

PLUMAS BANCORP  
Form DEF 14A  
April 01, 2016

**UNITED STATES  
SECURITIES AND EXCHANGE COMMISSION**

**Washington, D.C. 20549**

**SCHEDULE 14A**

**SCHEDULE 14A INFORMATION  
Proxy Statement Pursuant to Section 14(a) of the  
Securities Exchange Act of 1934**

Filed by the Registrant

Filed by a Party other than the Registrant

Check the appropriate box:

Preliminary Proxy Statement

Confidential, for Use of the Commission Only (as permitted by Rule 14a-6(e)(2))

Definitive Proxy Statement

Definitive Additional Materials

Soliciting Material Pursuant to Rule 14a-12

**Plumas Bancorp**

(Name of Registrant as Specified in Its Charter)

(Name of Person(s) Filing Proxy Statement, if Other Than the Registrant)

Payment of Filing Fee (Check the appropriate box):

No fee required.

Edgar Filing: PLUMAS BANCORP - Form DEF 14A

Fee computed on table below per Exchange Act Rules 14a-6(i)(1) and 0-11.

- (1) Title of each class of securities to which transaction applies:
- (2) Aggregate number of securities to which transaction applies:
- (3) Per unit price or other underlying value of transaction computed pursuant to Exchange Act Rule 0-11 (set forth the amount on which the filing fee is calculated and state how it was determined):
- (4) Proposed maximum aggregate value of transaction:
- (5) Total fee paid:

Fee paid previously with preliminary materials.

Check box if any part of the fee is offset as provided by Exchange Act Rule 0-11(a)(2) and identify the filing for which the offsetting fee was paid previously. Identify the previous filing by registration statement number, or the form or schedule and the date of its filing.

- (1) Amount previously paid:
  - (2) Form, Schedule or Registration Statement No.:
  - (3) Filing Party:
  - (4) Date Filed:
-

To our Shareholders:

It is with great pride and pleasure that we report that 2015 marked the most profitable year and the highest level of earnings in the 35 year history of Plumas Bank. In 2015, we increased net income by 23% over last year and grew earnings per diluted share by 21%, from \$0.95 during 2014 to \$1.15. Additionally, we reduced the ratio of nonperforming assets to total assets to 1.06% and increased our book value per common share to \$8.79. Each of these achievements was accomplished in the face of the headwinds associated with the prolonged low interest rate environment. Our commitment to our purpose and our consistent strategic focus has allowed us to achieve these important goals.

2015 was a year of expansion and growth. On July 31, 2015 the company acquired the Redding, California branch of Rabobank N.A. which included the acquisition of approximately \$10 million in deposits. Then, on our 35th Anniversary, December 15, 2015, we entered the Northern Nevada market with the opening of our first out-of-state branch located in Reno, Nevada. Finally, we expanded our government guaranteed lending operations with the opening of a new loan production office located in Scottsdale, Arizona.

All acquisitions are made within the context of our overall strategic, long term plan. We are thoughtful and selective about the markets that we choose to operate in, and understand those markets thoroughly before we enter into them. And most importantly, in keeping with our community-focused philosophy, in each of those markets our bankers are deeply engaged in community and philanthropic initiatives and are closely connected to business and civic leadership.

We continue to invest in better tools and technologies, such as enhanced online banking and mobile deposit, to streamline various processes. This approach yields an improved client experience, increases employee productivity and lowers costs. Additionally, we are training our branch associates to meet a broader range of our client's needs by becoming universal bankers, positioning us to be more responsive and cost-effective. Finally, we have adjusted our brand strategy to incorporate our growth into new markets by introducing a new logo and motto: HERE. For Good. This motto emphasizes our long-term commitment to the communities that we serve in terms of our stable presence and our community outreach and engagement.

As is always the case, the year ahead is full of uncertainty. How will the markets fare in response to China's slowing economy? Will the Federal Reserve continue to raise interest rates? How will lower oil prices impact our economy?

Edgar Filing: PLUMAS BANCORP - Form DEF 14A

How will the election year affect our industry? Whatever the coming year holds, our clients and shareholders should rest-assured knowing that Plumas Bank begins another year with a solid financial base and a dynamic strategic plan, well-prepared to meet all challenges and make the most of all opportunities.

Thank you for your continued confidence in and support of Plumas Bancorp.

Andrew J. Daniel E.  
Ryback West  
Director,  
President Chairman  
& Chief of the  
Executive Board  
Officer

---

Dear Shareholder:

You are cordially invited to attend the annual meeting of shareholders of Plumas Bancorp (the “Company”), which will be held at the Plumas Bank Credit Administration Building located at 32 Central Avenue, Quincy, California, on Wednesday, May 18, 2016 at 9:30 a.m. At this annual meeting, shareholders will be asked to (i) elect ten directors for the next year, (ii) approve a non-binding advisory proposal on the Company’s executive compensation and (iii) ratify the appointment of Vavrinek, Trine, Day & Company, LLP as our independent auditors for the fiscal year ending December 31, 2016.

The Company is requesting your proxy to vote at the annual meeting. The Board of Directors of the Company recommends that you vote “FOR” the election of each of the nominees for director and “FOR” proposals Two and Three. The proxy statement contains information about each of the nominees for directors, the Company’s executive compensation, and each of the other proxy proposals for shareholder vote.

To ensure that your vote is represented at this important meeting, please sign, date and return the proxy card in the enclosed envelope as promptly as possible. As an alternative to using your paper proxy card to vote, you may also vote by telephone or over the internet by following the instructions on your proxy card.

Sincerely,

Andrew J. Ryback  
President and Chief Executive Officer

The date of this proxy statement is April 1, 2016.



**TABLE OF CONTENTS**

	<u>Page</u>
Notice of Annual Meeting	iii
General Information	1
Revocability of Proxies and Proxy Voting	2
Persons Making the Solicitation	2
Voting Securities	2
Shareholdings of Certain Beneficial Owners and Management	3
Section 16(a) Beneficial Ownership Compliance	5
Proposal No. 1—Election of Directors	6
Board of Directors	6
Director Experience and Qualifications	7
Board Matters	9
The Board of Directors and Committees	9
Shareholder Communication with the Board of Directors	10
Board Role in Risk Oversight	10
Leadership Structure of Board	11
Code of Ethics	11
Director Independence	11
Audit Committee	11
Audit Committee Report	12
Corporate Governance Committee	12
Compensation Consultant	14
Proposal No. 2— Non-binding advisory vote on executive compensation	14
Executive Officers	15
Executive Compensation	15
Named Executive Officer Compensation Table	15
Non-Equity Incentive Plan	16
Stock Option Awards	16
Post-Employment Benefits and Potential Payments Upon Termination Or Change of Control	16
Perquisites	17
Outstanding Equity Awards at December 31, 2015	18
Compensation of Directors	18
Director Compensation	18
Non-Qualified Stock Options	18
Director Retirement Agreement	18
Post-Retirement Consulting Agreement	19
Director Compensation Table	19
Proposal No. 3—Ratification of Appointment of Independent Auditors	20
Fees Paid to Independent Auditors	20
Shareholder Proposals	20
Nomination of Director Candidates	21
Copy of Bylaw Provisions	21

Certain Transactions	21
Other Matters	21
Available Information	21



**Notice of Annual Meeting of Shareholders  
Plumas Bancorp**

**To: The Shareholders of  
Plumas Bancorp**

Notice is hereby given that, pursuant to its Bylaws and the call of its Board of Directors, the annual meeting of shareholders of Plumas Bancorp will be held at the Plumas Bank Credit Administration Building located at 32 Central Avenue, Quincy, California, on Wednesday, May 18, 2016 at 9:30 a.m., for the purpose of considering and voting upon the following matters:

1. **Election of Directors.** To elect ten (10) persons to serve as directors of the Company until their successors are duly elected and qualified.

Alvin G. Blickenstaff	Arthur C. Grohs
Steven M. Coldani	Robert J. McClintock
William E. Elliott	Terrance J. Reeson
Gerald W. Fletcher	Andrew J. Ryback
John Flournoy	Daniel E. West

2. **Non-binding Advisory Resolution on Executive Compensation.** To vote on a non-binding advisory vote on the Company's executive compensation.

3. **Ratification of the Appointment of Independent Auditors.** To vote on the ratification of the appointment of Vavrinek, Trine, Day & Company, LLP as our independent auditors for the fiscal year ending December 31, 2016.

4. **Transaction of Other Business.** To transact such other business as may properly come before the meeting and any adjournment or adjournments thereof.

The Board of Directors has fixed the close of business on March 31, 2016 as the record date for determination of shareholders entitled to notice of, and the right to vote at, the meeting.

**You are urged to vote in favor of the election of all of the Company's nominees for directors, to vote "FOR" approval of a non-binding advisory vote on the Company's executive compensation and "FOR" the ratification of the appointment of Vavrinek, Trine, Day & Company, LLP as our independent auditors for the fiscal year**

**ending December 31, 2016, by signing and returning the enclosed proxy as promptly as possible, whether or not you plan to attend the meeting in person. As an alternative to using your paper proxy card to vote, you may also vote by telephone or over the internet by following the instructions on your proxy card. If you do attend the meeting, you may then withdraw your proxy. The proxy may be revoked at any time prior to its exercise.**

By Order of the Board of Directors,

+

Dated: April 1, 2016 Terrance J. Reeson, Vice Chairman and Secretary

iii

---

**Plumas Bancorp  
Proxy Statement**

**Annual Meeting of Shareholders  
May 18, 2016**

Plumas Bancorp (the “Company”) is providing this proxy statement to its shareholders in connection with the annual meeting (the “Meeting”) of shareholders to be held at the Plumas Bank Credit Administration Building located at 32 Central Avenue, Quincy, California, on Wednesday, May 18, 2016 at 9:30 a.m. and at any and all adjournments thereof.

It is expected that the Company will mail this proxy statement and accompanying notice and form of proxy to shareholders on or about April 6, 2016.

**Shareholders may also view this proxy statement and the 2015 Annual Report to Shareholders on the internet at <http://materials.proxyvote.com/729273>.**

**General Information**

**Voting By Proxy.** Whether or not you plan to attend the Meeting, you may submit a proxy to vote the **shares registered in your name** via internet, telephone or mail as more fully described below:

By Internet: Go to <http://www.proxyvote.com> and follow the instructions. You will need information from your proxy card or electronic delivery notice to submit your proxy.

By Telephone: Call 1.800.690.6903 and follow the voice prompts. You will need information from your proxy card or electronic delivery notice to submit your proxy.

By Mail: Mark your vote, sign your name exactly as it appears on your proxy card, date your proxy card and return it in the envelope provided.

**If a bank, broker or other nominee holds your shares**, you will receive voting instructions directly from the holder of record. All shares represented by valid proxies that we receive through this solicitation, and that are not revoked,

will be voted in accordance with your instructions on the proxy card or as instructed via internet or telephone. If you properly submit a proxy without giving specific voting instructions, your shares will be voted in accordance with the Board's recommendations "FOR":

Proposal 1: Election to the Board of all of the 10 director nominees named in this proxy statement;

Proposal 2: Approval of a non-binding advisory vote on the Company's executive compensation; and

Proposal 3: Ratification of the appointment of Vavrinek, Trine, Day & Company, LLP as our independent auditors for the fiscal year ending December 31, 2016.

If other matters properly come before the Meeting, the persons appointed to vote the proxies will vote on such matters in accordance with their best judgment. Such persons also have discretionary authority to vote to adjourn the Meeting, including for the purpose of soliciting proxies to vote in accordance with the Board's recommendations on any of the above items.

## Revocability of Proxies and Proxy Voting

You may revoke your proxy at any time before it is exercised by:

written notice of revocation delivered to Terrance J. Reeson, Corporate Secretary of Plumas Bancorp, at 35 S. Lindan Avenue, Quincy, California 95971;

a properly executed proxy of a later date mailed to the Company;

casting a new vote by telephone or internet; or

voting in person at the Meeting if you are the record holder.

If you are a street name shareholder and you voted by proxy, you may revoke your proxy by informing the holder of record in accordance with that entity's procedures. In addition, the powers of the proxy holders will be revoked if the person executing the proxy is present at the Meeting and elects to vote in person. Subject to such revocation or suspension, the proxy holders will vote all shares represented by a properly executed proxy received in time for the Meeting in accordance with the instructions on the proxy.

**If no instruction is specified by the shareholder with regard to the matter on the proxy to be acted upon, the proxy holders will vote the shares represented by the proxy "FOR" each of the nominees for directors, "FOR" approval of a non-binding advisory vote on the Company's executive compensation, and "FOR" the ratification of the appointment of Vavrinek, Trine, Day & Company, LLP as our independent auditors for the fiscal year ending December 31, 2016. If any other matter is presented at the Meeting, the proxy holders will vote in accordance with the recommendations of management.**

## Persons Making the Solicitation

The Board of Directors of the Company is soliciting proxies. The Company will bear the expense of preparing, assembling, printing and mailing this proxy statement and the material used in the solicitation of proxies for the Meeting. The Company contemplates that proxies will be solicited principally through the use of the mail, but officers, directors and employees of the Company may solicit proxies personally or by telephone, without receiving special compensation for the solicitation. Although there is no formal agreement to do so, the Company will reimburse banks, brokerage houses and other custodians, nominees and fiduciaries for their reasonable expenses in forwarding

these proxy materials to their principals. In addition, the Company may utilize the services of individuals or entities not regularly employed by the Company in connection with the solicitation of proxies, if management of the Company determines that this is advisable.

### **Voting Securities**

Management of the Company has fixed March 31, 2016 as the record date for purposes of determining the shareholders entitled to notice of, and to vote at, the Meeting. On March 31, 2016, there were 4,835,432 shares of the Company's common stock issued and outstanding. Each holder of the Company's common stock will be entitled to one vote for each share of the Company's common stock held of record on the books of the Company as of the record date. In connection with the election of directors, shares may be voted cumulatively if a shareholder present at the Meeting gives notice at the Meeting, prior to the voting for election of directors, of his or her intention to vote cumulatively. If any shareholder of the Company gives that notice, then all shareholders eligible to vote will be entitled to cumulate their shares in voting for election of directors. Cumulative voting allows a shareholder to cast a number of votes equal to the number of shares held in his or her name as of the record date, multiplied by the number of directors to be elected. These votes may be cast for any one nominee, or may be distributed among as many nominees as the shareholder sees fit. If cumulative voting is declared at the Meeting, votes represented by proxies delivered pursuant to this proxy statement may be cumulated in the discretion of the proxy holders, in accordance with management's recommendation.

The 10 nominees for director receiving the most votes will be elected. Therefore, shares voted “withhold” and broker non-votes will have no impact on the outcome of the election of directors. Proposal 2 regarding the Company’s executive compensation and Proposal 3 regarding the ratification of the appointment of the Company’s auditors each requires the approval of a majority of the shares represented and voting at the Meeting, with affirmative votes constituting at least a majority of the required quorum. Therefore, shares voted “withhold” and broker non-votes will have no impact on the outcome of these proposals, assuming that the affirmative votes constitute at least a majority of the required quorum.

### Shareholdings of Certain Beneficial Owners and Management

Management of the Company knows of no person who owns, beneficially or of record, either individually or together with associates, 5 percent or more of the outstanding shares of the Company’s common stock, except as set forth in the table below. The following table sets forth, as of March 15, 2016, the number and percentage of shares of the Company’s outstanding common stock beneficially owned, directly or indirectly, by principal shareholders, by each of the Company’s directors, our executive officers named in the Summary Compensation Table contained in this proxy statement and by the directors and executive officers of the Company as a group. The shares “beneficially owned” are determined under the Securities and Exchange Commission (“SEC”) Rules, and do not necessarily indicate ownership for any other purpose. In general, beneficial ownership includes shares over which the director, named executive officer or principal shareholder has sole or shared voting or investment power and shares which such person has the right to acquire within 60 days of March 15, 2016. Unless otherwise indicated, the persons listed below have sole voting and investment powers of the shares beneficially owned or acquirable by exercise of stock options. Management is not aware of any arrangements that may result in a change of control of the Company.

Beneficial Owner	Amount and Nature of Beneficial Ownership (1)		Percent of Class (1)
Principal Shareholders that own 5% or more:			
Dean A. Cortopassi	476,967	(2)	9.8
Siena Capital Management, LLC	324,015	(3)	6.7
Directors and Named Executive Officers:			
Andrew J. Ryback, President, CEO and Director	46,160	(4)	1.0

Edgar Filing: PLUMAS BANCORP - Form DEF 14A

Richard L. Belstock, EVP and CFO	47,591	(5)	1.0
BJ North, EVP of Plumas Bank	19,200	(6)	*
Daniel E. West, Director and Chairman of the Board	53,981	(7)	1.1
Terrance J. Reeson, Director, Vice Chairman and Secretary of the Board	84,431	(8)	1.7
Alvin G. Blickenstaff, Director	77,193	(9)	1.6
Steven M. Coldani, Director	9,851	(10)	*
William E. Elliott, Director	82,210	(11)	1.7
Gerald W. Fletcher, Director	35,054	(12)	*
John Flournoy, Director	52,206	(13)	1.1
Arthur Grohs, Director	33,278	(14)	*
Robert J. McClintock, Director	88,956	(15)	1.8
All 13 Directors and Executive Officers as a Group	652,005		13.2

\*Less than one percent



Includes 71,700 shares subject to options held by the directors and executive officers that were exercisable within 60 days of March 15, 2016. In accordance with SEC rules, these are treated as issued and outstanding for the (1) purpose of computing the percentage of each director, named executive officer and the directors and executive officers as a group, but not for the purpose of computing the percentage of class owned by any other person, including principal shareholders.

Two Cortopassi controlled entities have beneficial ownership over a total of 476,967 shares of the Company. The Cortopassi Family Trust owns 156,410 shares of the Company's common stock, while Cortopassi Partners, L.P. owns 320,557 shares of the Company's common stock. Dean A. Cortopassi is the Trustee of the Cortopassi Family (2) Trust and is also President of San Tomo, Inc., the general partner of Cortopassi Partners, L.P. Mr. Cortopassi disclaims beneficial ownership of the shares held by Cortopassi Family Trust and Cortopassi Partners, L.P. except to the extent of his pecuniary or partnership interests therein. The address of the Cortopassi entities is 11292 North Alpine Road, Stockton, California 95212.

Siena Capital Management, LLC is the general partner of each of Siena Capital Partners I, L.P. and Siena Capital Partners Accredited, L.P. Siena Capital Partners I, L.P. may be deemed to beneficially own 315,041 shares of (3) common stock of the Company, Siena Capital Partners Accredited, L.P. may be deemed to own 8,974 shares of common stock of the Company and Siena Capital Management, LLC may be deemed to own 324,015 shares of common stock of the Company. The address of the Siena entities is 100 North Riverside Plaza, Suite 1630 Chicago, Illinois 60606.

(4) Mr. Ryback has shared voting and investment powers as to 18,300 of these shares. Mr. Ryback also has 3,600 shares acquirable by exercise of stock options.

(5) Mr. Belstock has 15,300 shares acquirable by exercise of stock options.

(6) Ms. North has 19,200 shares acquirable by exercise of stock options.

(7) Mr. West has shared voting and investment powers as to 23,662 of these shares and sole voting powers but shared investment powers as to 16,794 of these shares. He also has 4,800 shares acquirable by exercise of stock options.

(8) Mr. Reeson has shared voting and investment powers as to 74,771 of these shares. He also has 4,800 shares acquirable by exercise of stock options.

(9) Mr. Blickenstaff has shared voting and investment powers as to 69,602 of these shares. He also has 2,400 shares acquirable by exercise of stock options.

(10)

Mr. Coldani has shared voting and investment powers as to 4,976 of these shares. He also has 1,600 shares acquirable by exercise of stock options.

(11) Mr. Elliott has shared voting and investment powers as to 77,410 of these shares. He also has 4,800 shares acquirable by exercise of stock options.

(12) Mr. Fletcher has shared voting and investment powers as to 32,609 of these shares. He also has 2,400 shares acquirable by exercise of stock options.

(13) Mr. Flournoy has 2,400 shares acquirable by exercise of stock options.

(14) Mr. Grohs has shared voting and investment powers as to 28,478 of these shares. He also has 4,800 shares acquirable by exercise of stock options.

(15) Mr. McClintock has shared voting and investment powers as to 47,058 of these shares. He also has 800 shares acquirable by exercise of stock options.

**Section 16(a) Beneficial Ownership Compliance**

Section 16(a) of the Securities Exchange Act of 1934 requires the Company's directors and certain executive officers and persons who own more than ten percent (10%) of a registered class of the Company's equity securities (collectively, the "Reporting Persons"), to file reports of ownership and changes in ownership with the SEC. The Reporting Persons are required by SEC regulation to furnish the Company with copies of all Section 16(a) forms they file.

Based solely upon a review of Forms 3, 4 and 5 and amendments thereto furnished to the Company during and with respect to its 2015 fiscal year, no director, executive officer or beneficial owner of 10% or more of the Company's common stock failed to file, on a timely basis, reports required during or with respect to 2015 by Section 16(a) of the Securities Exchange Act of 1934, as amended.

**PROPOSAL 1****ELECTION OF DIRECTORS**

The persons named below, all of whom are current members of the Company's Board of Directors (the "Board"), will be nominated for election as directors at the Meeting to serve until the 2016 Annual Meeting of Shareholders and until their successors are elected and have qualified. Votes of the proxy holders will be cast in such a manner as to effect the election of all 10 nominees, as appropriate, or as many as possible under the rules of cumulative voting. The 10 nominees for directors receiving the most votes will be elected directors. In the event that any of the nominees should be unable to serve as a director, it is intended that the proxy will be voted for the election of such substitute nominee, if any, as shall be designated by the Board. The Board has no reason to believe that any of the nominees named below will be unable to serve if elected. Additional nominations for directors may only be made by complying with the nomination procedures set forth in the Company's Bylaws. See "Shareholder Proposals - Nomination of Director Candidates".

The following table sets forth the names of, and certain information concerning, the persons to be nominated by the Board for election as directors of the Company.

Name and Title	Year First		Principal Occupation During the Past Five Years
	Age	Appointed	
Other than Director		Director	
Daniel E. West Chairman of the Board	62	1997	President, Graeagle Land & Water Co., a land management company. President, Graeagle Water Co, a private water utility, Graeagle, CA.
Terrance J. Reeson Vice Chairman and Secretary of the Board	71	1984	Retired. Formerly with the U.S. Forestry Service, Quincy, CA.
Alvin G. Blickenstaff	80	1988	Farmer and Rancher, partner in Blickenstaff Ranch, Janesville, CA.
Steven M. Coldani	62	2013	President, Owner/Broker, Coldani Realty Inc. and co-owner of Graeagle Associates Realtors; a managing member of Coldani Farming, LLC, a diversified farming company, Lodi, CA.
William E. Elliott	75	1987	Retired. Formerly President and CEO of the Company and Plumas Bank, Quincy, CA.

Edgar Filing: PLUMAS BANCORP - Form DEF 14A

Gerald W. Fletcher	73	1988	Forest Products Wholesaler, Susanville, CA.
John Flournoy	71	2005	Rancher and Chief Financial Officer of Likely Land and Livestock Corporation, Likely, CA.
Arthur C. Grohs	79	1988	Retired. Former Retailer, Sparks, NV.
Robert J. McClintock	58	2008	Certified Public Accountant, co-owner of McClintock Accountancy Corporation, Tahoe City, CA.
Andrew J. Ryback	50	2016	President and CEO Plumas Bancorp and Plumas Bank

The following is a brief description of the experience and qualifications of each nominee that the Corporate Governance Committee considered, in light of the Company's business and structure, in nominating them for service as Directors:

**Daniel E. West**

*Chairman of the Board*

*Director since 1997*

Mr. Daniel E. West has lived in Graeagle, California since 1958. He is president of Graeagle Land and Water Company, a land management company, and Graeagle Water Company, a private water utility. Mr. West is a managing member of Graeagle Timber Company, LLC and is a member of the Feather River College Foundation. He also serves as a director on the boards of Graeagle Fire Protection District and California Water Association. Mr. West's valuable business acumen, his extensive experience on various and diverse boards, and his deep ties to his community highly qualify him for service as a member of the Board and Chairman.

**Terrance J. Reeson**

*Vice Chairman*

*Director since 1984*

Mr. Terrance J. Reeson has lived in Quincy, California for over 50 years. He is a retired U.S. Forest Service Aviation Officer for the Plumas National Forest. Mr. Reeson is active in his community and is a former executive director of the Quincy Chamber of Commerce. Mr. Reeson's relevant experience qualifying him for service as a director includes extensive government service and widespread civic and community involvement.

**Alvin G. Blickenstaff**

*Director*

*Director since 1988*

Mr. Alvin G. Blickenstaff was born and raised in the Susanville, California area. Mr. Blickenstaff, along with his wife, Beverly, own and operate Blickenstaff Ranch, a family-owned partnership, where they raise alfalfa hay, wheat, straw

and alfalfa seed. He was a founding director and chairman of former Sierra Security Bank. He is a member and past president of both the Lassen County Farm Bureau and Lassen County Cattleman's Association. Mr. Blickenstaff served as a 4-H leader and on the Jr. Livestock Sale Committee for 42 years. He served on the FHA Loan Board and the Agricultural Stabilization and Conservation Committee and received the Conservationist of the Year Award in 1972. In 2007, he was recognized by his peers with a Distinguished Service Award for community service. Mr. Blickenstaff's expertise in the agricultural industry and business management highly qualifies him for service as a member of the Board.

**Steven M. Coldani**

*Director*

*Director since 2013*

Mr. Steven M. Coldani was born and raised in Lodi, California. He is a licensed real estate broker and the president and owner of Coldani Realty Inc. in Lodi, California; he is also co-owner of Graeagle Associates Realtors in Graeagle, California since 1992. In addition, Mr. Coldani is a managing member of Coldani Farming, LLC, a diversified farming company producing various row crops such as olives and grapes, hay and livestock. Mr. Coldani graduated from the University of the Pacific, Stockton, California where he received a Bachelor of Science degree in Business and Public Administration. Mr. Coldani's relevant experience qualifying him for service as a member of the Board is comprised of a broad range of management and community service experience including his service on the board of Community Business Bank as well as his membership in the Lodi District Chamber of Commerce, the California Farm Bureau, the Lodi Association of Realtors and the Plumas Association of Realtors; he is also a past director of the California Association of Realtors.

**William E. Elliott**

*Director*

*Director since 1987*

Mr. William E. Elliott joined Plumas Bank in 1987 as President and Chief Executive Officer and retired in 2005. He has been in the banking industry for over 50 years holding various management and board positions; this experience highly qualifies him for service as a board director. Mr. Elliott graduated from California State University, Sacramento where he received a Bachelor of Science degree in Accounting and a Master's in Business Administration. He also graduated from the Pacific School of Banking at the University of Washington. Mr. Elliott is very active in his community; he is a director and former chairman of the Feather River Community College Board, and he is a former director on the Plumas District Hospital Board, both in Quincy, California. He has been a member of the Rotary Club for over 40 years.

**Gerald W. Fletcher**

*Director*

*Director since 1988*

Mr. Gerald W. Fletcher has lived in Susanville, California since 1956 and is a retired rancher, realtor, and insurance agent. He was also a director of former Sierra Security Bank. Mr. Fletcher owns and operates Fletcher Christmas Trees. He was also a reforestation contractor and has planted millions of trees throughout Northern California. He is a member and past president of Lassen County Cattleman's Association and a member of the Lassen County Farm Bureau. Mr. Fletcher's relevant experience qualifying him for service as a member of the Board is comprised of a broad range of management and community service including his past service as Lieutenant in the Susanville Volunteer Fire Department, a past 4-H Leader and member of the Lassen County Jr. Livestock Auction Committee.

**John Flournoy**

*Director*

*Director since 2005*

Mr. John Flournoy was born and raised in Likely, California. He is a rancher and hay producer in Likely, California. Since 1971, he has served on the board of directors of the South Fork Irrigation District (SFID). He served for many years as a committee member for the Farm Service Agency where he reviewed all loan applications for small



agricultural operations and evaluated collateral releases and settlements. Mr. Flournoy's relevant experience qualifying him for service as a member of the Board includes his lifelong experience as a rancher and hay producer on his family-owned ranch, expertise in business and agricultural lending, and operational risk management.

**Arthur C. Grohs**

*Director*

*Director since 1988*

Mr. Arthur C. Grohs was born in Susanville, California and raised in Westwood and Susanville, California. Mr. Grohs is an experienced business owner and entrepreneur; he retired after 35 years of retail store ownership in Susanville. Mr. Groh's experience in qualifying him for service as a member of the Board includes marketing, long range planning, personnel management, and operational risk management. He now resides in Reno, Nevada and remains active in the Northern Nevada community.

**Robert J. McClintock**

*Director*

*Director since 2008*

Mr. Robert J. McClintock has lived in Tahoe City, California for over 30 years. He is a Certified Public Accountant and is a shareholder of McClintock Accountancy Corporation headquartered in Tahoe City, California with an additional office in Truckee, California. As a CPA, Mr. McClintock brings strong accounting and financial skills important to the oversight of the Company's financial reporting, enterprise and operational risk management. Mr. McClintock is Troop Committee Chairman for Boy Scouts of America Troop 266. He is also a board member of the Kiwanis Club of North Lake Tahoe and has served previously as past President and Treasurer. He is a member of the advisory board for the Tahoe Truckee Excellence in Education Foundation and has served previously as Treasurer. Mr. McClintock attended Michigan Tech University where he received his Bachelor of Science degree in Business Administration.

**Andrew J. Ryback**

*Director, President and CEO*

*Director since 2016*

Mr. Andrew J. Ryback joined Plumas Bank in 2001. In 2005 he was appointed Executive Vice President and Chief Financial Officer of the Company and the Bank. In 2010 he was appointed interim President and Chief Executive officer and in 2011 that position became permanent.

Ryback received his Bachelor of Science degree in Business Administration from California State University, Northridge. He is a Certified Public Accountant and a graduate of Pacific Coast Banking School. Ryback actively serves in a variety of organizations in his community. He is currently the immediate past President of the Rotary Club of Quincy. He also serves as Treasurer on the Board of Directors of Sierra Cascade Family Opportunities and he chairs the Plumas District Hospital Bond Oversight Committee. Additionally, Ryback serves as Commissioner and Treasurer of the Quincy Fire Protection District; he previously served as a volunteer firefighter.

All nominees will continue to serve if elected at the Meeting until the 2017 annual meeting of shareholders and until their successors are elected and have been qualified. None of the directors were selected pursuant to any arrangement or understanding other than with the directors and executive officers of the Company acting within their capacities as such. There are no family relationships between any of the directors of the Company. No director of the Company serves as a director of any company that has a class of securities registered under, or which is subject to the periodic

reporting requirements of, the Securities Exchange Act of 1934, or of any company registered as an investment company under the Investment Company Act of 1940.

## **Board Matters**

### **The Board of Directors and Committees**

During 2015, the Company's Board of Directors met 19 times. None of the Company's directors attended less than 75 percent of all Board of Directors' meetings and committee meetings of which they were members. The Company does not have a policy requiring director attendance at its annual meeting; however, most directors attend the meeting as a matter of course. All current directors attended the 2015 annual meeting of shareholders. The Board has established, among others, an Audit Committee and a Corporate Governance Committee, which serves as a nominating committee and a compensation committee, and each of these committees have charters. Charters for each of these committees are available on the Company's website [www.plumasbank.com](http://www.plumasbank.com).

## **Shareholder Communication with the Board of Directors**

If you wish to communicate with the Board of Directors or the Chairman of the Board you may send correspondence to the Corporate Secretary, Plumas Bancorp, 35 S. Lindan Avenue, Quincy, California 95971. The Corporate Secretary will perform a review of such correspondence to ensure that communications forwarded to the Board or the Chairman preserve the integrity of the process. For example, items that are unrelated to the duties and responsibilities of the Board or the Chairman such as spam, junk mail and mass mailings, product complaints, personal employee complaints, product inquiries, new product suggestions, resumes and other forms of job inquiries, surveys, business solicitations or advertisements (the “Unrelated Items”) will not be forwarded. In addition, material that is unduly hostile, threatening, illegal or similarly unsuitable will not be forwarded. Any communication that is relevant to the conduct of the Company’s business and is not forwarded will be retained for one year (other than Unrelated Items) and made available to the Chairman and any other independent director on request. The independent directors grant the Corporate Secretary discretion to decide what correspondence shall be shared with the Company’s management and specifically instruct that any personal employee complaints be forwarded to the Company’s Human Resources Department.

## **Board Role in Risk Oversight**

The Board’s duties include understanding and assessing risks to the Company and monitoring the management of those risks. To fulfill this responsibility the directors are expected to attend all meetings and review materials in advance of the meetings. Each meeting includes a review of the activities of each board committee including the committee’s activities related to risk management. Each of our board committees concentrates on specific risks for which they have an expertise and each committee is required to regularly report to the Board of Directors on its findings.

The Board believes that evaluating how the executive team manages the various risks confronting the Company is one of its most important areas of oversight. In carrying out this critical responsibility, the Board has designated the Audit Committee with primary responsibility for overseeing enterprise risk management. While the Audit Committee has primary responsibility for overseeing enterprise risk management, each of the other Board committees also considers risk within its area of responsibility. For example, the Corporate Governance Committee reviews risks related to legal and regulatory compliance as they relate to corporate governance structure and processes, and reviews risks related to compensation matters. The Board is apprised by the committee chairs of significant risks and management’s response to those risks via periodic reports. While the Board and its committees oversee risk management strategy, management is responsible for implementing and supervising day-to-day risk management processes and reporting to the Board and its committees on such matters.

Furthermore, because the banking industry is highly regulated, certain risks to the Company are monitored by the Board through its review of the Company’s compliance with regulations set forth by its regulatory authorities, including the FDIC and recommendations contained in regulatory examinations.

With respect to risk related to compensation matters, the Corporate Governance Committee considers, in establishing and reviewing the Company's executive compensation program, whether the program encourages unnecessary or excessive risk taking and has concluded that it does not. Executives' base salaries are fixed in amount and thus do not encourage risk-taking. During 2015, the Company established a non-equity incentive plan (the NEI) for its officer level employees. Under the NEI, an allocation of 50% of pretax income in excess of budgeted pretax income is payable to eligible employees up to a maximum of \$500,000 for all eligible employees, exclusive of the CEO. The CEO's allocation is based on 10% of pretax income in excess of budgeted pretax income up to a maximum of \$100,000. For 2015, the entire \$600,000 was earned. No individual officer's earnings under the NEI exceeded \$25,300 with the exception of Mr. Ryback who earned an incentive of \$100,000. The Corporate Governance Committee concluded that the NEI as described above did not encourage unnecessary or excessive risk taking. The other significant source of compensation to executives is in the form of long-term equity awards that are important to help further align executives' interests with those of the Company's shareholders. The Corporate Governance Committee believes that these awards do not encourage unnecessary or excessive risk-taking since the ultimate value of the awards is tied to the Company's stock price, and awards are subject to long-term vesting schedules to help ensure that executives have significant value tied to long-term stock price performance.

The Corporate Governance Committee has also reviewed the Company's compensation programs for employees generally and has concluded that these programs do not create risks that are reasonably likely to have a material adverse effect on the Company. The Corporate Governance Committee believes that the design of the Company's annual cash and long-term equity incentives provides an effective and appropriate mix of incentives to help ensure the Company's performance is focused on long-term shareholder value creation and does not encourage the taking of short-term risks at the expense of long-term results.

### **Leadership Structure of Board**

The Board believes that the Company and its shareholders are best served by having an independent Board Chairman and a separate CEO. We separate these roles in recognition of the differences between the two roles. The CEO is responsible for day-to-day leadership and performance of the Company, while the Chairman of the Board provides strategic guidance to the CEO and presides over meetings of the full Board.

### **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 Policy 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. Additionally, a copy of the Company's Corporate Governance Code of Ethics can be accessed at <http://www.plumasbank.com>. Click on the "Investor Relations tab" and then Governance Documents.

### **Director Independence**

The Board has determined that each of the following non-employee directors are "independent" within the meaning of the listing standards and rules of NASDAQ.

Daniel E. West	Robert J. McClintock
Alvin G. Blickenstaff	Terrance J. Reeson
Steven M. Coldani	Gerald W. Fletcher
John Flournoy	Arthur C. Grohs

**Audit Committee**

The Company has an Audit Committee composed of Mr. McClintock, Chairman, and Messrs. Flournoy, Grohs and Reeson. The Board has determined that each member of the Audit Committee meets the independence and experience requirements of the listing standards of NASDAQ and the SEC. The Board has also determined that Mr. Robert J. McClintock is qualified as an audit committee financial expert and that he has accounting or related financial management expertise, in each case in accordance with the rules of the SEC and NASDAQ's listing standards.

The Audit Committee met 10 times during 2015. The Audit Committee reviews all internal and external audits including the audit by Vavrinek, Trine, Day & Company, LLP, the Company's independent auditor for 2015. The Audit Committee reports any significant findings of audits to the Board of Directors, and ensures that the Company's internal audit plans are met, programs are carried out, and deficiencies and weaknesses, if any, are addressed. The Audit Committee meets regularly to discuss and review the overall audit plan. The Audit Committee's policy is to pre-approve all recurring audit and non-audit services provided by the independent auditors through the use of engagement letters. These services may include audit services, audit-related services, tax services and other services. Pre-approval is generally provided for up to one year and any pre-approval is detailed as to particular service or category of services and is generally subject to a specific budget. The independent auditors and management are required to periodically report to the Audit Committee regarding all services provided by the independent auditors and fees associated with those services performed to date. The fees paid to the independent auditors in 2015 and 2014 were approved per the Audit Committee's pre-approval policies.

### **Audit Committee Report**

This report of the Audit Committee shall not be deemed incorporated by reference by any general statement incorporating by reference this proxy statement into any filing under the Securities Act of 1933, as amended, or the Securities Exchange Act of 1934, as amended, except to the extent that the Company specifically incorporates this information by reference, and shall not otherwise be deemed filed under the Acts.

The Board of Directors and the Audit Committee has reviewed the Company's audited financial statements and discussed such statements with management. The Audit Committee has discussed with Vavrinek, Trine, Day & Company, LLP, the Company's independent auditors during the year 2015, all communications required by standards of the Public Company Accounting Oversight Board, including the matters required to be discussed by Auditing Standard No. 16, Communications with Audit Committees, and Rule 2-07, Communication with Audit Committees, of Regulation S-X, and, with and without management present, discussed and reviewed the results of the independent external audit firm's examination of the financial statements. The Committee also discussed the results of internal audits.

The Audit Committee has also received the written disclosures and the letter from Vavrinek, Trine, Day & Company, LLP as required by the PCAOB's Ethics and Independence Rule 3526 (Communication with Audit Committees Concerning Independence) and has discussed with the independent registered public accounting firm their independence.

Based on the review and discussions noted above, the Audit Committee recommended to the Board of Directors that the Company's audited financial statements be included in the Company's Annual Report on Form 10-K for the year ended December 31, 2015, for filing with the SEC.



THE AUDIT COMMITTEE:

Robert J. McClintock, Chairman    John Flourney  
Arthur C. Grohs                      Terrance J. Reeson

**Corporate Governance Committee**

The Company has a Corporate Governance Committee, which met 6 times during 2015. The Corporate Governance Committee consists of Mr. Flourney, Chairman, and Messrs. Coldani, Grohs, Reeson and West. The Board has determined that Messrs. Flourney, Coldani Grohs, Reeson and West are “independent” within the meaning of the listing standards and rules of NASDAQ. The Corporate Governance Committee, which functions as the Board’s nominating and compensation committees, provides assistance to the Board by identifying qualified individuals as prospective Board members, recommends to the Board the director nominees for election at the annual meeting of shareholders, nominates the Chairperson and Vice-Chairperson of the Board, oversees the annual review and evaluation of the performance of the Board and its committees, and develops and recommends corporate governance guidelines to the Board of Directors.

The Corporate Governance Committee also at least annually reviews, adjusts (as necessary), and approves the Company's directors' compensation, including cash, equity or other compensation for service on the Board, any committee of the Board and as Chairperson of the Board or any committee of the Board, at least annually reviews, adjusts (as necessary) and approves the Chief Executive Officer's compensation, provides advice and consents to the Chief Executive Officer in the review and adjustment of executive officer compensation (other than the Chief Executive Officer), approves the compensation strategy for the Company's employees, reviews and recommends for approval by the Board all equity-based compensation, including stock options and stock grants and approves other personnel matters, which are in excess of management's authority.

The Corporate Governance Committee does not have any written specific minimum qualifications or skills that the committee believes must be met by either a committee-recommended or a shareholder-recommended candidate in order to serve on the Board. The Corporate Governance Committee identifies nominees by first evaluating the current members of the Board willing to continue in service. Current members of the Board with skills and experience that are relevant to the Company's business and who are willing to continue in service are considered for re-nomination, balancing the value of continuity of service by existing members of the Board with that of obtaining a new perspective. If any member of the Board does not wish to continue in service or if the Corporate Governance Committee or the Board decided not to re-nominate a member for re-election, the Corporate Governance Committee identifies the desired skills and experience of a new nominee in light of the following criteria. While no specific diversity policy exists, when identifying and evaluating new directors, the Corporate Governance Committee considers the diversity and mix of the existing members of the Board, including, but not limited to, such factors as: the age of the current directors, their geographic location (being a community bank, there is a strong preference for local directors), background, skills and employment experience. Among other things, when examining a specific candidate's qualifications, the Corporate Governance Committee considers the candidate's: ability to represent the best interest of the Company; existing relationships with the Company; interest in the affairs of the Company and its purpose; ability to fulfill director responsibilities; leadership skills; reputation within the Company's community; community service; integrity; business judgment; ability to develop business for the Company; and ability to work as a member of a team. The Committee does not assign specific weights to particular criteria and no particular criterion is necessarily applicable to all prospective nominees. Nominees are not discriminated against on the basis of race, religion, national origin, sexual orientation, disability or any other basis proscribed by law. All nominees to be considered at the Meeting were recommended by the Corporate Governance Committee.

The Corporate Governance Committee will consider nominees to the Board proposed by shareholders, although the Board has no formal policy with regard to shareholder nominees as it considers all nominees on their merits as aforementioned. Any shareholder nominations proposed for consideration by the Board may only be made by complying with the nomination procedures set forth in the Company's Bylaws, which are summarized below. See "Shareholder Proposals - Nomination of Director Candidates." Any such notices should be addressed to:

President  
Plumas Bancorp  
35 S. Lindan Avenue  
Quincy, CA 95971



## **Compensation Consultant**

The Corporate Governance Committee has the authority, to the extent it deems necessary, to retain and terminate an outside compensation consultant to assist in the evaluation of director and executive officer compensation and benefit matters. During 2015, the Corporate Governance Committee consulted with Pearl Meyer & Partners, LLC, (“Pearl Meyer”), a compensation consulting firm. Pearl Meyer served as an independent compensation consultant to advise the Corporate Governance Committee on matters related to the Executives and non-employee Directors compensation. Pearl Meyer also provided guidance on industry best practices and assisted the Corporate Governance Committee by providing comparative market data on compensation practices and programs for the Executives and Directors based on an analysis of peer competitors. Related to Executive’s compensation, Pearl Meyer advised the Corporate Governance Committee in (1) determining base salaries, (2) setting competitive levels for the Company’s Executive Incentive Plan, (3) determining the appropriateness of individual grant levels for equity awards, (4) evaluating the retirement plans and benefit amounts, (5) evaluating the perquisite program and allowances provided, and (6) determining the appropriateness of the change in control and termination benefits. Pearl Meyer’s non-employee Director Compensation plan review included a review of Board fees, Committee fees and equity awards.

Other than compensation related consulting, Pearl Meyer did not provide any other services. The Board of Directors and management do not believe the services provided by Pearl Meyer created a conflict of interest. No services performed by Pearl Meyer exceeded in the aggregate, more than \$120,000 in the last fiscal year.

## **PROPOSAL 2**

### **NON-BINDING ADVISORY RESOLUTION ON EXECUTIVE COMPENSATION**

The Dodd-Frank Wall Street Reform and Consumer Protection Act (the “Dodd-Frank Act”) requires that stockholders cast an advisory (non-binding) vote on the executive compensation paid to the executive officers listed in the Summary Compensation Table at least every three years.

This proposal, commonly known as a “Say-on-Pay” proposal, gives you as a shareholder the opportunity to provide an advisory vote on the Company's executive compensation as disclosed in this proxy statement through the following resolution:

“RESOLVED, that the compensation paid to the Company’s named executive officers, as disclosed pursuant to Item 402 of Regulation S-K is hereby APPROVED.”

Because the vote is advisory, it will not be binding upon the Board of Directors, will not overrule any decision made by the Board of Directors, and will not create or imply any additional fiduciary duty on the Board of Directors. The Corporate Governance Committee may, however, take into account the outcome of the vote when considering future executive compensation arrangements.

The Board of Directors believes that the Company's executive compensation program is reasonable in comparison both to similar sized companies in the industry and to the performance of the Company during 2015. We also believe that the Company's compensation program is effective in aligning the interests of the executives with the interests of the Company's shareholders on a long-term basis and is appropriate.

**THE BOARD OF DIRECTORS RECOMMENDS A VOTE FOR THE APPROVAL OF A NON-BINDING ADVISORY RESOLUTION ON EXECUTIVE COMPENSATION AS DESCRIBED IN THIS PROXY STATEMENT.**

**Executive Officers**

The following table sets forth information concerning the executive officers of the Company and Plumas Bank:

Name	Age	Position and Principal Occupation for the Past Five Years
Andrew J. Ryback	50	President and Chief Executive Officer of the Company and Plumas Bank since November 16, 2011. Interim President and Chief Executive Officer of the Company and Plumas Bank beginning March 29, 2010.
Richard L. Belstock	59	Executive Vice President of the Company and Plumas Bank since July 18, 2012. Chief Financial Officer of the Company and Plumas Bank since November 16, 2011. Interim Chief Financial Officer of the Company and Plumas Bank beginning March 31, 2010.
BJ North	65	Executive Vice President of Retail Banking, Marketing and Commercial Lending of Plumas Bank since July 1, 2011. Executive Vice President of Retail Banking and Marketing beginning July 7, 2008.
Kerry D. Wilson	59	Executive Vice President and Chief Credit Officer of Plumas Bank since July 18, 2012. Chief Credit Administrator of Plumas Bank since February, 2012. Previously Senior Vice President and Assistant Loan Administrator of Plumas Bank.

**Executive Compensation****Summary Compensation Table**

Name and Principal Position	Year	Salary	Bonus	Stock Option Awards		Non-Equity Incentive Plan Compensation	Nonqualified Deferred Compensation Earnings	All Other Compensation	Total
				(1)	(2)				
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)
Andrew J. Ryback President and CEO of the Company and Plumas Bank	2015	\$210,000	\$ 0	\$ 0	\$0	\$ 100,000	\$ 0	\$ 6,326	\$316,326
	2014	\$210,000	\$ 0	\$ 0	\$43,452	100,000	\$ 0	\$ 6,456	\$359,908
Richard L. Belstock EVP and CFO of	2015	\$170,000	\$ 0	\$ 0	\$0	\$ 25,300	\$ 0	\$ 1,629	\$196,929
	2014	\$145,000	\$ 0	\$ 0	\$28,968	19,600	\$ 0	\$ 2,172	\$195,740

the Company and Plumas  
Bank

BJ North EVP, Retail Banking, Marketing and Commercial lending	2015	\$ 165,000	\$ 0	\$ 0	\$ 0	\$ 24,500	\$ 0	\$ 4,673	\$ 194,173
	2014	\$ 145,000	\$ 0	\$ 0	\$ 28,968	\$ 17,200	\$ 0	\$ 2,793	\$ 193,961

(1)The Company did not grant any stock awards in 2015 or 2014.

The amounts in column (f) reflect the aggregate grant date fair value computed in accordance with FASB ASC Topic 718. Assumptions used in the calculation of these amounts are included in footnote 3 to the Company's

(2)audited financial statements for the fiscal year ended December 31, 2014 included in the Company's Annual Report on Form 10-K filed with the Securities and Exchange Commission on March 19, 2015. No stock options were granted in 2015.

The amounts in column (i) include premiums paid and accrued on life insurance policies, personal use of a

(3)Company automobile (Mr. Ryback and Ms. North in 2015), Company-provided gasoline and cell phone allowance.

## **Non-Equity Incentive Plan**

Under the Company's non-equity incentive plans (the NEIs), for 2015 and 2014, an allocation of 50% of pretax income in excess of budgeted pretax income is payable to eligible employees up to a maximum of \$500,000 for all eligible employees, exclusive of the CEO. The CEO's allocation is based on 10% of pretax income in excess of budgeted pretax income up to a maximum of \$100,000. For both 2015 and 2014 the entire \$600,000 was earned. No individual officer's earnings under the NEIs exceeded \$25,300 in either year with the exception of Mr. Ryback who earned an incentive of \$100,000 in each of 2015 and 2014. A total of thirty-six and forty employees received a bonus payment under the NEIs in 2015 and 2014, respectively. These payments were made during the first quarter of the following year.

## **Stock Option Awards**

We consider equity compensation in the form of annual stock option awards an important component of our total compensation package because it helps align the interests of our executives to those of our shareholders and provides a significant retention benefit. During 2013 the Company's shareholders approved the Plumas Bancorp 2013 Stock Option Plan (2013 Plan), which allows for the granting of stock option awards to employees. The 2013 Plan has a term of 10 years. No more than 500,000 shares of common stock may be issued pursuant to awards of stock options. The Corporate Governance Committee approves and recommends to the Board for its approval all stock option grants.

On April 28, 2014 the Company granted a total of 110,400 stock options, to officers at the level of Senior Vice President and above, under the 2013 plan with an exercise price of \$6.32 per share. These options have a four year vesting period and expire eight (8) years from the date of grant. There were no stock options granted during the year ended December 31, 2015. The Company makes grants of equity-based compensation only at fair market value of our stock at the time of grant. The exercise price of stock options is set at the closing stock price on the date of grant. All option grants have a maximum vesting period of five (5) years and expire no more than ten (10) years from the date of grant.

The Company incorporates the officer's position level in the determination of the total value of the equity-based compensation to be included in the officer's total compensation. The higher the officer's level, the more options that may be granted to the officer. Additional options may be granted to an individual based on outstanding achievement. This is consistent with the Company's philosophy of rewarding those officers who have the most impact on our performance.

## **Post-Employment Benefits and Potential Payments Upon Termination Or Change of Control**



We consider providing significant post-employment benefits in the form of providing salary continuation benefits to our executives as an important part of their total executive compensation to reward them for their service and loyalty to the Company. In 2005 the Company entered into a salary continuation agreement with Mr. Ryback. The purpose of the salary continuation agreement is to provide a special incentive to the experienced executive officer to continue employment with the Company on a long-term basis. The agreement provides Mr. Ryback with salary continuation benefits of up to \$62,000 per year for 15 years after retirement at age 65. In the event of death prior to retirement, Mr. Ryback's beneficiary is entitled to a portion of the death benefits pursuant to a split dollar agreement. In the event of disability wherein Mr. Ryback does not continue employment with the Company, he is entitled to salary continuation benefits, at a reduced amount depending on the length of service with the Company, beginning at age 65 or on the date on which he is no longer entitled to disability benefits under the Company's group disability insurance, whichever is earlier. If Mr. Ryback terminates employment with the Company for a reason other than death or disability prior to the retirement age of 65, he will be entitled to salary continuation benefits at a reduced amount depending on the length of service with the Company. The vesting of salary continuation benefits for Mr. Ryback occurs at a rate that provides for a 90% vesting at age 60 and 2% per year for the next five years of service.

In the event of a change of control of the Company and Mr. Ryback terminates employment with the Company or its successor within a period of 24 months after such change in control, then he may elect full vesting of his salary continuation payments and the payment of the salary continuation benefits beginning with the month following the month of termination, subject to the reduction of benefits if the benefits result in a limitation of deductibility of such benefits for the Company under Section 280G of the Internal Revenue Code. The salary continuation benefits are informally funded by single premium life insurance policies with Mr. Ryback as the insured party and the Company as the beneficiary of the policies.

The Company has entered into a split dollar agreement with Mr. Ryback. The purpose of the split dollar agreement is to provide special incentive to Mr. Ryback to continue employment with the Company on a long-term basis. To accomplish this, the Company agrees to divide the net death proceeds of life insurance policies on Mr. Ryback's life with Mr. Ryback's beneficiary. However, Mr. Ryback's rights or interests in the split dollar policies no longer exist once he ceases to be employed by the Company for any reason whatsoever prior to normal retirement age provided that he has received or had the opportunity to receive any benefit under his executive salary continuation agreement.

The Company has agreed to pay the taxes on the imputed income on the life insurance benefit provided to Mr. Ryback under the split dollar agreement.

### **Perquisites**

We offer a qualified 401(k) plan in which the named executive officers participate on the same terms as all other employees. On April 1, 2010 we discontinued the Company's matching contribution but reinstated it at a reduced rate beginning January 1, 2015. In addition we offer medical, dental and vision plans under the same terms to all employees. Other perquisites and benefits, which do not represent a significant portion of the named executive's total compensation, include for Mr. Ryback a Company provided automobile, maintenance on the automobile and the payment of his portion of the split dollar insurance premium. During 2015, Ms. North was provided a Company automobile and maintenance on the automobile. Mr. Ryback, Mr. Belstock and Ms. North also receive a monthly allowance to cover the business portion of their cellular phone use and are provided with gasoline for the business use of their automobiles. These plans, and the contributions we make to them, provide an additional benefit to attract and retain executive officers of the Company.

**Outstanding Equity Awards at Fiscal Year-End**

Name	Option Awards		Equity			Stock Awards		Equity	
	Number of Securities Underlying Unexercised Options (#) Exercisable	Number of Securities Underlying Unexercised Options (#) Unexercisable	Incentive Plan Awards: Number of Securities Underlying Unexercised Options (#)	Option Exercise Price (\$)	Option Expiration Date	Number of Shares or Units of Stock That Have Not Vested (\$)	Market Value of Shares or Units of Stock That Have Not Vested (\$)	Incentive Plan Awards: Number of Shares, Units or Other Rights That Have Not Vested	Equity Incentive Plan Awards: Market or Payout Value of Unearned Shares, Units or Other
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)
Andrew J. Ryback	5,900 (3)	0	N/A	\$ 12.40	02/20/2016	0	\$ 0	0	\$ 0
	3,600 (1)	10,800		\$ 6.32	04/28/2022	0	\$ 0	0	\$ 0
	5,000 (4)	0		\$ 16.89	09/20/2016				
	1,500 (3)	0		\$ 12.40	02/20/2016				
	5,500 (2)	0		\$ 2.95	03/16/2019				
Richard L. Belstock	2,400 (1)	7,200	N/A	\$ 6.32	04/28/2022	0	\$ 0	0	\$ 0
	14,400(2)	0		\$ 2.95	03/16/2019				
BJ North	2,400 (1)	7,200	N/A	\$ 6.32	04/28/2022	0	\$ 0	0	\$ 0

- (1) Options were granted 4/28/2014, have an eight year life and vest 25% per year beginning 4/28/2015
- (2) Options were granted 3/16/2011, have an eight year life and vest 25% per year beginning 3/16/2012
- (3)

Options were granted 2/20/2008, have an eight year life and vest 25% per year beginning 2/20/2009

(4) Options were granted 9/20/2006, have a ten year life and vest 20% per year beginning 9/20/2007

## **Compensation of Directors**

**Director Compensation:** During 2015 Directors, except the Chairman, each received \$2,100 per month for serving on the Company's and Plumas Bank's Board of Directors. The Chairman received \$2,650 per month.

**Non-Qualified Stock Options:** On April 28, 2014, the Company granted to each of its directors 3,200 in non-qualified stock options with an exercise price of \$6.32 per share. The options vest 25% per year beginning on April 28, 2015 and have an eight year life. The Company makes grants of non-qualified stock options only at fair market value of our stock at the time of grant. All option grants have a maximum vesting period of five (5) years and expire no more than ten (10) years from the date of grant. Upon a change in control, all stock options held by directors may vest and become exercisable.

**Director Retirement Agreement:** The Company has entered into Director Retirement (fee continuation) Agreements with its Directors excluding Mr. Elliott and Mr. Coldani. Mr. Elliott retired as President and Chief Executive Officer of the Company during 2005 and is currently receiving benefits under his executive salary continuation agreement. The purpose of the fee continuation agreements is to provide a retirement benefit to the Board members as an incentive to continue informal service with the Company. The agreements provide for fee continuation benefits of up to \$10,000 per year with a term of 12 years after retirement with the exception that Board members Flournoy and McClintock's agreements have a term of 15 years. In the event of death prior to retirement, the beneficiary will receive full fee continuation benefits, with the exception of Messrs. Flournoy and McClintock's beneficiaries who would be entitled to receive a lump sum payment of \$30,000. In the event of disability wherein the director does not continue service with the Company, the director is entitled to fee continuation benefits, at a reduced amount depending on the length of service with the Company, beginning the month following termination of service. The agreements, with the exception of Messrs. Flournoy and McClintock's agreements, allow for a Hardship Distribution under specified circumstances. Hardship Distributions are limited to the amount the Company had accrued under the terms of the agreement as of the day the director petitioned the Board to receive a Hardship Distribution. Upon a change in control, the director is eligible to receive the full fee continuation benefits upon the director's termination of service. The fee continuation benefits, with the exception of Mr. McClintock's benefits, are informally funded by single premium life insurance policies. The directors are the insured parties and the Company is the beneficiary of the respective policies.

**Post-Retirement Consulting Agreement:** The Company has entered into Post-Retirement Consulting Agreements with its non-employee Directors with the exception of Messrs. Flournoy, Elliott, McClintock and Coldani. The purpose of the Agreements is to provide consideration to the Board members in exchange for consulting services after their retirement from the Board. The Agreements provide for consulting fees of \$10,000 per year for 3 years after retirement. In the event of death prior to completion of the consulting services, the beneficiary will receive death benefits equal to the remaining unpaid consulting fee benefits. In the event of disability wherein the retired director is unable to continue consulting services with the Company, the Company may terminate the director's post-retirement consulting services. If the retired director voluntarily terminates his or her consulting services for other than good reason or if the Company terminates the director's post-retirement consulting services for cause, the Post-Retirement Consulting Agreement shall terminate.

The table below summarizes the compensation paid by the Company to non-employee Directors for the fiscal year ended December 31, 2015.

#### Director Compensation Table

Name	Fees	Stock Awards (1)	Option Awards (\$) (1)	Non-Equity Incentive Plan Compensation (e)	Nonqualified		Total
	Earned or Paid in Cash (b)				Deferred Compensation Earnings (f)	All Other Compensation (g)	
(a) Daniel E. West	\$31,800	N/A	N/A	N/A	N/A	\$ 0	\$31,800
Terrance J. Reeson	\$25,200	N/A	N/A	N/A	N/A	\$ 0	\$25,200
Alvin G. Blickenstaff	\$25,200	N/A	N/A	N/A	N/A	\$ 0	\$25,200
Steven M. Coldani	\$25,200	N/A	N/A	N/A	N/A	\$ 0	\$25,200
William E. Elliott	\$25,200	N/A	N/A	N/A	N/A	\$ 0	\$25,200
Gerald W. Fletcher	\$25,200	N/A	N/A	N/A	N/A	\$ 0	\$25,200
John Flournoy	\$25,200	N/A	N/A	N/A	N/A	\$ 0	\$25,200
Arthur Grohs	\$25,200	N/A	N/A	N/A	N/A	\$ 0	\$25,200
Robert J. McClintock	\$25,200	N/A	N/A	N/A	N/A	\$ 0	\$25,200

The Company did not grant any stock or option awards to the listed directors in 2015. As of December 31, 2015, each of Messrs. Elliott, Grohs, Reeson and West held options to purchase 7,400 shares of common stock; each of (1) Messrs. Blickenstaff and Fletcher held options to purchase 5,000 shares of common stock; Mr. Coldani held options to purchase 3,200 shares of common stock; Mr. Flournoy held options to purchase 7,500 shares of common stock; and Mr. McClintock held options to purchase 2,400.



**PROPOSAL 3  
RATIFICATION OF APPOINTMENT OF INDEPENDENT AUDITORS**

At the Meeting, shareholders will be asked to ratify the appointment of Vavrinek, Trine, Day & Company, LLP as the Company's independent auditors for the fiscal year ending December 31, 2016. The firm of Vavrinek, Trine, Day & Company, LLP served as independent registered public accounting firm for the audit of the Company's consolidated financial statements as of and for the years ended December 31, 2015 and 2014. We have been advised by Vavrinek, Trine, Day & Company, LLP and by the directors themselves that neither it nor any of its members or associates has any relationship with us or our subsidiaries, other than as independent auditors.

Proposal 3 is nonbinding. If the appointment is not ratified, our Audit Committee will consider whether to appoint another independent registered public accounting firm in its discretion. If the appointment is ratified, our Audit Committee in its discretion may appoint a different independent registered public accounting firm at any time if it determines that such a change would be advisable.

Representatives of Vavrinek, Trine, Day & Company, LLP will be present at the Meeting, will have an opportunity to make any statement that they may desire to make, and will be available to answer appropriate questions from shareholders.

**THE BOARD OF DIRECTORS RECOMMENDS A VOTE FOR THE APPROVAL OF THE APPOINTMENT OF VAVRINEK, TRINE, DAY & COMPANY, LLP AS INDEPENDENT AUDITORS OF THE COMPANY FOR THE FISCAL YEAR ENDING DECEMBER 31, 2016.**

**Fees Paid to Independent Auditors:**

Aggregate fees billed by Vavrinek, Trine, Day & Company, LLP to the Company and Plumas Bank and the percentage of those fees that were pre-approved by the Company's Audit Committee for the years ended 2015 and 2014 are as follows:

2015	2014
Percentage	Percentage
Pre-	Pre-

Audit fees \$103,000      Approved      Approved