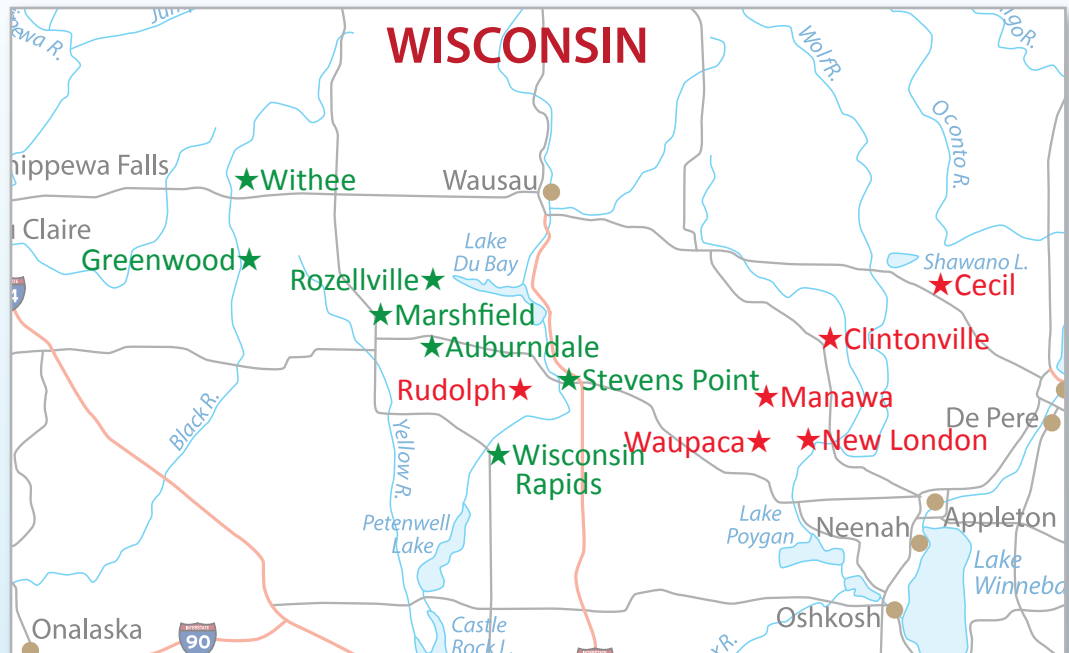




## What Pioneer Bank Customers Need to Know

### Who is First State Bank?

First State Bank is an independent community bank established in New London, Wisconsin, in 1933. Currently First State Bank has five locations primarily in and around the Waupaca County area with a sixth office in the community of Rudolph. In addition to our main office in New London and the Rudolph office, First State Bank's other locations are in Cecil, Clintonville, Manawa, and Waupaca. Our assets were approximately \$300 million as of December 31, 2018.



When the merger with Pioneer Bank is complete in early 2020, First State Bank will have 13 offices throughout North Central Wisconsin with total assets of more than \$460 million.

### Why is First State Bank acquiring Pioneer Bank?

Pioneer Bank's community banking philosophy matches closely with that of our own. We are excited for the opportunity to bring our two organizations together to be even more successful in serving individuals, families and businesses throughout North Central Wisconsin with innovative products and services, exceptional customer service experiences, and increased lending capacity.

### When will the merger with First State Bank take place?

First State Bancshares, Inc., parent company of First State Bank, has entered into a definitive purchase agreement with Pioneer Bancorp, Inc., parent company of Pioneer Bank whose main office is in Auburndale, Wisconsin. Pending regulatory approval, the purchase is expected to close early this fall. Pioneer Bank will subsequently merge with First State Bank and operate under the First State Bank name, likely in early 2020.

### What changes can I expect with my Pioneer Bank accounts and/or loans?

We are still very early in this process but can tell you that no changes with your Pioneer Bank relationships are expected to take place until after our merger is complete in early 2020. We will be communicating many more specifics to you about your Pioneer Bank accounts as this gets closer and we have more information. Please know it is our utmost goal to work closely with your Pioneer Bank staff to make the transition to First State Bank as seamless and easy as possible for you.

[www.bankfirststate.com](http://www.bankfirststate.com)



## **What types of products and services does First State Bank offer?**

We are a full-service community bank providing financial products and services for individuals and families, businesses, municipalities, and more. Like Pioneer Bank, First State Bank has a strong commitment to agriculture and specializes in lending to farmers and other agri-businesses. We also offer banking technologies including a Mobile Banking App that allows you to deposit checks using your mobile phone and SMS Text Banking options. Remote Deposit Capture and Business eBanking with ACH and cash management capabilities are also available to help business customers be more efficient in their operations.

Please visit our website [www.bankfirststate.com](http://www.bankfirststate.com) to learn more about what products and services you will enjoy with First State Bank.

## **Will I still be able to work with my local Pioneer Bank staff?**

We know one of the key reasons you bank with Pioneer Bank is because of your local staff that you know and trust to take care of your financial needs. We look forward to welcoming these individuals along with their many skills and talents to our team to—together—fulfill First State Bank's mission of "creating fantastic experiences and providing financial peace of mind."

## **What will the bank's leadership look like once the merger is complete?**

We are pleased to share with you that Jeff Whitrock, president and CEO of Pioneer Bank, and Jim Nowak, Pioneer Bank's Chief Financial Officer, will join First State Bank's senior management team once the merger is complete in early 2020. Jeff will be named Senior Vice President and Chief Market Development & Sales Officer, leading the growth and development of First State Bank's business and personal banking divisions across our entire market area. Jim will be named Senior Vice President and Chief Operations Officer, responsible for overseeing all aspects of First State Bank's operations.

Bob Van Asten will continue to lead First State Bank as President and CEO. First State Bank's Chief Financial Officer, Randy Zietlow, and Chief Credit Officer, Lynn Olson, round out First State Bank's new senior management team.

## **Will decisions continue to be made locally?**

Yes! First State Bank's success and our customer's success lies in the knowledge and relationships our local staff members have developed. This is a cornerstone of our community bank philosophy. First State Bank's Board of Directors will also be expanded in 2020 to include representation from the North Central Wisconsin region.

## **Will there be any office closures with the merger?**

No office closures are planned in conjunction with the merger in early 2020. As part of our ongoing business plan, we will continue to evaluate how our locations can best serve our customers and communities' changing needs.

## **Is First State Bank active in its communities?**

Definitely! Like Pioneer Bank, First State Bank is committed to the communities we serve. We will continue to support community organizations, events, and initiatives through our charitable donations and in the volunteering of time and talents by our staff.

