due to heightened regulatory expectations related to compliance with generally, the Company may incur additional compliance costs.

The Dodd-Frank Act created a new, independent federal agency called the Consumer Financial Protection Bureau, which is granted broad rulemaking, supervisory and enforcement powers under various federal consumer financial protection laws. The CFPB has examination and primary enforcement authority with respect to depository institutions with \$10 billion or more in assets. Smaller institutions, including the Bank, will be subject to rules promulgated by the CFPB but will continue to be examined and supervised by federal banking regulators for consumer compliance purposes. .

**Anti-Money Laundering Laws.** A series of banking laws and regulations beginning with the bank Secrecy Act in 1970 requires banks to prevent, detect, and report illicit or illegal financial activities to the federal government to prevent money laundering, international drug trafficking, and terrorism. Under the US PATRIOT Act of 2001, financial institutions are subject to prohibitions against specified financial transactions and account relationships, requirements regarding the Customer Identification Program, as well as enhanced due diligence and “know your customer” standards in their dealings with high risk customers, foreign financial institutions, and foreign individuals and entities.

**Privacy and Data Security.** The Gramm-Leach Bliley Act (“GLBA”) of 1999 imposes requirements on financial institutions with respect to consumer privacy. The GLBA generally prohibits disclosure of consumer information to non-affiliated third parties unless the consumer has been given the opportunity to object and has not objected to such disclosure. Financial institutions are further required to disclose their privacy policies to consumers annually. The GLBA also directs federal regulators, including the FDIC, to prescribe standards for the security of consumer information. The Bank is subject to such standards, as well as standards for notifying consumers in the event of a security breach. The Bank is required to have an information security program to safeguard the confidentiality and security of customer information and to ensure proper disposal of information that is no longer needed. Customers must be notified when unauthorized disclosure involves sensitive customer information that may be misused.

**Potential Enforcement Actions; Supervisory Agreements.** Under federal law, the Bank and its institution-affiliated parties may be the subject of potential enforcement actions by the FDIC for unsafe and unsound practices in conducting their businesses, or for violations of any law, rule or regulation or provision, any consent order with any agency, any condition imposed in writing by the agency or any written agreement with the agency. Enforcement actions may include the imposition of a conservator or receiver, cease-and-desist orders and written agreements, the termination of insurance of deposits, the imposition of civil money penalties, the payment of restitution and removal and prohibition orders against institution-affiliated parties. The DBO also has authority to bring similar enforcement actions against the Bank. The FRB has the authority to bring similar enforcement actions against the Company.

**Legislation and Proposed Changes.** From time to time, legislation is enacted which has the effect of increasing the cost of doing business, limiting or expanding permissible activities or affecting the competitive balance between banks and other financial institutions. Proposals to change the laws and regulations governing the operations and taxation of banks, bank holding companies and other financial institutions are frequently made in Congress, in the California legislature and before various bank regulatory agencies. Typically, the intent of this type of legislation is to strengthen the banking industry, even if it may on occasion prove to be a burden on management's plans. No prediction can be made as to the likelihood of any major changes or the impact that new laws or regulations might have on us.

**Effects of Government Monetary Policy.** Our earnings and growth are affected not only by general economic conditions, but also by the fiscal and monetary policies of the federal government, particularly the FRB. The FRB implements national monetary policy for such purposes as curbing inflation and combating recession, through its open market operations in U.S. Government securities, control of the discount rate applicable to borrowings from the FRB, and establishment of reserve requirements against certain deposits. These activities influence growth of bank loans, investments and deposits, and also affect interest rates charged on loans or paid on deposits. The Company's profitability, like most financial institutions, is primarily dependent on interest rate spreads. In general, the difference between the interest rates paid by the Bank on interest-bearing liabilities, such as deposits and other borrowings, and the interest rates received by the Bank on interest-earning assets, such as loans extended to customers and securities held in the investment portfolio, will comprise the major portion of the Company's earnings. These rates are highly sensitive to many factors that are beyond our control, such as inflation, recession and unemployment, the monetary and fiscal policies of the federal government and the policies of regulatory agencies, particularly the FRB and the impact which future changes in domestic and foreign economic conditions might have on us cannot be predicted. The nature and impact of future changes in monetary policies and their impact on us cannot be predicted with certainty.

## Recent Accounting Pronouncements

See Note 2 – “Summary of Significant Accounting Policies – Adoption of New Accounting Standards” of the Company’s Consolidated Financial Statements in Item 8 – Financial Statements and Supplementary Data of this Annual Report on Form 10K for information related to recent accounting pronouncements.

## ITEM 1A. RISK FACTORS

*A deterioration of national or local economic conditions could reduce the Company’s profitability.*

The Company’s lending operations and its customers are primarily located in the eastern region of Northern California. A significant downturn in the national economy or the local economy due to agricultural commodity prices, real estate prices, public policy decisions, natural disaster, drought or other factors could result in a decline in the local economy in general, which could in turn negatively impact the Company.

*The majority of the Company’s assets are loans, which if not repaid would result in losses to the Bank.*

The Bank, like other lenders, is subject to credit risk, which is the risk of losing principal or interest due to borrowers’ failure to repay loans in accordance with their terms. Underwriting and documentation controls cannot mitigate all credit risk. A downturn in the economy or the real estate market in the Company’s market areas or a rapid increase in interest rates could have a negative effect on collateral values and borrowers’ ability to repay. To the extent loans are not paid timely by borrowers, the loans are placed on non-accrual status, thereby reducing interest income. Further, under these circumstances, an additional provision for loan and lease losses or unfunded commitments may be required. See Management’s Discussion and Analysis of Financial Condition and Results of Operations – “Analysis of Asset Quality and Allowance for Loan Losses”.

*If the Company’s allowance for loan losses is not sufficient to absorb actual loan losses, the Company’s profitability could be reduced.*

The risk of loan losses is inherent in the lending business. The Company maintains an allowance for loan losses based upon the Company’s actual losses over a relevant time period and management’s assessment of all relevant qualitative factors that may cause future loss experience to differ from its historical loss experience. Although the Company

maintains a rigorous process for determining the allowance for loan losses, it can give no assurance that it will be sufficient to cover future loan losses. If the allowance for loan losses is not adequate to absorb future losses, or if bank regulatory agencies require the Company to increase its allowance for loan losses, earnings could be significantly and adversely impacted.

***A deterioration in the real estate market could have a material adverse effect on the Company's business, financial condition and results of operations.***

As of December 31, 2015, approximately 73% of the Company's total loan portfolio is secured by real estate, the majority of which is commercial real estate. Increases in commercial and consumer delinquency levels or declines in real estate market values would require increased net charge-offs and increases in the allowance for loan losses, which could have a material adverse effect on the Company's business, financial condition and results of operations and prospects.

***Fluctuations in interest rates could reduce profitability.***

The Company's earnings depend largely upon net interest income, which is the difference between the total interest income earned on interest earning assets (primarily loans and investment securities) and the total interest expense incurred on interest bearing liabilities (primarily deposits and borrowed funds). The interest earned on assets and paid on liabilities are affected principally by direct competition, and general economic conditions at the state and national level and other factors beyond the Company's control such as actions of the FRB, the general supply of money in the economy, legislative tax policies, governmental budgetary matters, and other state and federal economic policies. Although the Company maintains a rigorous process for managing the impact of possible interest rate fluctuations on earnings, the Company can provide no assurance that its management efforts will prevent earnings from being significantly and adversely impacted by changes in interest rates.

***The Company could be required to raise additional capital in the future, but that capital may not be available when it is needed or may not be available on terms that are favorable to the Company.***

Federal and state bank regulatory authorities require the Company and the Bank to maintain adequate levels of capital to support their operations. The Company's ability to raise additional capital if and as needed depends on conditions in the capital markets, which are outside the Company's control, and on the Company's financial performance. Accordingly, the Company may not be able to raise additional capital, if needed, on terms that are acceptable to the Company. If the Company is unable to raise additional capital when needed, it could be required to curtail its growth strategy or reduce the levels of assets owned. In addition, although the Company and the Bank are currently well-capitalized under applicable regulatory frameworks, bank regulators are authorized and sometimes required to impose a wide range of requirements, conditions, and restrictions on banks and bank holding companies that fail to maintain adequate capital levels.

***The continuing California drought could have an adverse impact on the Company's business.***

During 2015, California continued to experience a severe drought. A significant portion of the Company's borrowers are involved in or are dependent on the agricultural industry in California, which requires water. As of December 31, 2015, approximately 10% of the Company's loans were categorized as agricultural loans. As a result of the drought, there have been governmental proposals concerning the distribution or rationing of water. If the amount of water available to agriculture becomes scarcer due to drought or rationing, growers may not be able to continue to produce agricultural products profitably, which could force some out of business. Although many of the Company's customers are not directly involved in agriculture, they could be impacted by difficulties in the agricultural industry because many jobs and businesses in the Company's market areas are related to the production of agricultural products. Therefore, the drought could adversely impact the Company's loan portfolio, business, financial condition and results of operations.

*The Company faces substantial competition from larger banks and other financial institutions.*

The Company faces substantial competition for deposits and loans. Competition for deposits primarily comes from other commercial banks, savings institutions, thrift and loan associations, money market and mutual funds and other investment alternatives. Competition for loans comes from other commercial banks, savings institutions, credit unions, mortgage banking firms, thrift and loan associations and other financial intermediaries. Larger competitors, by virtue of their larger capital resources, have substantially greater lending limits and marketing resources than the Company. In addition, they have greater resources and may be able to offer longer maturities or lower rates. The Company's competitors may also provide certain services for their customers, including trust and international banking, that the Company is only able to offer indirectly through correspondent relationships. Ultimately, competition can reduce the Company's profitability, as well as make it more difficult to increase the size of its loan portfolio and deposit base.

***There are risks associated with the Company's growth strategy.***

During the past year, the Company completed the purchase and assumption of a branch office in Redding, California, received regulatory approval to open a branch office in Reno, Nevada and established a loan production office in Scottsdale, Arizona. The Company may engage in additional acquisition activity and open additional offices in the future to expand the Company's markets or further its growth strategy. There is no assurance that future acquisitions or offices will be successful. Further, growth may strain the Company's administrative, managerial, financial and operational resources and increase demands on its systems and controls. If the Company pursues its growth strategy too aggressively, fails to attract qualified personnel, control costs or maintain asset quality, or if factors beyond management's control divert attention away from its business operations, the Company's pursuit of its growth strategy could have a material adverse impact on its existing business.

***The Company relies on key executives and personnel and the loss of any of them could have a material adverse impact on the Company's prospects.***

Competition for qualified employees and personnel in the banking industry is intense and there are a limited number of qualified persons with knowledge of, and experience in, the California community banking industry. The process of recruiting personnel with the combination of skills and attributes required to carry out the Company's strategies is often lengthy. The Company's success depends to a significant degree upon its ability to attract and retain qualified management, loan origination, finance, administrative, marketing, compliance and technical personnel and upon the continued contributions of its management and personnel. In particular, the Company's success has been and continues to be highly dependent upon the abilities of key executives and certain other employees.

***Security breaches and technological disruptions could damage the Company's reputation and profitability. The Company's business is highly reliant on third party vendors and its ability to manage the operational risks associated with outsourcing those services.***

The Company's electronic banking activities expose it to possible liability and loss of reputation should an unauthorized party gain access to confidential customer information. Despite its considerable efforts and investment to provide the security and authentication necessary to effect secure transmission of data, the Company cannot fully guarantee that these precautions will protect its systems from future compromises or breaches of its security measures. Although the Company has developed systems and processes that are designed to recognize and assist in preventing security breaches (and periodically test its security), failure to protect against or mitigate breaches of security could adversely affect its ability to offer and grow its online services, constitute a breach of privacy or other laws, result in costly litigation and loss of customer relationships, negatively impact the Bank's reputation, and could have an adverse effect on its business, results of operations and financial condition. The Company may also incur substantial increases in costs in an effort to minimize or mitigate cyber security risks and to respond to cyber incidents.

The potential for operational risk exposure exists throughout the Company's business. Integral to the Company's performance is the continued efficacy of the Company's technology and information systems, operational infrastructure and relationships with third parties and its colleagues in its day-to-day and ongoing operations. Failure by any or all of these resources subjects us to risks that may vary in size, scale and scope. This includes, but is not limited to, operational or systems failures, disruption of client operations and activities, ineffectiveness or exposure due to interruption in third party support as expected, as well as, the loss of key colleagues or failure on the part of key colleagues to perform properly.

Additionally, the Company outsources a large portion of its data processing to third parties which may encounter technological or other difficulties that may significantly affect the Company's ability to process and account for customer transactions. These vendors provide services that support its operations, including the storage and processing of sensitive consumer and business customer data, as well as its sales efforts. A cyber security breach of a vendor's system may result in theft of the Company's data or disruption of business processes. In most cases, the Company will remain primarily liable to its customers for losses arising from a breach of a vendor's data security system. The Company relies on its outsourced service providers to implement and maintain prudent cyber security controls. The loss of these vendor relationships could disrupt the services the Company provides to its customers and cause us to incur significant expense in connection with replacing these services.



***The Company may incur fines, penalties and other negative consequences from regulatory violations, possibly even inadvertent or unintentional violations.***

The Company is subject to significant federal and state regulation and supervision. In the past, the Company's business has been increasingly affected by these regulations, and this trend is likely to continue into the future. Many of these laws are subject to interpretation and changing regulatory approaches to supervision and enforcement. The Company maintains systems and procedures designed to ensure that it complies with applicable laws and regulations, but there can be no assurance that these will be effective. The Company may incur fines, penalties and other negative consequences from regulatory violations. The Company may also suffer other negative consequences resulting from findings of noncompliance with laws and regulations, that may also damage its reputation, and this in turn might materially affect its business and results of operations. Further, some legal/regulatory frameworks provide for the imposition of fines, restitution or penalties for noncompliance even though the noncompliance was inadvertent or unintentional and even though there were in place at the time systems and procedures designed to ensure compliance.

***The Company's disclosure controls and procedures may not prevent or detect all errors or acts of fraud.***

The Company's disclosure controls and procedures are designed to provide reasonable assurance that information required to be disclosed by us in reports it files under the Exchange Act is accurately accumulated and communicated to management, and recorded, processed, summarized, and reported within the time periods specified in the SEC's rules and forms. The Company believes that any disclosure controls and procedures or internal controls and procedures, no matter how well conceived and operated, cannot provide absolute assurance that the objectives of the control system are met.

These inherent limitations include the realities that judgments in decision making can be faulty, that alternative reasoned judgments can be drawn, or that breakdowns can occur because of a simple error or mistake. Additionally, controls can be circumvented by the individual acts of some persons, by collusion of two or more people or by an unauthorized override of the controls. Accordingly, because of the inherent limitations in its control system, misstatements due to error or fraud may occur and not be detected, which could result in a material weakness in its internal controls over financial reporting and the restatement of previously filed financial statements.

***The price of the Company's common stock may be volatile or may decline***

The trading price of the Company's common stock may fluctuate as a result of a number of factors, many of which are outside its control. Among the factors that could affect the Company's stock price are:

- actual or anticipated quarterly fluctuations in the Company's operating results and financial condition;

• research reports and recommendations by financial analysts;

• failure to meet analysts' revenue or earnings estimates;

• speculation in the press or investment community;

• actions by the Company or its competitors, such as acquisitions or restructurings;

• actions by institutional shareholders;

• fluctuations in the stock prices and operating results of its competitors;

• general market conditions and, in particular, developments related to market conditions for the financial services industry;

• proposed or adopted regulatory changes or developments;

• anticipated or pending investigations, proceedings or litigation that involve or affect us;

• domestic and international economic factors unrelated to its performance.

Significant decline in the Company's stock price could result in substantial losses for individual shareholders and could lead to costly and disruptive securities litigation.

***The trading volume of the Company's common stock is limited.***

Although the Company's common stock is traded on the Nasdaq Stock Market, trading to date has been relatively modest. The limited trading market for the Company's common stock may lead to exaggerated fluctuations in market prices and possible market inefficiencies compared to more actively traded securities. It may also make it more difficult for investors to sell the Company's common stock at desired prices, especially for holders seeking to dispose of a large number shares of stock.

***The Company depends primarily on the operations of the Bank to repay its indebtedness. The Company's ability to pay any dividends or repurchase any of its shares in the future will also depend on the success of the Bank's operations.***

The Company is a separate and distinct legal entity from its subsidiary, the Bank, and it receives substantially all of its revenue from dividends paid by the Bank. There are legal limitations on the extent to which the Bank may extend credit, pay dividends or otherwise supply funds to, or engage in transactions with, the Company. The Company's inability to receive dividends from the Bank could adversely affect its business, financial condition, results of operations and prospects.

***Disruptions in market conditions may adversely impact the fair value of available-for-sale investment securities.***

Generally Accepted Accounting Principles ("GAAP") require the Company to carry its available-for-sale investment securities at fair value on its balance sheet. Unrealized gains or losses on these securities, reflecting the difference between the fair market value and the amortized cost, net of its tax effect, are reported as a component of shareholders' equity. In certain instances GAAP requires recognition through earnings of declines in the fair value of securities that are deemed to be other than temporarily impaired. Changes in the fair value of these securities may result from a number of circumstances that are beyond the Company's control, such as changes in interest rates, the financial condition of government sponsored enterprises or insurers of municipal bonds, changes in demand for these securities as a result of economic conditions, or reduced market liquidity. There can be no assurance that the declines in market value will not result in other than temporary impairments of these assets, which would lead to loss recognition that could have a material adverse effect on the Company's net income and capital levels.

***Damage to the Company's reputation could significantly harm the Company's business and prospects.***

The Company's reputation is an important asset. The Company's relationship with many of its customers is predicated upon its reputation as a high quality provider of financial services that adheres to the highest standards of ethics, service quality and regulatory compliance. The Company's ability to attract and retain customers, investors and employees depends upon external perceptions. Damage to its reputation among existing and potential customers, investors and employees could cause significant harm to the Company's business and prospects and may arise from numerous sources, including litigation or regulatory actions, failing to deliver minimum standards of service and quality, lending practices, inadequate protection of customer information, sales and marketing efforts, compliance failures, unethical behavior and the misconduct of employees. Adverse developments in the banking industry may also, by association, negatively impact the Company's reputation or result in greater regulatory or legislative scrutiny or litigation against us. The Company has policies and procedures in place that seek to protect its reputation and promote ethical conduct, but these policies and procedures may not be fully effective. Negative publicity regarding the Company's business, employees, or customers, with or without merit, may result in the loss of customers, investors, and employees, costly litigation, a decline in revenues and increased governmental regulation.

*The markets in which the Company operates are subject to the risk of earthquakes and other natural disasters.*

Most of the Company's offices are located in California. Also, most of the real and personal properties securing the Company's loans are located in California. California is prone to earthquakes, brush fires, flooding and other natural disasters. In addition to possibly sustaining damage to its own properties, if there is a major earthquake, brush fire, flood or other natural disaster, the Company faces the risk that many of the Company's borrowers may experience uninsured property losses, or sustained job interruption and/or loss which may materially impair their ability to meet the terms of their loan obligations. Therefore, a major earthquake, brush fire, flood or other natural disaster in California could have a material adverse effect on the Company's business, financial condition, results of operations and cash flows.

**ITEM 1B. UNRESOLVED STAFF COMMENTS**

Not applicable.

**ITEM 2. PROPERTIES**

Of the Company's twelve depository branches, ten are owned and two are leased. The Company also leases three lending offices and owns four administrative facilities.

**Owned Properties**

35 South Lindan Avenue Quincy, California (1)	32 Central Avenue Quincy, California (1)	80 W. Main St. Quincy, California (1)
424 N. Mill Creek Quincy, California (1)	336 West Main Street Quincy, California	120 North Pine Street Portola, California
43163 Highway 299E Fall River Mills, California	121 Crescent Street Greenville, California	255 Main Street Chester, California
510 North Main Street Alturas, California	3000 Riverside Drive Susanville, California	8475 North Lake Boulevard Kings Beach, California
11638 Donner Pass Road Truckee, California	5050 Meadowood Mall Circle Reno, Nevada	

**Leased Properties**

243 North Lake Boulevard Tahoe City, California	1335 Hilltop Drive Redding, California	470 Nevada St., Suite 108 Auburn, California (2)
11111 North Scottsdale Road, Unit C Scottsdale, Arizona (2)	2585 Ceanothus Avenue, Suite 173 Chico, CA (3)	

(1) Non-branch administrative or credit administrative offices.

(2) SBA lending office.

(3) Commercial lending office.

Total rental expenses under all leases totaled \$233,000, \$192,000 and \$154,000, in 2015, 2014 and 2013 respectively. The expiration dates of the leases vary, with the first such lease expiring during 2016 and the last such lease expiring during 2020.

Future minimum lease payments are as follows:

Year Ending December 31,	
2016	\$242,000
2017	151,000
2018	108,000
2019	99,000
2020	74,000
	\$674,000

The Company maintains insurance coverage on its premises, leaseholds and equipment, including business interruption and record reconstruction coverage. The branch properties and non-branch offices are adequate, suitable, in good condition and have adequate parking facilities for customers and employees. The Company and Bank are limited in their investments in real property under Federal and state banking laws. Generally, investments in real property are either for the Company and Bank use or are in real property and real property interests in the ordinary course of the Bank's business.

**ITEM 3. LEGAL PROCEEDINGS**

From time to time, the Company and/or its subsidiary are a party to claims and legal proceedings arising in the ordinary course of business. In the opinion of the Company's management, the amount of ultimate liability with respect to such proceedings will not have a material adverse effect on the financial condition or results of operations of the Company taken as a whole.

**ITEM 4. MINE SAFETY DISCLOSURES**

Not applicable.



**PART II****ITEM 5. MARKET FOR REGISTRANT'S COMMON EQUITY, RELATED STOCK-HOLDER MATTERS AND ISSUER PURCHASES OF EQUITY SECURITIES.**

The Company's common stock is quoted on the NASDAQ Capital Market under the ticker symbol "PLBC". As of December 31, 2015, there were 4,835,432 shares of the Company's common stock outstanding held by approximately 1,300 shareholders of record as of the same date. The following table shows the high and low sales prices for the common stock, for each quarter as reported by Yahoo Finance.

Quarter	Common Dividends	High	Low
4 <sup>th</sup> Quarter 2015	-	\$9.35	\$8.50
3 <sup>rd</sup> Quarter 2015	-	\$10.23	\$8.04
2 <sup>nd</sup> Quarter 2015	-	\$10.00	\$8.77
1 <sup>st</sup> Quarter 2015	-	\$10.00	\$7.73
4 <sup>th</sup> Quarter 2014	-	\$8.25	\$7.52
3 <sup>rd</sup> Quarter 2014	-	\$8.50	\$6.77
2 <sup>nd</sup> Quarter 2014	-	\$7.74	\$6.12
1 <sup>st</sup> Quarter 2014	-	\$6.75	\$5.96

It is the policy of the Company to periodically distribute excess retained earnings to the shareholders through the payment of cash dividends. Such dividends help promote shareholder value and capital adequacy by enhancing the marketability of the Company's stock. All authority to provide a return to the shareholders in the form of a cash or stock dividend or split rests with the Board of Directors (the "Board"). The Board will periodically, but on no regular schedule and in accordance with regulatory restrictions, if any, reviews the appropriateness of a cash dividend payment. No common cash dividends were paid in 2015 or 2014.

The Company is subject to various restrictions on the payment of dividends. See Note 12 "Shareholders' Equity – Dividend Restrictions" of the Company's Consolidated Financial Statements in Item 8 – Financial Statements and Supplementary Data of this Annual Report on Form 10K.

**Securities Authorized for Issuance under Equity Compensation Plans.** The following table sets forth securities authorized for issuance under equity compensation plans as of December 31, 2015.

Plan Category	Number of securities to be issued upon exercise of outstanding options	Weighted-average exercise price of outstanding options	Number of securities remaining available for future issuance under equity compensation plans (excluding securities reflected in column (a))
	(a)	(b)	(c)
Equity compensation plans approved by security holders	295,293	\$ 5.95	294,400
Equity compensation plans not approved by security holders	None	Not Applicable	None
Total	295,293	\$ 5.95	294,400

For additional information related to the above plans see Note 12 of the Company's Consolidated Financial Statements in Item 8 – Financial Statements and Supplementary Data of this Annual Report on Form 10K.

**Issuer Purchases of Equity Securities.** There were no purchases of Plumas Bancorp common stock by the Company during 2015.

**ITEM 6. SELECTED FINANCIAL DATA**

The following table presents a summary of selected financial data and should be read in conjunction with the Company's consolidated financial statements and notes thereto included under Item 8 – Financial Statements and Supplementary Data.

	<b>At or for the year ended December 31,</b>					
	<b>2015</b>	<b>2014</b>	<b>2013</b>	<b>2012</b>	<b>2011</b>	
	<i>(dollars in thousands except per share information)</i>					
<b>Statement of Income</b>						
Interest income	\$22,615	\$21,147	\$19,460	\$18,425	\$18,668	
Interest expense	1,204	1,693	1,534	1,274	1,848	
Net interest income	21,411	19,454	17,926	17,151	16,820	
Provision for loan losses	1,100	1,100	1,400	2,350	3,500	
Noninterest income	7,715	7,315	6,642	6,596	7,162	
Noninterest expense	18,491	17,845	17,570	18,377	19,246	
Provision for income taxes	3,717	3,086	2,167	1,070	295	
Net income	\$5,818	\$4,738	\$3,431	\$1,950	\$941	
Discount on redemption of Preferred Stock	-	-	565	-	-	
Preferred Stock dividends and discount accretion	-	-	347	684	684	
Net income available to common shareholders	\$5,818	\$4,738	\$3,649	\$1,266	\$257	
<b>Balance sheet (end of period)</b>						
Total assets	\$599,286	\$538,862	\$515,725	\$477,802	\$455,349	
Total loans	\$400,971	\$370,390	\$338,551	\$315,057	\$293,865	
Allowance for loan losses	\$6,078	\$5,451	\$5,517	\$5,686	\$6,908	
Total deposits	\$527,276	\$467,891	\$449,439	\$411,562	\$391,140	
Total common equity	\$42,496	\$36,497	\$30,593	\$29,995	\$27,865	
Total shareholders' equity	\$42,496	\$36,497	\$30,593	\$41,850	\$39,634	
<b>Balance sheet (period average)</b>						
Total assets	\$571,990	\$531,528	\$497,711	\$464,609	\$467,354	
Total loans	\$386,070	\$353,389	\$321,210	\$301,799	\$302,841	
Total deposits	\$503,343	\$464,067	\$432,284	\$401,110	\$407,982	
Total shareholders' equity	\$39,844	\$33,810	\$36,032	\$41,023	\$39,244	
<b>Asset quality ratios</b>						
Nonperforming loans/total loans	1.13	% 1.79	% 1.64	% 4.35	% 5.73	%
Nonperforming assets/total assets	1.06	% 1.90	% 2.33	% 3.98	% 5.60	%
Allowance for loan losses/total loans	1.52	% 1.47	% 1.63	% 1.80	% 2.35	%
Net loan charge-offs	\$473	\$1,166	\$1,569	\$3,572	\$3,916	
<b>Performance ratios</b>						
Return on average assets	1.02	% 0.89	% 0.69	% 0.42	% 0.20	%
Return on average common equity	14.6	% 14.0	% 12.0	% 4.3	% 0.9	%
Return on average equity	14.6	% 14.0	% 9.5	% 4.8	% 2.4	%

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Net interest margin	4.10	%	4.05	%	4.03	%	4.18	%	4.08	%
Loans to deposits	76.0	%	79.2	%	75.3	%	76.6	%	75.1	%
Efficiency ratio	63.5	%	66.7	%	71.5	%	77.4	%	80.3	%
<b>Per share information</b>										
Basic earnings	\$1.21		\$0.99		\$0.76		\$0.26		\$0.05	
Diluted earnings	\$1.15		\$0.95		\$0.75		\$0.26		\$0.05	
Common cash dividends	\$0.00		\$0.00		\$0.00		\$0.00		\$0.00	
Book value per common share	\$8.79		\$7.61		\$6.39		\$6.28		\$5.83	
Common shares outstanding at period end	4,835,432		4,799,139		4,787,739		4,776,339		4,776,339	
<b>Capital ratios – Plumas Bank</b>										
Leverage ratio	9.4	%	9.8	%	9.7	%	10.4	%	9.8	%
Tier 1 risk-based capital	12.7	%	13.2	%	13.2	%	14.1	%	13.7	%
Total risk-based capital	14.0	%	14.4	%	14.5	%	15.3	%	15.0	%

## ITEM 7. MANAGEMENT'S DISCUSSION AND ANALYSIS OF FINANCIAL CONDITION AND RESULTS OF OPERATIONS

### General

We are a bank holding company for Plumas Bank, a California state-chartered commercial bank. We derive our income primarily from interest received on real estate related, commercial, automobile and consumer loans and, to a lesser extent, interest on investment securities, fees received in connection with servicing deposit and loan customers and fees from the sale of government guaranteed loans. Our major operating expenses are the interest we pay on deposits and borrowings and general operating expenses. We rely on locally-generated deposits to provide us with funds for making loans.

We are subject to competition from other financial institutions and our operating results, like those of other financial institutions operating in California, are significantly influenced by economic conditions in California, including the strength of the real estate market. In addition, both the fiscal and regulatory policies of the federal and state government and regulatory authorities that govern financial institutions and market interest rates also impact the Bank's financial condition, results of operations and cash flows.

### **Critical Accounting Policies**

Our accounting policies are integral to understanding the financial results reported. Our most complex accounting policies require management's judgment to ascertain the valuation of assets, liabilities, commitments and contingencies. We have established detailed policies and internal control procedures that are intended to ensure valuation methods are applied in an environment that is designed and operating effectively and applied consistently from period to period. The following is a brief description of our current accounting policies involving significant management valuation judgments.

**Allowance for Loan Losses.** The allowance for loan losses is an estimate of credit losses inherent in the Company's loan portfolio that have been incurred as of the balance-sheet date. The allowance is established through a provision for loan losses which is charged to expense. Additions to the allowance are expected to maintain the adequacy of the total allowance after credit losses and loan growth. Credit exposures determined to be uncollectible are charged against the allowance. Cash received on previously charged off amounts is recorded as a recovery to the allowance. The overall allowance consists of two primary components, specific reserves related to impaired loans and general reserves for inherent losses related to loans that are collectively evaluated for impairment.

We evaluate our allowance for loan losses quarterly. We believe that the allowance for loan losses is a “critical accounting estimate” because it is based upon management’s assessment of various factors affecting the collectability of the loans, including current economic conditions, past credit experience, delinquency status, the value of the underlying collateral, if any, and a continuing review of the portfolio of loans.

We cannot provide you with any assurance that economic difficulties or other circumstances which would adversely affect our borrowers and their ability to repay outstanding loans will not occur which would be reflected in increased losses in our loan portfolio, which could result in actual losses that exceed reserves previously established.

**Other Real Estate Owned.** Other real estate owned (OREO) represents properties acquired through foreclosure or physical possession. OREO is initially recorded at fair value less costs to sell when acquired. Write-downs to fair value at the time of transfer to OREO is charged to allowance for loan losses. Subsequent to foreclosure, we periodically evaluate the value of OREO held for sale and record a valuation allowance for any subsequent declines in fair value less selling costs. Subsequent declines in value are charged to operations. Fair value is based on our assessment of information available to us at the end of a reporting period and depends upon a number of factors, including our historical experience, economic conditions, and issues specific to individual properties. Our evaluation of these factors involves subjective estimates and judgments that may change.

The following discussion is designed to provide a better understanding of significant trends related to the Company's financial condition, results of operations, liquidity and capital. It pertains to the Company's financial condition, changes in financial condition and results of operations as of December 31, 2015 and 2014 and for each of the three years in the period ended December 31, 2015. The discussion should be read in conjunction with the Company's audited consolidated financial statements and notes thereto and the other financial information appearing elsewhere herein.

## **Overview**

The Company recorded net income of \$5.8 million for the year ended December 31, 2015, a 23% increase over net income of \$4.7 million during the year ended December 31, 2014. Pretax income increased by \$1.7 million, or 22%, from to \$9.5 million in 2015 from \$7.8 million during the year ended December 31, 2014.

Net interest income increased by \$2.0 million to \$21.4 million during 2015 from \$19.4 million for the year ended December 31, 2014. This increase in net interest income resulted from an increase in interest income of \$1.5 million and a decrease in interest expense of \$489 thousand. Interest on loans increased by \$1.3 million and interest on investment securities increased by \$179 thousand. An increase of \$2 thousand in interest expense on deposits was offset by a decrease in interest expense on borrowings of \$491 thousand. The largest component of this decrease was a decrease of \$537 thousand in interest expense related to the redemption of the Company's \$7.5 million subordinated debenture in April, 2015. The provision for loan losses was \$1.1 million during 2015 and 2014.

During the year ended December 31, 2015 non-interest income totaled \$7.7 million an increase of \$400 thousand from the year ended December 31, 2014. The largest component of this increase was an increase in gain on sale of SBA loans of \$546 thousand. Gains on sale of securities were \$21 thousand during 2015 and \$128 thousand in 2014. In addition, the 2014 quarter included a \$148 thousand gain on sale of our credit card portfolio.

Non-interest expense increased by \$646 thousand to \$18.5 million during the twelve months ended December 31, 2015, up from \$17.8 million during 2014. The largest component of this increase was an increase in salary expense of \$559 thousand. This increase includes an increase in loan production personnel costs, costs associated with our new Reno, Nevada branch, an increase in commissions earned on the sale of SBA loans, related to an increase in sales volume, and merit and promotional wage increases.

The provision for income taxes increased by \$631 thousand from \$3.1 million in 2014 to \$3.7 million during the year ended December 31, 2015.

Total assets at December 31, 2015 were \$599 million, an increase of \$60.4 million from \$539 million at December 31, 2014. This increase included increases of \$22.6 million in cash and due from banks, \$6.4 million in investment securities, \$30.0 million in net loans, \$0.6 million in premises and equipment, \$0.3 million in bank owned life insurance and \$2.3 million in other assets exclusive of OREO. OREO decreased by \$1.8 million.

Loans increased by \$30.6 million, or 8%, from \$370.4 million at December 31, 2014 to \$401.0 million at December 31, 2015. The increase in loan balances includes \$28.8 million in commercial real estate loans, \$5.6 million in commercial loans, \$4.5 million in agricultural loans and \$3.7 million in automobile loans. These increases were partially offset by declines of \$8.4 million in construction and land development loans and \$3.6 million in all other loan types. Construction and land development loans, which management has identified as a higher-risk loan category, represented 4.0% and 6.6% of the loan portfolio as of December 31, 2015 and December 31, 2014, respectively.

Total deposits increased by \$59.4 million from \$468 million at December 31, 2014 to \$527 million at December 31, 2015. In addition to deposit growth from our branch network, we acquired approximately \$10 million in deposits with our acquisition of the Redding, California, branch of Rabobank N.A. effective July 31, 2015. No loans were acquired in this transaction. Core deposit growth remained strong in 2015 as evidenced by increases of \$28.4 million in demand deposits, \$19.6 million in savings accounts, \$9.1 million in interest-bearing transaction accounts (NOW) and \$6.4 million in money market accounts. Time deposits declined by \$4.1 million, much of which we attribute to migration into other types of deposits given the low rates and lack of liquidity associated with time deposits. The Company has no brokered deposits.

Total shareholders' equity increased by \$6.0 million from \$36.5 million at December 31, 2014 to \$42.5 million at December 31, 2015. The \$6.0 million includes earnings during the twelve month period totaling \$5.8 million with the balance of \$0.2 million mostly representing stock option activity.

The return on average assets was 1.02% for 2015, up from 0.89% for 2014. The return on average equity was 14.6% for 2015, up from 14.0% for 2014.



**Results of Operations****Net Interest Income**

The following table presents, for the years indicated, the distribution of consolidated average assets, liabilities and shareholders' equity. Average balances are based on average daily balances. It also presents the amounts of interest income from interest-earning assets and the resultant yields expressed in both dollars and yield percentages, as well as the amounts of interest expense on interest-bearing liabilities and the resultant cost expressed in both dollars and rate percentages. Nonaccrual loans are included in the calculation of average loans while nonaccrued interest thereon is excluded from the computation of yields earned:

	Year ended December 31, 2015			2014			2013			
	Average balance	Interest income/ expense	Rates earned/ paid	Average balance	Interest income/ expense	Rates earned/ paid	Average balance	Interest income/ expense	Rates earned/ paid	
<i>(dollars in thousands)</i>										
<b>Assets</b>										
Interest bearing deposits	\$44,302	\$ 174	0.39 %	\$38,626	\$ 137	0.35 %	\$41,262	\$ 124	0.30 %	
Investment securities <sup>(1)</sup>	91,309	1,694	1.86	87,906	1,515	1.72	82,820	1,162	1.40	
Total loans <sup>(2)(3)</sup>	386,070	20,747	5.37	353,389	19,495	5.52	321,210	18,174	5.66	
Total earning assets	521,681	22,615	4.34 %	479,921	21,147	4.41 %	445,292	19,460	4.37 %	
Cash and due from banks	17,332			16,323			14,572			
Other assets	32,977			35,284			37,847			
Total assets	\$571,990			\$531,528			\$497,711			
<b>Liabilities and shareholders' equity</b>										
Interest bearing demand deposits	\$88,220	80	0.09 %	\$83,398	76	0.09 %	\$83,966	90	0.11 %	
Money market deposits	47,149	66	0.14	46,691	65	0.14	48,730	82	0.17	
Savings deposits	119,071	191	0.16	102,664	163	0.16	84,475	147	0.17	
Time deposits	54,418	181	0.33	59,063	212	0.36	66,046	281	0.43	
Note payable	3,858	155	4.02	2,299	111	4.83	567	23	4.06	
	2,150	219	10.19	7,371	756	10.26	5,185	541	10.43	

Subordinated debentures											
Junior subordinated debentures	10,310	306	2.97	10,310	303	2.94	10,310	313	3.04		
Other	6,529	6	0.09	7,529	7	0.09	7,298	57	0.78		
Total interest bearing liabilities	331,705	1,204	0.36 %	319,325	1,693	0.53 %	306,577	1,534	0.50 %		
Noninterest bearing demand deposits	194,485			172,251			149,067				
Other liabilities	5,956			6,142			6,035				
Shareholders' equity	39,844			33,810			36,032				
Total liabilities and shareholders' equity	\$571,990			\$531,528			\$497,711				
<b>Net interest income</b>		\$21,411			\$19,454			\$17,926			
<b>Net interest spread</b> <sup>(4)</sup>			3.98 %			3.88 %			3.87 %		
<b>Net interest margin</b> <sup>(5)</sup>			4.10 %			4.05 %			4.03 %		

(1) Interest income is reflected on an actual basis and is not computed on a tax-equivalent basis.

(2) Average nonaccrual loan balances of \$5.6 million for 2015, \$6.7 million for 2014 and \$9.3 million for 2013 are included in average loan balances for computational purposes.

(3) Loan origination fees and costs are included in interest income as adjustments of the loan yields over the life of the loan using the interest method. Loan interest income includes net loan costs of \$696,000, \$380,000 and \$371,000 for 2015, 2014 and 2013, respectively.

(4) Net interest spread represents the average yield earned on interest-earning assets less the average rate paid on interest-bearing liabilities.

(5) Net interest margin is computed by dividing net interest income by total average earning assets.

The following table sets forth changes in interest income and interest expense, for the years indicated and the amount of change attributable to variances in volume, rates and the combination of volume and rates based on the relative changes of volume and rates:

	2015 compared to 2014				2014 compared to 2013			
	Increase (decrease) due to change in:				Increase (decrease) due to change in:			
	Average Volume <sup>(1)</sup>	Average Rate <sup>(2)</sup>	Mix <sup>(3)</sup>	Total	Average Volume <sup>(1)</sup>	Average Rate <sup>(2)</sup>	Mix <sup>(3)</sup>	Total
	<i>(dollars in thousands)</i>							
<b>Interest-earning assets:</b>								
Interest bearing deposits	\$20	\$ 15	\$ 2	\$37	\$(8 )	\$ 22	\$( 1 )	\$13
Investment securities	59	116	4	179	72	265	16	353
Loans	1,803	(504 )	(47 )	1,252	1,821	(454 )	(46 )	1,321
Total interest income	1,882	(373 )	(41 )	1,468	1,885	(167 )	(31 )	1,687
<b>Interest-bearing liabilities:</b>								
Interest bearing demand deposits	4	-	-	4	(1 )	(13 )	-	(14 )
Money market deposits	1	-	-	1	(3 )	(14 )	-	(17 )
Savings deposits	26	2	-	28	32	(13 )	(3 )	16
Time deposits	(17 )	(15 )	1	(31 )	(30 )	(44 )	5	(69 )
Note payable	75	(19 )	(12 )	44	70	4	14	88
Subordinated debentures	(535 )	(5 )	3	(537 )	228	(9 )	(4 )	215
Junior subordinated debentures	-	3	-	3	-	(10 )	-	(10 )
Other borrowings	(1 )	-	-	(1 )	2	(50 )	(2 )	(50 )
Total interest expense	(447 )	(34 )	(8 )	(489 )	298	(149 )	10	159
<b>Net interest income</b>	<b>\$2,329</b>	<b>\$ (339 )</b>	<b>\$ (33 )</b>	<b>\$1,957</b>	<b>\$1,587</b>	<b>\$ (18 )</b>	<b>\$ (41 )</b>	<b>\$1,528</b>

(1) The volume change in net interest income represents the change in average balance multiplied by the previous year's rate.

(2) The rate change in net interest income represents the change in rate multiplied by the previous year's average balance.

(3) The mix change in net interest income represents the change in average balance multiplied by the change in rate.

**2015 compared to 2014.** Net interest income is the difference between interest income and interest expense. Net interest income, on a nontax-equivalent basis, was \$21.4 million for the year ended December 31, 2015, up \$2.0 million, or 10.1%, from \$19.4 million for 2014. The \$2.0 million included an increase of \$1.5 million, or 6.9% in

interest income, from \$21.1 million during 2014 to \$22.6 million during the current year and a decrease of \$489 thousand in interest expense.

Interest and fees on loans increased by \$1.3 million, interest on investment securities increased by \$179 thousand and interest on deposits increased by \$37 thousand. The increase in interest and fees on loans was related to an increase in average loan balances partially offset by a decline in yield. Interest on investments securities benefited from both an increase in yield and an increase in average balance.

Interest and fees on loans was \$20.8 million during 2015 and \$19.5 million for the year ended December 31, 2014. The average loan balances were \$386.1 million for 2015, up \$32.7 million from the \$353.4 million for 2014. The following table compares loan balances by type at December 31, 2015 and 2014.

(dollars in thousands)	Balance at End of Period	Percent of Loans in Each Category to Total Loans		Percent of Loans in Each Category to Total Loans	
		12/31/15	12/31/15	12/31/14	12/31/14
Commercial	\$37,084	9.2	%	\$31,465	8.5 %
Agricultural	39,856	9.9	%	35,355	9.5 %
Real estate - residential	25,474	6.4	%	29,284	7.9 %
Real estate – commercial	192,095	47.9	%	163,306	44.1 %
Real estate – construction	16,188	4.0	%	24,572	6.6 %
Equity Lines of Credit	38,327	9.6	%	38,972	10.5 %
Auto	48,365	12.1	%	44,618	12.1 %
Other	3,582	0.9	%	2,818	0.8 %
Total Gross Loans	\$400,971	100	%	\$370,390	100 %

The average yield on loans was 5.37% for 2015 down from 5.52% for 2014. We attribute much of the decrease in yield to price competition in our service area. In addition, during the fourth quarter of 2014 the Company benefited from a prepayment fee of approximately \$0.2 million on a large commercial real estate loan which increased overall loan yield by approximately 5 basis points.

Interest on investment securities increased by \$179 thousand as a result of an increase in yield of 14 basis points from 1.72% during 2014 to 1.86% during 2015 and an increase in average balance from \$87.9 million in 2014 to \$91.3 million in 2015. The increase in yield on investment securities includes an increase in municipal securities as a percentage of total securities and an increase in market yields. Interest income on other interest-earning assets, which totaled \$174 thousand in 2015 and \$137 thousand in 2014, primarily relates to interest on cash balances held at the Federal Reserve.

Interest expense on deposits increased by \$2 thousand to \$518 thousand for the twelve months ended December 31, 2015, up from \$516 thousand in 2014. Interest expense on time deposits declined by \$31 thousand from \$212 thousand during 2014 to \$181 thousand at during 2015. Average time deposits declined by \$4.7 million from \$59.1 million during 2014 to \$54.4 million during the year ended December 31, 2015. We attribute much of this decline to migration into other types of deposits given the low rates and lack of liquidity associated with time deposits. The average rate paid on time deposits decreased from 0.36% during 2014 to 0.33% during the current twelve month period. This decrease primarily relates to the maturity of higher rate time deposits.

Interest expense on NOW accounts increased by \$4 thousand. Rates paid on NOW accounts averaged 0.09% during 2015 and 2014. Average balances increased by \$4.8 million from 2014 to \$88.2 million. Interest expense on money market accounts increased by \$1 thousand to \$66 thousand during the year ended December 31, 2015. Interest expense on savings accounts increased by \$28 thousand as we continued to experience strong growth in this category of deposits. Average savings deposits increased by \$16.4 million from \$102.7 million during 2014 to \$119.1 million during 2015. The average rate paid on savings accounts during these same periods was 16 basis points.

Interest expense on other interest-bearing liabilities decreased by \$491 thousand from \$1.2 million during the year ended December 31, 2014 to \$686 thousand during the current twelve month period. On April 15, 2013, to help fund the repurchase of preferred stock during 2013, the Company issued a \$7.5 million subordinated debenture. The subordinated debt bears an interest rate of 7.5% per annum, has a term of 8 years with no prepayment allowed during the first two years and was made in conjunction with an eight-year warrant (the "Lender Warrant") to purchase up to 300,000 shares of the Company's common stock, no par value at an exercise price, subject to anti-dilution adjustments, of \$5.25 per share. On April 16, 2015 we paid off the subordinated debenture resulting in a reduction in interest expense related to this debt of \$537 thousand from \$756 thousand during 2014 to \$219 thousand during 2015. The effective yield on the debenture during 2015 was 10.2% which was in excess of the 7.5% rate due to amortization of a \$75 thousand commitment fee and a discount recorded on issuance of \$318 thousand.

Interest expense on the Company's note payable (see "Financial Condition – Note Payable") increased by \$44 thousand to \$155 thousand during the twelve months ended December 31, 2015. This increase was related to an increase in average borrowings on this note from \$2.3 million during the 2014 period to \$3.9 million during the year ended December 31, 2015. During April of 2015 we borrowed an additional \$4 million on the note bringing the balance to \$5 million. This \$4 million along with a dividend from Plumas Bank to Plumas Bancorp were used to fund the payoff of the subordinated debenture. The average rate paid on the note payable was 4.02% during 2015 and 4.83% during the twelve months ended December 31, 2014.

Interest expense on junior subordinated debentures, which increased by \$3 thousand to \$306 thousand, fluctuates with changes in the 3-month London Interbank Offered Rate (LIBOR) rate. Interest on other borrowings, which mostly relates to repurchase agreements, totaled \$6 thousand in 2015 and \$7 thousand in 2014.

Net interest margin is net interest income expressed as a percentage of average interest-earning assets. As a result of the changes noted above, the net interest margin for 2015 increased to 4.10%, from 4.05% for 2014.

**2014 compared to 2013.** Net interest income, on a nontax-equivalent basis, was \$19.4 million for the year ended December 31, 2014, up \$1.5 million, or 8.5%, from \$17.9 million for 2013. An increase of \$1.7 million, or 8.7% in interest income, from \$19.4 million during 2013 to \$21.1 million during the current year, was partially offset by an increase in interest expense of \$159 thousand.

Interest and fees on loans increased by \$1.3 million, interest on investment securities increased by \$353 thousand and interest on deposits increased by \$13 thousand. The increase in interest and fees on loans was related to an increase in average loan balances partially offset by a decline in yield. Interest on investments securities benefited from both an increase in yield and an increase in average balance.

Interest and fees on loans was \$19.5 million during 2014 and \$18.2 million for the year ended December 31, 2013. The average loan balances were \$353.4 million for 2014, up \$32.2 million from the \$321.2 million for 2013.

The average yield on loans was 5.52% for 2014 down from 5.66% for 2013. We attribute much of the decrease in yield to price competition in our service area as well as an increase in lower yielding automobile loans as a percentage of total loans.

Interest on investment securities increased by \$353 thousand as a result of an increase in yield of 32 basis points from 1.40% during 2013 to 1.72% during 2014 and an increase in average balance from \$82.8 million in 2013 to \$87.9 million in 2014. The increase in yield on investment securities includes an increase in government sponsored agency residential mortgage backed securities and municipal securities as a percentage of total securities and an increase in market yields. Interest income on other interest-earning assets, which totaled \$137 thousand in 2014 and \$124 thousand in 2013, primarily relates to interest on cash balances held at the Federal Reserve.

Interest expense on deposits decreased by \$84 thousand, or 14%, to \$516 thousand for the twelve months ended December 31, 2014, down from \$600 thousand in 2013. Interest expense on time deposits declined by \$69 thousand from \$281 thousand during 2013 to \$212 thousand at during 2014. Average time deposits declined by \$6.9 million from \$66.0 million during 2013 to \$59.1 million for the year ended December 31, 2014. We attribute much of this decline to migration into other types of deposits given the low rates and lack of liquidity associated with time deposits. The average rate paid on time deposits decreased from 0.43% during 2013 to 0.36% during the current twelve month period. This decrease primarily relates to a decline in market rates paid in the Company's service area and the maturity of higher rate time deposits.

Interest expense on NOW accounts declined by \$14 thousand. Rates paid on NOW accounts declined by 2 basis points from 0.11% during 2013 to 0.09% during 2014. Average balances decreased by \$568 thousand from 2013. Interest expense on money market accounts decreased by \$17 thousand related to a decrease in rate paid on these accounts of 3

basis points from 0.17% during 2013 to 0.14% during 2014 and a decline in average balances from \$48.7 million during 2013 to \$46.7 million in 2014. Interest expense on savings accounts increased by \$16 thousand as we continued to experience strong growth in this category of deposits. Average savings deposits increased by \$18.2 million from \$84.5 million during 2013 to \$102.7 million during 2014. The average rate paid on savings accounts during this same period declined from 17 basis points during 2013 to 16 basis points during 2014. The decline in rates paid on deposits is consistent with a decline in competitive market rates in our service area.

Interest expense on other interest-bearing liabilities increased by \$243 thousand from \$934 thousand during the twelve months ending December 31, 2013 to \$1.2 million during 2014. This increase was mostly related to an increase of \$215 thousand in interest expense on the \$7.5 million subordinated debenture which was only outstanding for 8.5 months during 2013. The effective yield on the debenture during 2014 was 10.3% which was in excess of the 7.5% rate due to amortization of a \$75 thousand commitment fee and a discount recorded on issuance of \$318 thousand.

Interest expense on the Company's note payable for 2013 totaled \$23 thousand and for 2014 it totaled \$111 thousand. The increase relates mostly to an increase in average balance from \$567 thousand in 2013 to \$2.3 million during 2014.

Interest expense on junior subordinated debentures, which decreased by \$10 thousand from 2013, fluctuates with changes in the 3-month LIBOR rate.

Interest on other borrowings, which during 2014 relates to repurchase agreements, totaled \$7 thousand in 2014 and \$57 thousand in 2013.

Net interest margin is net interest income expressed as a percentage of average interest-earning assets. As a result of the changes noted above, the net interest margin for 2014 increased slightly to 4.05%, from 4.03% for 2013.



### Provision for Loan Losses

During the years ended December 31, 2015 and 2014 we recorded a provision for loan losses of \$1.1 million. See “Analysis of Asset Quality and Allowance for Loan Losses” for further discussion of loan quality trends and the provision for loan losses.

The allowance for loan losses is maintained at a level that management believes will be appropriate to absorb inherent losses on existing loans based on an evaluation of the collectability of the loans and prior loan loss experience. The evaluations take into consideration such factors as changes in the nature and volume of the portfolio, overall portfolio quality, review of specific problem loans, and current economic conditions that may affect the borrower's ability to repay their loan. The allowance for loan losses is based on estimates, and ultimate losses may vary from the current estimates. These estimates are reviewed periodically and, as adjustments become necessary, they are reported in earnings in the periods in which they become known.

Based on information currently available, management believes that the allowance for loan losses is appropriate to absorb potential risks in the portfolio. However, no assurance can be given that the Company may not sustain charge-offs which are in excess of the allowance in any given period.

### Non-Interest Income

The following table sets forth the components of non-interest income for the years ended December 31, 2015, 2014 and 2013.

	Years Ended December			Change	
	2015	2014	2013	2015	2014
	31,				
	during Year				
	(dollars in thousands)				
Service charges on deposit accounts	\$3,954	\$4,108	\$3,912	\$(154)	\$196
Gain on sale of loans, net	1,942	1,396	1,399	546	(3 )
Loan servicing fees	562	502	323	60	179
Earnings on bank owned life insurance policies	342	341	344	1	(3 )
Gain on sale of investments	21	128	-	(107)	128
Other income	894	840	664	54	176
Total non-interest income	\$7,715	\$7,315	\$6,642	\$400	\$673

**2015 compared to 2014.** During the twelve months ended December 31, 2015 non-interest income totaled \$7.7 million an increase of \$400 thousand from the year ended December 31, 2014. The largest component of this increase was an increase of \$546 thousand in gains on the sale of government guaranteed SBA loans mostly related to an increase in the volume of loans originated and sold. During 2015, proceeds from SBA loan sales totaled \$29.4 million resulting in a gain on sale of \$1.9 million. This compares to proceeds of \$21.6 million and a gain on sale of \$1.4 million during 2014. Loan servicing income, which increased by \$60 thousand, represents servicing income received on the guaranteed portion of small business administration (“SBA”) loans sold into the secondary market. At December 31, 2015 we were servicing over \$86 million in guaranteed portions of loans an increase of \$10 million from over \$76 million at December 31, 2014. Other non-interest income increased by \$54 thousand to \$894 thousand mostly related to an increase of \$126 thousand in dividends received on Federal Home Loan Bank of San Francisco (FHLB) stock. Of the \$126 thousand, \$88 thousand was a one-time special dividend paid by the FHLB during June 2015. The effect of the increase in FHLB dividends and increases in other items of other non-interest income were partially offset by a \$148 thousand gain on the sale of our credit card portfolio during the fourth quarter of 2014. The largest decrease in non-interest income was \$154 thousand in service charge income most of which was related to a reduction in NSF and overcharge income which we attribute to improved economic conditions as well as working with our customers to help them reduce NSF activity. Additionally, gain on sale of investments declined by \$107 thousand from \$128 thousand during the twelve months ended December 31, 2014 to \$21 thousand during 2015.

**2014 compared to 2013.** During the twelve months ended December 31, 2014 non-interest income totaled \$7.3 million an increase of \$673 thousand from the twelve months ended December 31, 2013. The largest component of this increase was an increase of \$196 thousand in service charge income which we attribute to growth in the Company's demand deposit accounts, an increase in debit card interchange income and a restructuring of our service charge fee structure beginning in August of 2013. During July and August 2014 we sold fourteen available-for-sale securities totaling \$16.2 million recognizing a gain on sale of \$128 thousand. Loan servicing fees, which totaled \$502 thousand for the 12 months ended December 31, 2014, increased by \$179 thousand from 2013. Other non-interest income increased by \$176 thousand mostly related to a \$148 thousand gain on the sale of our credit card portfolio during the fourth quarter of 2014. Prior to the sale, credit card loans represented less than one-half of a percent of our loan portfolio.

### Non-Interest Expense

The following table sets forth the components of other non-interest expense for the years ended December 31, 2015, 2014 and 2013.

	Years Ended December 31,			Change during Year	
	2015	2014	2013	2015	2014
	<i>(dollars in thousands)</i>				
Salaries and employee benefits	\$10,277	\$9,474	\$8,729	\$803	\$745
Occupancy and equipment	2,782	2,902	2,874	(120)	28
Outside service fees	2,003	2,042	1,855	(39)	187
Professional fees	707	583	831	124	(248)
Telephone and data Communications	376	351	287	25	64
Deposit insurance	362	387	435	(25)	(48)
Business development	332	279	291	53	(12)
Advertising and promotion	305	282	281	23	1
Director compensation and retirement	300	298	232	2	66
Armored car and courier	234	224	228	10	(4)
Loan collection costs	200	182	212	18	(30)
OREO expenses	182	362	310	(180)	52
Stationery and supplies	105	122	113	(17)	9
Insurance	95	(9)	112	104	(121)
Provision from change in OREO valuation	79	240	486	(161)	(246)
Postage	41	45	51	(4)	(6)
Gain on sale of OREO	(198)	(101)	(171)	(97)	70
Other operating expense	309	182	414	127	(232)
Total non-interest expense	\$18,491	\$17,845	\$17,570	\$646	\$275

**2015 compared to 2014.** Non-interest expense increased by \$646 thousand to \$18.5 million during the twelve months ended December 31, 2015, up from \$17.8 million during 2014. The largest components of this increase were \$803 thousand in salary and benefit expense, \$124 thousand professional fees, \$104 thousand in insurance expense and \$127 thousand in other operating expenses. The largest declines in non-interest expense were \$180 thousand in OREO expenses, \$161 thousand in the provision from change in OREO valuation and \$120 thousand in occupancy and equipment expense.

The increase in salary and benefits includes an increase in salary expense, exclusive of commissions, of \$412 thousand mostly related to merit and promotion increases, new hires including three loan officers; one serving Reno, Nevada, one located in Chico, California and an SBA loan officer in Scottsdale Arizona, and a branch manager for our new Reno, Nevada location. Other significant increases in salary and benefit expense include an increase of \$147 thousand in commission expense, \$111 thousand in 401k plan contributions and a reduction of \$104 thousand in the deferral of loan origination costs. The increase in commission expense is mostly related to an increase in SBA activity. Effective January 1, 2015, we reestablished a 401k matching benefit resulting in \$111 thousand in matching contributions. During each of 2015 and 2014 the Company's bonus expense totaled \$600 thousand, the maximum payable under the terms of the respective bonus plans.

The largest component of the increase in professional fees was an increase of \$79 thousand in legal fees related to loan collection activities and general corporate matters including costs associated with our Redding branch acquisition and our future Reno, Nevada branch. The second largest increase in professional fees was an increase of \$52 thousand in audit expense related to lending functions, including the cost of our semi-annual loan review, an annual review of our SBA loan operations by the SBA and a review of our loan compliance systems. Insurance expense, during 2014, benefited from a one-time adjustment to accrued life insurance costs.

The decline in OREO costs includes a decrease in OREO legal expense of \$125 thousand and a decline in repair and maintenance costs of \$54 thousand. During 2014 we incurred \$142 thousand in legal costs, related to OREO, pursuing additional recoveries on selected OREO properties through legal channels. In addition, OREO repair expense during 2014 totaled \$93 thousand much of which was used to fix up several properties in an effort to increase their marketability. OREO repair costs were \$62 thousand in 2015. OREO maintenance costs declined by \$23 thousand related to a decline in OREO properties.

OREO represents real property taken by the Bank either through foreclosure or through a deed in lieu thereof from the borrower. When other real estate is acquired, any excess of the Bank's recorded investment in the loan balance and accrued interest income over the estimated fair market value of the property less costs to sell is charged against the allowance for loan losses. A valuation allowance for losses on other real estate is maintained to provide for temporary declines in value. The allowance is established through a provision for subsequent losses on other real estate which is included in other expenses. Subsequent gains or losses on sales or from impairment are recorded as incurred. The provision from change in OREO valuation declined by \$161 thousand from \$240 thousand during the year ended December 31, 2014 to \$79 thousand during the current period. During the first three months of 2015 we recorded a net credit provision of \$129 thousand. The credit resulted from a significant increase in value of one OREO property based on a recent appraisal. This property was originally transferred to OREO at a value, net of estimated costs selling costs, of \$1 million. Subsequently, based on declines in value it was written down to \$0.7 million with a \$0.3 million valuation allowance; however, recently the surrounding area in which the property is located has enjoyed significant new business activity and the value of this property has increased resulting in a reduction in the valuation allowance of \$0.2 million. The \$0.2 million was offset by declines in value on other OREO properties.

The decline in occupancy and equipment expense includes several reductions the largest of which was a savings of \$49 thousand in equipment expense and maintenance. During 2014 equipment expense was high as we chose to replace all of our personal computers running Windows XP with machines running Windows 7.

**2014 compared to 2013.** During the twelve months ended December 31, 2014, total non-interest expense increased by \$275 thousand, or 2%, to \$17.8 million, up from \$17.6 million for the comparable period in 2013. The largest components of this increase were \$745 thousand in salary and benefit expense, \$187 thousand in outside service fees and \$70 thousand related to reduction in gain on sale of OREO. The largest declines in non-interest expense were \$248 thousand in professional fees, \$246 thousand in provision for OREO losses, \$128 thousand in deposit premium amortization and \$121 thousand in insurance expense.

Salaries and employee benefits increased by \$745 thousand primarily related to an increase in bonus expense of \$350 thousand. The Bank's bonus plan for 2014 provided for a bonus pool of 60% of the amount that pretax income exceeds budgeted pretax income with a cap of \$600 thousand. Bonus expense was \$600 thousand for the twelve months ended December 31, 2014 and \$250 thousand during the twelve months ended December 31, 2013. In both years the maximum allowed under the bonus plans was earned. Salary expense, exclusive of commissions, increased by \$265 thousand as a decline of four employees from 159 at December 31, 2013 to 155 at December 31, 2014 was offset by an increase in average salary per employee which includes the effect of merit and promotional increases.

Other increases include, but were not limited to an \$89 thousand increase in commissions, which relate to government guaranteed loan production, and a \$67 thousand increase in payroll tax expense. Partially offsetting these items was an increase in deferred loan origination costs totaling \$104 thousand.

Of the \$187 thousand increase in outside service fees, \$96 thousand was related to the outsourcing of our item processing beginning in June of 2013. This cost as been offset by savings in salary and benefit expense and software expense. In addition we incurred an increase in costs for the management of our investment portfolio and an increase in costs related to an increase in debit card interchange transactions.

Professional fees benefited from reductions in legal expense related to loan collection activities totaling \$148 thousand, a reduction in corporate legal expense of \$88 thousand mostly related the repurchase of the preferred stock in 2013 and a reduction in audit expense related to a change in audit firms beginning in 2014.

The provision from change in OREO valuation declined by \$246 thousand from \$486 thousand during the twelve months ended December 31, 2013 to \$240 thousand during the 2014. During the second quarter of 2013 we recorded a \$300 thousand provision related to one land development property.

Insurance expense benefited from a one-time adjustment to accrued life insurance costs. The deposit premium intangible asset was fully amortized at the end of September, 2013 resulting in a savings of \$128 thousand during the comparison periods.

**Provision for Income Taxes.** The Company recorded an income tax provision of \$3.7 million, or 39.0% of pre-tax income for the year ended December 31, 2015. During 2014 the Company recorded an income tax provision of \$3.1 million, or 39.4% of pre-tax income for the year ended December 31, 2014. The percentages for 2015 and 2014 differ from the statutory rate as tax exempt income such as earnings on Bank owned life insurance and interest on qualified municipal securities.

Deferred tax assets and liabilities are recognized for the tax consequences of temporary differences between the reported amount of assets and liabilities and their tax bases. Deferred tax assets and liabilities are measured using enacted tax rates expected to apply to taxable income in the year