

UNITED STATES OF AMERICA  
BEFORE THE  
BOARD OF GOVERNORS OF THE FEDERAL RESERVE SYSTEM  
WASHINGTON, D.C.

Written Agreement by and between

FNB HOLDING COMPANY  
West Des Moines, Iowa

and

FEDERAL RESERVE BANK OF CHICAGO  
Chicago, Illinois

Docket No. 09-029-WA/RB-HC

WHEREAS, FNB Holding Company, West Des Moines, Iowa (“FNB”), a registered bank holding company, owns and controls First Bank, West Des Moines, Iowa (the “Bank”), a state chartered nonmember bank, and a nonbank subsidiary;

WHEREAS, it is the common goal of FNB and the Federal Reserve Bank of Chicago (the “Reserve Bank”) to maintain the financial soundness of FNB so that FNB may serve as a source of strength to the Bank;

WHEREAS, FNB and the Reserve Bank have mutually agreed to enter into this Written Agreement (the “Agreement”); and

WHEREAS, on March 9, 2009, the board of directors of FNB, at a duly constituted meeting, adopted a resolution authorizing and directing Roy M. Messerschmidt to enter into this Agreement on behalf of FNB, and consenting to compliance with each and every provision of this Agreement by FNB and its institution-affiliated parties, as defined in

sections 3(u) and 8(b)(3) of the Federal Deposit Insurance Act, as amended (the “FDI Act”) (12 U.S.C. §§ 1813(u) and 1818(b)(3)).

NOW, THEREFORE, FNB and the Reserve Bank agree as follows:

**Dividends**

1. (a) FNB shall not declare or pay any dividends without the prior written approval of the Reserve Bank and the Director of the Division of Banking Supervision and Regulation (the “Director”) of the Board of Governors of the Federal Reserve System (the “Board of Governors”).

(b) FNB shall not directly or indirectly take dividends or any other form of payment representing a reduction in capital from the Bank without the prior written approval of the Reserve Bank.

(c) FNB and its nonbank subsidiary shall not make any distributions of interest, principal, or other sums on subordinated debentures or trust preferred securities without the prior written approval of the Reserve Bank and the Director.

(d) All requests for prior approval shall be received by the Reserve Bank at least 30 days prior to the proposed dividend declaration date, proposed distribution on subordinated debentures, and required notice of deferral on trust preferred securities. All requests shall contain, at a minimum, current and projected information on FNB’s capital, earnings, and cash flow; the Bank’s capital, asset quality, earnings, and allowance for loan and lease losses; and identification of the sources of funds for the proposed payment or distribution. For requests to declare or pay dividends, FNB must also demonstrate that the requested declaration or payment of dividends is consistent with the Board of Governors’ Policy Statement

on the Payment of Cash Dividends by State Member Banks and Bank Holding Companies, dated November 14, 1985 (Federal Reserve Regulatory Service, 4-877 at page 4-323).

### **Debt and Stock Redemption**

2. (a) FNB and any nonbank subsidiary shall not, directly or indirectly, incur, increase, or guarantee any debt without the prior written approval of the Reserve Bank. All requests for prior written approval shall contain, but not be limited to, a statement regarding the purpose of the debt, the terms of the debt, and the planned source(s) for debt repayment, and an analysis of the cash flow resources available to meet such debt repayment.

(b) FNB shall not, directly or indirectly, purchase or redeem any shares of its stock without the prior written approval of the Reserve Bank.

### **Cash Flow Projections**

3. Within 60 days of this Agreement, FNB shall submit to the Reserve Bank a written statement of FNB's planned sources and uses of cash for debt service, operating expenses, and other purposes ("Cash Flow Projection") for 2009. FNB shall submit to the Reserve Bank a Cash Flow Projection for each subsequent calendar year at least one month prior to the beginning of that calendar year.

### **Compliance with Laws and Regulations**

4. (a) In appointing any new director or senior executive officer, or changing the responsibilities of any senior executive officer so that the officer would assume a different senior executive officer position, FNB shall comply with the notice provisions of section 32 of the FDI Act (12 U.S.C. § 1831i) and Subpart H of Regulation Y of the Board of Governors (12 C.F.R. §§ 225.71 *et seq.*).

(b) FNB shall comply with the restrictions on indemnification and severance payments of section 18(k) of the FDI Act (12 U.S.C. § 1828(k)) and Part 359 of the Federal Deposit Insurance Corporation's regulations (12 C.F.R. Part 359).

### **Progress Reports**

5. Within 30 days after the end of each calendar quarter following the date of this Agreement, the board of directors shall submit to the Reserve Bank written progress reports detailing the form and manner of all actions taken to secure compliance with the provisions of this Agreement and the results thereof, and a parent company only balance sheet, income statement, and, as applicable, a report of changes in stockholders' equity.

### **Communications**

6. All communications regarding this Agreement shall be sent to:

- (a) Mr. Jeffrey A. Jensen  
Assistant Vice President  
Regional Director - Iowa  
Federal Reserve Bank of Chicago – Des Moines Office  
7601 Office Plaza Drive North, Suite 150  
West Des Moines, IA 50266
- (b) Mr. Roy W. Messerschmidt  
Chairman, President, and Treasurer  
FNB Holding Company  
5625 Mills Civic Parkway  
West Des Moines, IA 50266

### **Miscellaneous**

7. Notwithstanding any provision of this Agreement, the Reserve Bank may, in its sole discretion, grant written extensions of time to FNB to comply with any provision of this Agreement.

8. The provisions of this Agreement shall be binding upon FNB and its institution-affiliated parties, in their capacities as such, and their successors and assigns.

9. Each provision of this Agreement shall remain effective and enforceable until stayed, modified, terminated, or suspended in writing by the Reserve Bank.

10. The provisions of this Agreement shall not bar, estop, or otherwise prevent the Board of Governors, the Reserve Bank, or any other federal or state agency from taking any other action affecting FNB, the Bank, any nonbank subsidiary of FNB, or any of their current or former institution-affiliated parties and their successors and assigns.

11. Pursuant to section 50 of the FDI Act (12 U.S.C. § 1831aa), this Agreement is enforceable by the Board of Governors under section 8 of the FDI Act (12 U.S.C. § 1818).

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed as of the 12 day of March, 2009.

FNB HOLDING COMPANY

FEDERAL RESERVE BANK  
OF CHICAGO

By: /s/ Roy W. Messerschmidt  
Roy W. Messerschmidt  
Chairman and President

By: /s/ Mark H. Kawa  
Mark H. Kawa  
Vice President