

# OUR LOCATIONS

## ARKANSAS

- BATESVILLE**  
1325 Harrison Street..... 870-612-3400  
3 Eagle Mountain Boulevard..... 870-612-3499  
301 East Main Street..... 870-569-1060
- BALD KNOB**  
159 Highway 167 ..... 501-724-2113
- BAY**  
306 Elder Street..... 870-890-2594
- BEEBE**  
2067 West Center Street..... 888-780-8391
- BROOKLAND**  
8101 Highway 49 North ..... 870-565-4550
- CABOT**  
3084 Bill Foster Memorial Highway..... 501-605-1671  
11 Prospect Court ..... 501-605-1671
- CAVE CITY**  
102 South Main Street..... 870-283-3190
- CHEROKEE VILLAGE**  
1 Iroquois Drive..... 870-856-4212
- CONWAY**  
766 Harkrider Street..... 501-764-9640
- FAYETTEVILLE**  
3150 West Wedington Drive..... 479-257-9400
- HARRISON**  
220 East Ridge Avenue..... 870-204-5600

- JONESBORO**  
1617 South Caraway Road ..... 870-932-5600  
630 Southwest Drive ..... 870-932-5600  
222 East Washington Avenue..... 870-932-5600  
910 Chancery Lane ..... 870-932-5600
- LEAD HILL**  
116 Highway 14 East..... 870-280-2199
- LEPANTO**  
202 Greenwood Avenue..... 870-475-2306
- LITTLE ROCK**  
17820 Chenal Parkway ..... 501-502-0192  
4900 Kavanaugh Boulevard ..... 501-502-0192
- MOUNTAIN HOME**  
310 Highway 62 East..... 870-425-1507
- NEWPORT**  
2525 Malcolm Avenue..... 870-201-6202
- ROGERS**  
5100 West Park Avenue, Suite A124..... 479-257-9400
- SEARCY**  
2401 West Beebe Capps Expressway ..... 501-207-6000  
800 East Beebe Capps Expressway..... 501-203-2200  
2801 East Race Street..... 501-207-6030
- SOUTHSIDE**  
1 Allen Chapel Road..... 870-612-3480

## MISSOURI

- GOODMAN**  
110 East Main Street ..... 417-364-7224
- JANE**  
21196 US 71 ..... 417-226-6299
- JOPLIN**  
1710 East 32nd Street..... 417-553-2106
- NEOSHO**  
3005 Gardner Edgewood Drive..... 417-451-2025  
111 East Main Street ..... 417-451-3222



**FIRST COMMUNITY BANK**  
*Where community comes first.*

**firstcommunity.net**  
Find us on  





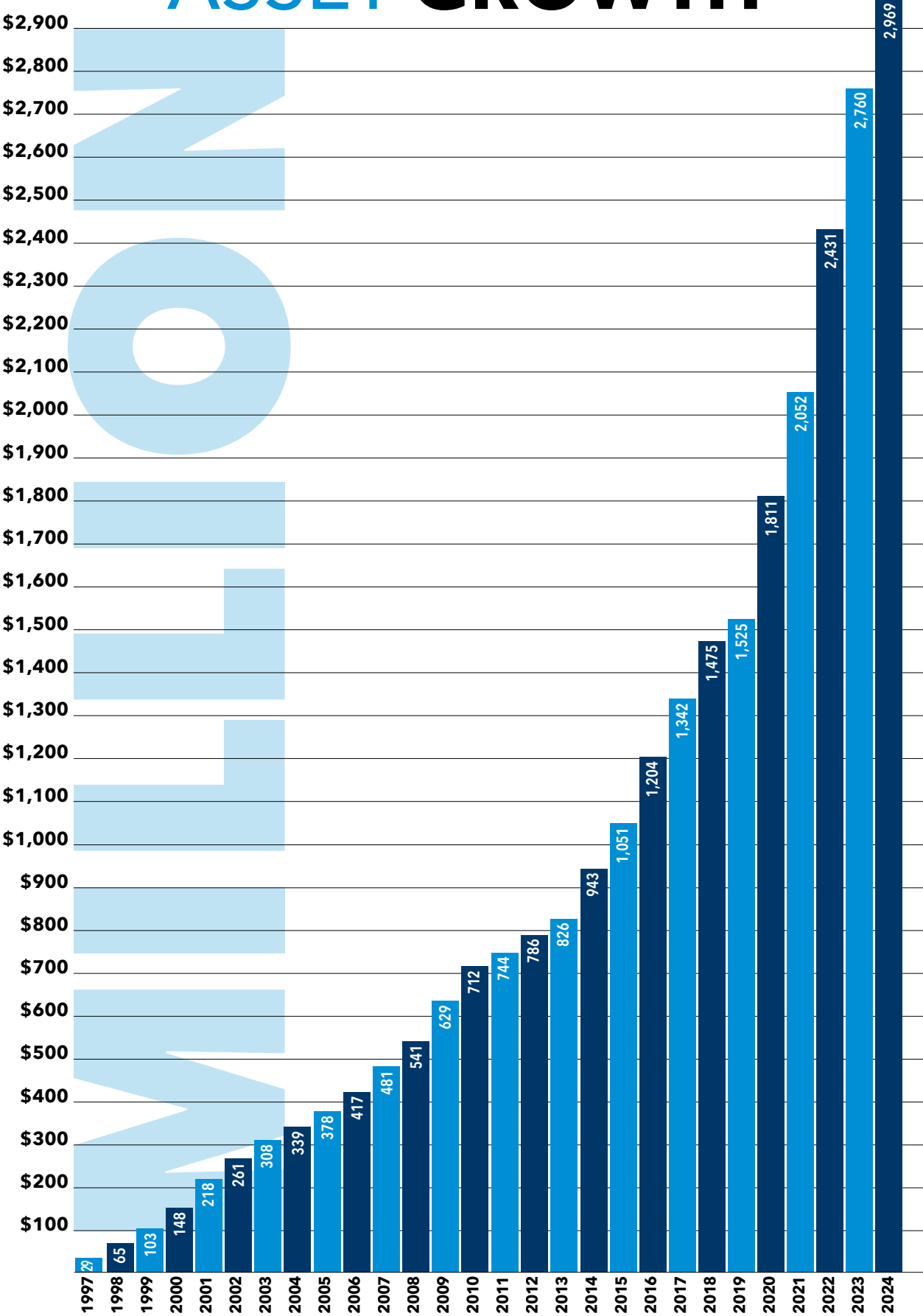
**FIRST COMMUNITY BANK**  
*Where community comes first.*

# STILL THE BEST



At First Community Bank, our team is the foundation of everything we do. We are committed to building a workplace where people feel valued, supported, and inspired to grow. Our culture is shaped by integrity, teamwork, and a deep dedication to the communities we serve. We believe that when our employees thrive, our customers and communities do too—because success is strongest when it’s shared. We are proud to have been named as one of *Arkansas Business* Best Places to Work once again.

# ASSET GROWTH





# PRESENTING OUR 2024 ANNUAL REPORT



DALE COLE & BORIS DOVER

We are pleased to present the annual report for First Community Bancshares, Inc., highlighting the significant achievements of 2024.

Total assets grew by 8%, increasing from \$2.76 billion to \$2.97 billion. Loans reached \$2.5 billion, reflecting a 12% increase, while deposits rose by 13%, from \$2.14 billion in 2023 to \$2.42 billion in 2024.

We are proud to report a net income of \$26.318 million, a 23% increase from last year's \$21.386 million.

Each of our non interest income areas grew during the year with our Dealer Direct Division, Community Insurance Inc, Secondary Mortgage, Brokerage and Treasury Management all reflecting positive results.

Our management team remained focused on efficiency and reduced the bank's efficiency ratio from 67.56% in 2023 to 64.70% in 2024.

In 2024, First Community Bank continued to build on its momentum by expanding our footprint in Northwest and Northeast Arkansas. As we grow, we are not just adding locations; we are investing in people. Our team has grown significantly to meet the needs of our expanding customer base, and we continue to attract top talent dedicated to providing the highest level of service.

This expansion is a testament to the strength of our community banking model. It reinforces our commitment to being a trusted financial partner in both established and emerging markets. The demand for genuine, relationship-based banking is stronger than ever, and we are proud to bring our customer-first approach to more communities.

Our growth shows no signs of slowing down. As we move into 2025, we remain steadfast in our mission to serve, innovate, and lead. We will continue fostering strong relationships with our customers, understanding their financial goals, and providing tailored solutions to help them succeed.

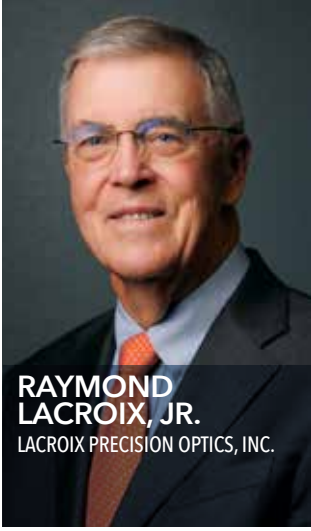
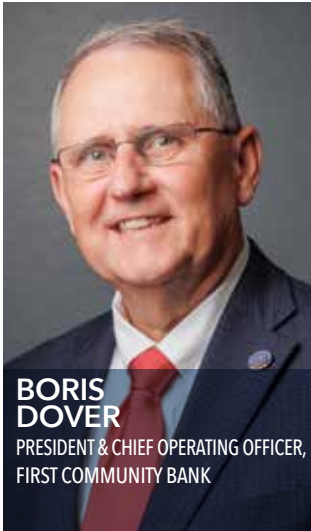
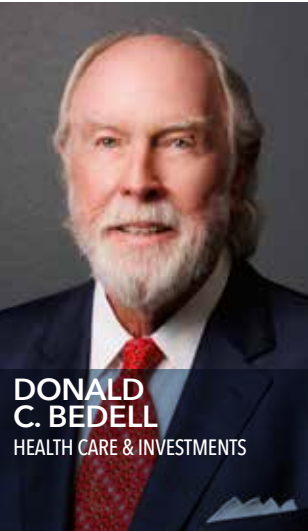
With transparency, integrity, and reliability at the heart of everything we do, we reaffirm our dedication to being the financial institution that individuals, families, and businesses trust. Because providing a true community bank experience is not just our purpose, it's our promise.

**Dale Cole**  
Chairman, President & CEO  
First Community Bancshares, Inc.  
Chairman & CEO  
First Community Bank

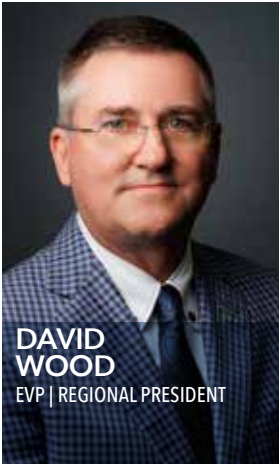
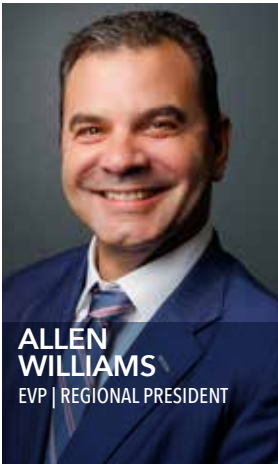
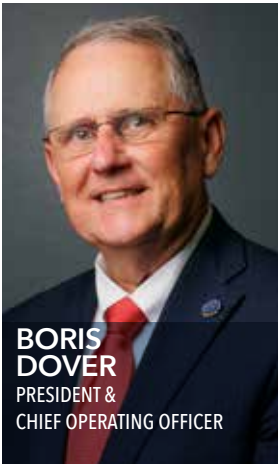
**Boris Dover**  
Executive Vice President  
First Community Bancshares, Inc.  
President & COO  
First Community Bank



# BOARD OF DIRECTORS



# OUR CEO & PRESIDENTS



# EXECUTIVE VICE PRESIDENTS





# LEADERSHIP TEAM



**CRAIG AMOS**  
SVP | Compliance  
& BSA Officer



**STEPHANIE ANDERSON**  
SVP | Credit Administration  
Manager



**MICHAEL BARNES**  
SVP | Chief Credit Officer



**CRAIG BOONE**  
SVP | Trust & Wealth  
Management Officer



**JIM BRANDT**  
SVP | Financial Advisor



**BRANDON BREWER**  
SVP | Trust & Wealth  
Management Director



**AUSTIN BRIGHTTOP**  
SVP | Commercial Lending



**SHERRI CARROLL**  
SVP | Credit Officer



**RON CARTER**  
SVP | Commercial Lending



**ANTHONY CLARK**  
PRESIDENT | Community  
Insurance



**JONATHAN COLE**  
SVP | Director of  
Appraisal Services



**ANGELA CONNELL**  
SVP | Communications  
Director



**GENE CRAWFORD**  
SVP | Director of  
Non-Interest Income



**DWAYNE DICKEY**  
SVP | Director of Information  
Technology



**LUCINDA ELMS**  
SVP | Loan Documentation  
Manager



**HEATHER FULBRIGHT**  
SVP | Human Resource  
Director



**KENNY GERHARDT**  
SVP | Teller Operations



**CHARLES GREEN**  
SVP | Commercial Lending



**CAMRON HAMES**  
SVP | Senior Loan  
Systems Analyst



**JERRY HARRISON**  
SVP | Commercial Lending



**PHILIP HAYS**  
SVP | Branch Manager  
& Lending



**MARY HENDERSON**  
SVP | Assistant Loan  
Review Manager



**TROY HENLEY**  
SVP | Operations & Security  
Manager



**ROB HIGGINBOTHAM**  
SVP | Commercial Lending



**DANITA HIGH**  
SVP | Culture & Employee  
Development



**PAUL HINDMAN**  
SVP | Chief Regional  
Lending Officer



**FRED HOLZHAUSER**  
SVP | Branch Manager  
& Lending



**TRAVIS HON**  
SVP | Creative Director



**EMILY HORTON**  
SVP | Commercial Lending



**MATT HOUSE**  
SVP | Commercial Lending



**NIKKI HUGHES**  
SVP | Loan Administration



**RANDY JONES**  
SVP | Commercial Lending



**CHRISSIE LAMKIN**  
SVP | Associate  
General Counsel



**MATT MCDONALD**  
SVP | Commercial Lending



**KEITH MELSON**  
SVP | Director of  
Loan Review



**LORI MELTON**  
SVP | Business Development  
Officer



**LAURA NIX**  
SVP | Treasury Management  
Director



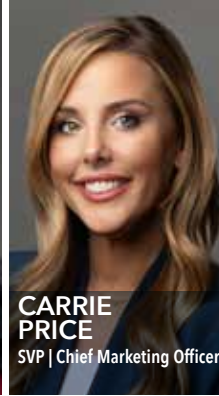
**VERONICA PEARCE**  
SVP | Finance



**AUDREY POOL**  
SVP | Financial Advisor



**TAMMY POOLE**  
SVP | Retail Banking



**CARRIE PRICE**  
SVP | Chief Marketing Officer



**JEFF REVES**  
SVP | Internal Audit Manager



**RANDY REWIS**  
SVP | Commercial Lending



**ROBB ROBERTS**  
SVP | Commercial Lending



**JENNIFER SCARBROUGH**  
SVP | Director of  
Secondary Mortgage



**TOM SEARS**  
SVP | Senior Regional Lender



**DEB SEFCIK**  
SVP | Commercial Lending



**DEWEY SHANKS**  
SVP | Senior Regional Lender



**LEANN SILER**  
SVP | Commercial Lending &  
Regional Retail Lending Manager



**AUSTIN SIMPSON**  
SVP | Senior Regional Lender



**SHENA SIMS**  
SVP | Regional Deposit &  
Operations Director



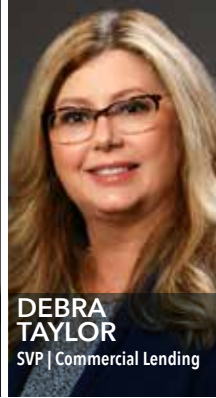
**CHERYL SMITH**  
SVP | Executive  
Administration



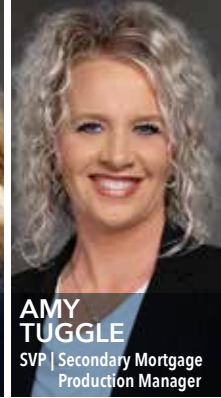
**JANIE STARNES**  
SVP | Trust & Wealth Management  
Officer/Operations Manager



**JUDY SWAIM**  
SVP | Chief Operations  
Officer



**DEBRA TAYLOR**  
SVP | Commercial Lending



**AMY TUGGLE**  
SVP | Secondary Mortgage  
Production Manager



**MANDY VAUGHAN**  
SVP | Special Assets  
Manager/Facilities



**JELENA VETETO**  
SVP | Secondary Mortgage  
Regional Manager



**STEVE WILCOXON**  
PRESIDENT | Dealer Direct



**STEPHEN YATES**  
SVP | Commercial Lending



**DEWITT YINGLING**  
SVP | Branch Manager  
& Lending





# ARKANSAS SHERIFFS' YOUTH RANCHES



MATT CLEVELAND, NANCY FULTON, PHILIP IVES

At Arkansas Sheriffs' Youth Ranches (ASYR), every child deserves a safe and loving home. Thanks to the generosity of community partners like First Community Bank, that mission continues to grow.

This year, the organization celebrated the completion of its newest home, the "Beebe House," which will provide a stable environment for up to six children in foster care. The decision to build the home stemmed from a persistent need for more placements across the state.

"There are always more children in need than there are available foster homes," said Nancy Fulton, chief executive officer of the Arkansas Sheriffs' Youth Ranches. "We made the decision last year to expand, and thanks to an incredible fundraising effort—including support from First Community Bank—this home is now a reality."

The \$1 million project was made possible by dedicated volunteers and donors. "We had a wonderful group of supporters, including First Community Bank president and chief operating officer, Boris Dover, who helped us reach our fundraising goal," Fulton said. "The contractors did a beautiful job."

At ASYR, children don't just find shelter—they find stability and a chance to build a future. Unlike traditional foster care placements, ASYR offers long-term support, allowing children to stay until they graduate from high school, secure a job, or pursue higher education.

One such success story is a current senior who has been thriving in her journey toward independence.

"She's working at First Community Bank and has earned a full-ride college scholarship," said Fulton. "She wants to stay connected with her house parent, so we're setting up a small apartment within the home to give her the independence she needs while maintaining her support system."

First Community Bank has been a longtime supporter of ASYR, sponsoring its annual pumpkin patch and hosting a charity golf tournament for 27 years, raising over \$452,000.

"The bank's generosity has kept the Ranches going, even in difficult economic times," Fulton said. "Their support means the world to us, and their commitment continues to make a real difference in the lives of our children."

Beyond financial contributions, First Community Bank provides essential banking tools that help ASYR operate more efficiently. "We receive hundreds of donations each month, and the bank's check-scanning system allows us to process them quickly and securely without ever having to leave the Ranch," said Fulton. "Their team is always there when we need them, ensuring that every dollar is used wisely to support our children."

As the Arkansas Sheriffs' Youth Ranches looks to the future, its partnership with First Community Bank remains invaluable in providing hope and opportunity for children in need.



The bank's generosity has kept the Ranches going, even in difficult economic times.





# ARPETS HOSPITAL & PAWLIDAY INN



DR. KRISTIN & MICHAEL SULLIVAN

For Dr. Kristin and Michael Sullivan, their journey into veterinary medicine and pet hospitality has been driven by passion, perseverance, and a deep commitment to their community. As owners of ARPets Hospital and PAWLiday Inn, the couple has built a thriving business dedicated to high-quality veterinary care and luxury pet accommodations in Brookland, Arkansas. With support from First Community Bank, their vision has not only come to life but continues to expand—bringing innovative pet services to the region.

Dr. Sullivan's path to veterinary medicine began at Arkansas State University, where she studied animal sciences before earning her degree from St. George's University. After completing clinical training at Louisiana State University, she and Michael opened ARPets Hospital in 2017, offering preventative, urgent, and emergency care for dogs and cats.

With state-of-the-art diagnostics, 24-hour ICU monitoring, and a cat-friendly design, ARPets quickly became a trusted name in veterinary medicine. In 2024, the Sullivans expanded with PAWLiday Inn, a luxury pet boarding and daycare facility offering enrichment programs, training, and integrated veterinary services.

"Our goal has always been to provide the best possible care for pets while making things easier for owners," said Dr. Sullivan.

Turning dreams into reality requires more than passion; it takes support. From the start, First Community Bank has played a crucial role in the Sullivans' success. Paul Hindman, senior vice president, chief regional

lending officer, helped secure financing for both ARPets Hospital and PAWLiday Inn, allowing them to expand their services.

"First Community Bank invested in me, believed in my idea, and provided the finances to make it happen," said Dr. Sullivan. "Paul and Melanie [Clark] have been phenomenal. If I need something, I can always count on them."

Hindman added, "The Sullivans are a perfect example of what happens when passion meets hard work. It's been an honor to support their journey."

Now employing over 32 staff members, the Sullivans continue to grow. ARPets Hospital is undergoing a major expansion, adding more space and a conference room for veterinary rounds. As a clinical affiliate for Arkansas State University's veterinary school, they also provide hands-on training for future veterinarians.

Meanwhile, PAWLiday Inn offers luxury lodging, enrichment activities, and training programs.

With continued expansion, community involvement, and a commitment to pet wellness, ARPets Hospital and PAWLiday Inn set the standard for veterinary care in Northeast Arkansas.

And through it all, First Community Bank remains a trusted partner.

"First Community Bank is exactly that—the first choice in community banking," said Dr. Sullivan. "They believed in us from the beginning, and we're so grateful for their support."



**First Community Bank is exactly that—the first choice in community banking.**





# SUPER 8 BY WYNDHAM SEARCY



GARY PATEL

For more than two decades, Gary and Sarah Patel have been setting the standard for hospitality in Searcy, Arkansas. As owners of Shree Meldi LLC, DBA Super 8 By Wyndham Searcy, they have built their business with a singular focus: providing guests with a "home away from home." Their dedication to customer service, quality, and cleanliness has earned them a loyal following, and now, an exciting transformation is on the horizon.

This summer, Super 8 Searcy will officially become Sleep Inn & Suites by Choice, a midscale hotel featuring modern design and upgraded amenities. "We are always looking for ways to elevate our guests' experiences," said Gary Patel.

Beyond their commitment to hospitality, the Patels are deeply invested in the local community. Gary serves as chairman of the White County Community Foundation and the Arkansas Hospitality Association, while also acting as an A&P commissioner for the City of Searcy.

At the heart of their success is a trusted financial partner—First Community Bank. Their relationship dates to 2004 when Gary Laney introduced them to the bank. Since then, First Community Bank has played a crucial role in the Patels' business growth. "We have never looked anywhere else," Patel said. "From day one, First Community Bank has been more than just a bank; they've been family. Their support, especially from Philip Hays, David Wood, and the entire Searcy branch team, has been invaluable."

For Patel, having a banker who truly understands his vision makes all the difference. "Philip Hays is more than just a lender—he's a partner in our journey. His dedication, guidance, and belief in our business have given us the confidence to expand and improve," he said.

Philip Hays, senior vice president, branch manager and lender at First Community Bank, spoke about the bank's longstanding relationship with the Patels and their dedication to hospitality. "Gary and Sarah's passion for their business and their community is truly inspiring," said Hays. "Their commitment to excellence is evident in everything they do, and we're honored to support them as they take this exciting next step with Sleep Inn & Suites."

"Whenever we step foot into First Community Bank, we are treated like family," Patel added. "From small needs to big endeavors, we know they'll always be there to support us. Community comes first at First Community Bank. It's not just a slogan; it's the truth."

With a strong foundation and a trusted financial partner by their side, the Patels look ahead to a bright future, one filled with new opportunities and the same heartfelt hospitality that has defined their business from the very beginning. "See you on the road!"



GARY & SARAH PATEL

**Community comes first at First Community Bank. It's not just a slogan; it's the truth.**





# GEN 4 JETS, LLC



MANDI, BRENT, SARAH, GARRETT, & NOLAN LASSITER

For Brent and Garrett Lassiter, aviation isn't just a business; it's a legacy. As the father-son duo behind Gen 4 Jets LLC, flying runs deep in their veins, spanning four generations of pilots. What began as a shared passion has grown into a thriving jet charter business based in Newport, Arkansas, with strong roots in the community and an even stronger partnership with First Community Bank.

"Aviation is in my blood," said Brent Lassiter. "My grandfather was a Navy pilot and a crop duster after returning home. My father was a student pilot. I've always been drawn to flying, and we've had easy access to planes here in Newport." Brent's journey started at ASU Newport, where he took his first flight lessons in 1998. He's been in the air ever since.

"I was three when I started flying in the right seat of an old 152," Garrett recalled. "I fell in love with it from day one, and knew I wanted to devote my life to flying." With Brent's mentorship, Garrett earned his pilot's license at 17 and quickly built his hours through the family's agricultural business.

When the opportunity arose to purchase an existing charter business with a certificate in place, Brent and Garrett knew it was the next step. "Dad and I have always had a passion for aviation and wanted to start a business," said Garrett.

Gen 4 Jets, named in honor of the four generations of pilots in their family, is a rarity in Newport—a private jet charter company capable of flying anywhere in the U.S. But for the Lassiters, Newport is the perfect home base. "We may not have the same access to resources as big cities, but what we do have is a community who truly cares," Brent said. "The airport here has great facilities, and the support we've received has been incredible."

That community support extends to their banking relationship with First Community Bank and Billy Keedy, a longtime friend and trusted financial partner. "I went

to school with Billy, and he sits close to us in church on Sunday morning," Brent said. "That's the kind of banker I want—someone who knows my family, understands my goals, and is invested in our success."

Billy Keedy, branch manager of First Community Bank's Newport location, emphasized the bank's commitment to supporting local businesses like Gen 4 Jets. "Brent and Garrett have built something truly special here in Newport," said Keedy. "Their passion for aviation and dedication to their business are inspiring, and we're proud to be their financial partner."

As the Lassiters continue to expand Gen 4 Jets, they know their relationship with First Community Bank will remain a key part of their journey. "They've been a great partner every step of the way," Brent said. "And with my two-year-old grandson Nolan already around aviation, we may have to change the name someday to Generation 5 Jets. We'll cross that bridge when we get there."



**We may not have the same access to resources as big cities, but what we do have is a community who truly cares.**



# PRO LAND TITLE COMPANY



BRIAN DWIGGINS, SUSAN PERRY, & BRIAN PERRY

For over 20 years, Pro Land Title Company has been a trusted name in title and closing services across Arkansas. Founded by Susan Perry, the company was built on the belief that buying or selling a home should be a seamless, customer-centered experience. By prioritizing great communication, efficient processes, convenience, and exceptional service, Pro Land Title has become a leader in the industry.

With the support of co-owners Brian Perry and Brian Dwiggins, the company has grown to over 40 offices throughout the state, expanding its reach while maintaining a strong foundation of trust and personal connections.

"At Pro Land Title, we understand that a real estate transaction is more than just paperwork—it's a major milestone in someone's life," said Susan Perry, founder of Pro Land Title. "That's why we are committed to providing expert service with a personal touch, ensuring every client feels valued and supported."

In addition to their commitment to excellence in title and escrow services, Pro Land Title is passionate about giving back to the communities they serve. By partnering with local home industry organizations, community groups, and nonprofits, they actively contribute to strengthening Arkansas communities.

A key part of Pro Land Title's continued growth is its promising new relationship with First Community Bank and lender Kevin Kinard. With a shared focus on service, integrity, and community engagement, this partnership is built on a mutual commitment to making the homebuying process as smooth as possible for clients.

"We are excited about our growing relationship with First Community Bank," Perry said. "Kevin Kinard and his team understand the importance of personal service and strong community connections, which aligns perfectly with our mission. Together, we look forward to enhancing the real estate experience for buyers, sellers, and industry professionals alike."

Kevin Kinard, vice president, branch manager and lender at First Community Bank, expressed his enthusiasm for the partnership with Pro Land Title Company. "Pro Land Title has built an outstanding reputation for their dedication

to customer service and community involvement," said Kinard. "At First Community Bank, we share those same values, and we're excited to work alongside them to make the homebuying process as smooth and stress-free as possible for our customers."

By working closely with First Community Bank, Pro Land Title furthers its commitment to streamlining real estate transactions and providing exceptional service.

"As a locally owned company, it means so much to partner with a bank that truly values relationships and the people they serve," Perry added. "We see a bright future ahead and are excited about the opportunities this partnership will bring."



**We see a bright future ahead and are excited about the opportunities this partnership will bring.**





# OZARK TRAILER SALES & MFG



FINN, RHETT, BRITTANY, & EVELYN BRAMLEY

In the heart of Harrison, Arkansas, Ozark Trailer Sales & MFG has built a reputation for quality, integrity, and community commitment. Owned by Rhett and Brittany Bramley, the business has grown from a modest operation into a thriving company that employs over 35 people, many of whom are military veterans. With a strong dedication to service and stewardship, the Bramleys have made it their goal to provide exceptional products while supporting their employees like family.

Rhett Bramley's journey into the trailer industry began in 2009 when he used funds from his military service in Iraq to start selling used cars and trailers. Over time, he shifted his focus exclusively to trailers, growing the business into the manufacturing and sales powerhouse it is today. "My job is rewarding; I never have to work a day in my life. That comes from having the right support structure," Bramley said.

That support structure includes not only his dedicated team but also his family. Rhett and Brittany's children, Finn and Evelyn, are grade school aged but are already involved in the family business.

The Bramleys' dedication extends beyond business. Rhett serves on the board for the local Chamber of Commerce and Camp Jack, an organization that supports veterans. Ozark Trailer Sales & MFG also partners with nonprofits such as Branded

Equine-Based Therapy Services and Recovery Center of the Ozarks, donating or discounting trailers for their use. They actively support Boone County Cattleman's Association, Future Farmers of America (FFA), local schools, fire departments, and other community organizations through donations and educational initiatives.

First Community Bank has been a key partner in the company's success. "There are three key components to running this business that require outside relationships I can count on: banking, insurance, and a CPA. First Community Bank and their staff consistently deliver on their promises, making doing

business so much easier for us," Bramley said. The bank's support has provided accessible working capital and a strong foundation for continued growth.

Tabitha Roberts, community president for First Community Bank in Harrison, said, "Ozark Trailer Sales & MFG is a prime example of what makes small businesses so vital to our community. Rhett and Brittany's commitment to quality, service, and giving back is truly inspiring. We're proud to support them as they continue to grow and make a difference."

With a commitment to producing high-quality trailers at competitive prices and a dedication to giving back, Ozark Trailer Sales & MFG is more than a business; it's a family.



**First Community Bank and their staff consistently deliver on their promises, making doing business so much easier for us.**





# COWBOY CHEVROLET GMC



For Steve Landers, Jr., owning Cowboy Chevrolet GMC in Heber Springs is more than just a business; it's a family tradition, a lifelong passion, and a commitment to the community. From an early age, Landers learned the ins and outs of the car industry from his father and grandfather, who instilled in him the values of hard work, integrity, and customer service.

"I started washing cars when I was 12 years old," Landers recalls. "My dad made sure I worked in every department—from detailing to sales to finance—so I could understand every aspect of the business. That hands-on experience shaped the way I operate today."

After spending years in a larger market, Landers and his wife, Karmen, decided it was time for a change. They wanted to be closer to their cattle farm and raise their family in a smaller, tight-knit community. In 2017, when the opportunity arose to purchase the dealership in Heber Springs, they knew it was the perfect fit.

"We were excited about the community here," Landers says. "It's a great place to do business, and we've worked hard to create a family atmosphere within our dealership. Our employees and customers aren't just numbers—they're people we know and care about."

With a team of 35 employees across the dealership and body shop, Cowboy Chevrolet GMC operates with the philosophy that success isn't just about selling cars—it's about building relationships. The dealership has embraced modern technology, selling and shipping vehicles to customers across the country while maintaining the personal touch that defines a small-town business.

Beyond the dealership, Landers and his team are deeply

involved in supporting local schools, community events, and other businesses. "When the community does well, we all do well," he says. "It's about lifting each other up."

One key to the dealership's success has been its strong partnership with First Community Bank. The relationship between Landers and Deb Sefcik, senior vice president, commercial lender at First Community Bank, goes back many years.

"I think Deb may have given me my very first bank account as an adult," Landers says with a laugh. "Having a banking partner who understands our business and is just a phone call away is invaluable."

Sefcik echoes that sentiment, recognizing the dedication Landers brings to both his business and community. "Stevie is one of the most genuine people you'll ever meet," she says. "He treats everyone with kindness and respect, and that's why people want to do business with him. At First Community Bank, we're proud to support businesses like Cowboy Chevrolet GMC that are committed to growing their communities."

Looking ahead, Landers is excited about the future. With his son now working at the dealership and his other children showing interest in the family business, the Landers name will likely remain a staple in the car industry for generations to come.



**Having a banking partner who understands our business and is just a phone call away is invaluable.**





# BLACK RAIN ORDNANCE



Founded in 2009 by Justin Harvel and Charlie Spires, Black Rain Ordnance, Inc. has grown into a leader in the firearms industry. Based in Neosho, Missouri, the company specializes in precision firearms, including AR-15 and AR-10 series rifles, pistols, silencers, and bolt-action rifles, all crafted with American-made materials.

"We built this company from the ground up to create products we're proud to own," said Justin Harvel, president and chief executive officer. "Our goal is to provide the highest-quality firearms with uncompromising craftsmanship and performance."

What sets Black Rain Ordnance apart is its commitment to rigorous quality control. Every firearm is machined to exact specifications, ensuring precision and reliability. The company is known for using premium materials and innovative coatings that enhance durability and performance. Whether for tactical, hunting, or competitive shooting, Black Rain Ordnance products are designed to meet the needs of professionals and enthusiasts alike.

Beyond manufacturing, the company offers elite training through its Shooter Development Institute (SDI). This world-class training facility provides law enforcement, military personnel, and civilians with hands-on instruction in close-quarters defense, long-range shooting, and firearms safety.

Black Rain Ordnance's commitment extends beyond products and training; it's deeply

invested in its community. The company prioritizes hiring veterans and former law enforcement officers, contributing to both the firearms industry and the local economy. "Supporting veterans and law enforcement isn't just business—it's personal," said Charlie Spires, vice president. "We're proud to give back to the communities that have supported us."

Their outreach efforts span local schools, youth programs, and charitable causes. The company also supports veteran organizations, political advocacy groups, and law enforcement initiatives, reinforcing its commitment to those who serve.

As a growing economic force, Black Rain Ordnance plays a crucial role in job creation and local business development. Its presence boosts suppliers, retailers, and service providers, fostering economic stability. "Black Rain Ordnance isn't just a business; it's a cornerstone of our local economy," said Stuart Puckett, community president for First Community Bank in Southwest Missouri. "Their commitment to quality and community creates jobs and opportunities that make a real difference."

Looking ahead, Black Rain Ordnance continues to expand its nationwide presence and international reach. With an unwavering dedication to craftsmanship and service, Black Rain Ordnance is shaping the future of the industry while staying rooted in the values that set it apart.



**We're proud to  
give back to the  
communities that  
have supported us.**

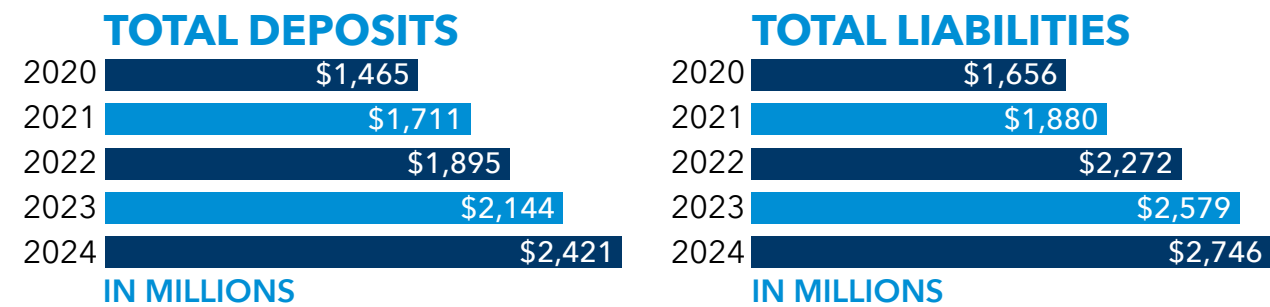
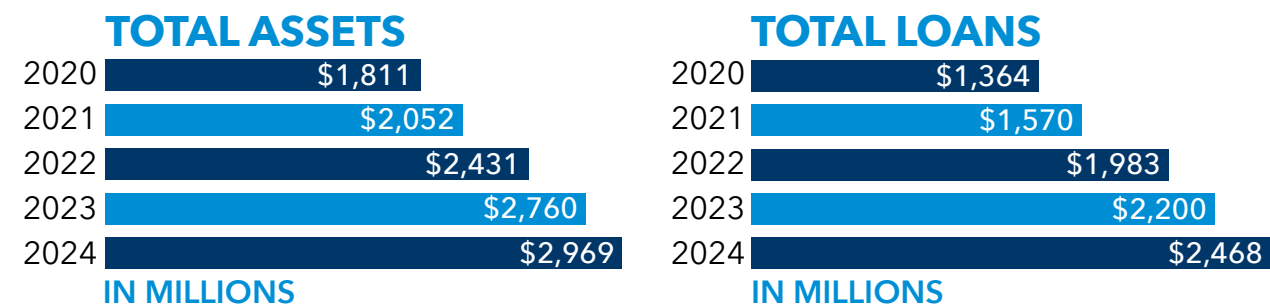




# CONSOLIDATED STATEMENTS OF FINANCIAL CONDITION

DECEMBER 31, 2023-2024

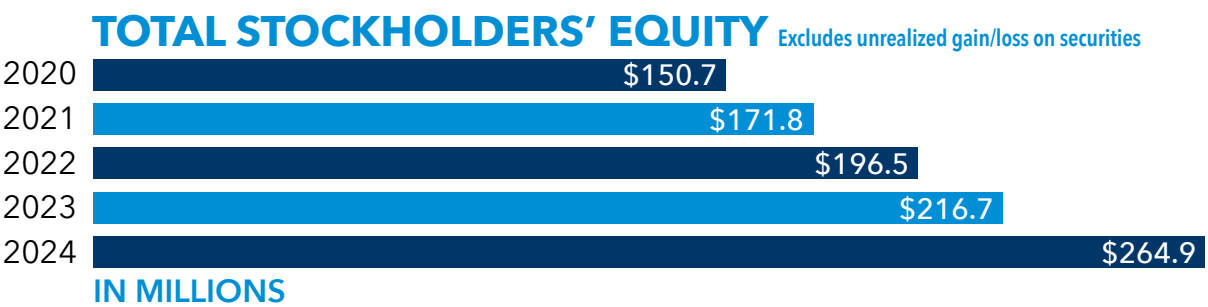
| ASSETS                                   | 2023                   | 2024                   |
|--|------------------------|------------------------|
| Cash & Due from Banks                    | \$33,127,013           | \$37,266,857           |
| Interest-Earning Deposits                | \$93,500,000           | \$16,225,000           |
| <b>Total Cash &amp; Cash Equivalents</b> | <b>\$126,627,013</b>   | <b>\$53,491,857</b>    |
| Securities Available for Sale            | \$285,574,762          | \$285,898,096          |
| Net Loans Receivable                     | \$2,200,076,996        | \$2,467,823,325        |
| Accrued Interest Receivable              | \$12,673,233           | \$14,891,106           |
| Premises & Equipment                     | \$79,421,381           | \$86,906,659           |
| Foreclosed Assets                        | \$288,822              | \$1,861,304            |
| Bank-Owned Life Insurance                | \$12,369,862           | \$12,650,960           |
| Other Assets                             | \$42,484,284           | \$45,720,697           |
| <b>Total Assets</b>                      | <b>\$2,759,516,353</b> | <b>\$2,969,244,004</b> |



# FIRST COMMUNITY BANCSHARES, INC.

| LIABILITIES                                     | 2023                   | 2024                   |
|---|------------------------|------------------------|
| Non-Interest-Bearing Transaction Accounts       | \$352,599,191          | \$389,249,688          |
| Interest-Bearing Transaction & Savings Accounts | \$895,207,443          | \$914,811,682          |
| Time Deposits                                   | \$895,995,145          | \$1,117,291,196        |
| <b>Total Deposits</b>                           | <b>\$2,143,801,779</b> | <b>\$2,421,352,566</b> |
| Short-Term Borrowings                           | \$49,277,843           | \$26,886,938           |
| Accrued Interest Payable                        | \$3,469,454            | \$3,340,419            |
| Other Liabilities                               | \$10,865,620           | \$11,689,048           |
| Long-Term Debt                                  | \$371,798,394          | \$282,575,726          |
| <b>Total Liabilities</b>                        | <b>\$2,579,213,090</b> | <b>\$2,745,844,697</b> |

|   |                        |                        |
|---|------------------------|------------------------|
| <b>Stockholders' Equity</b>                               |                        |                        |
| Common Stock, \$1 Par Value,<br>500,000 Shares Authorized |                        |                        |
| 144,472 Issued in 2023 & 158,874 in 2024                  | \$144,472              | \$158,874              |
| Capital in Excess of Par Value                            | \$40,502,522           | \$65,262,115           |
| Retained Earnings   | \$179,108,964          | \$202,490,430          |
| Net Unrealized Gains (Losses)                             |                        |                        |
| on Securities Available for Sale                          | (\$36,419,585)         | (\$41,479,002)         |
| Treasury Shares, at Cost,<br>4,634 in 2023 & 2024         | (\$3,033,110)          | (\$3,033,110)          |
| Total Stockholders' Equity                                | \$180,303,263          | \$223,399,307          |
| <b>Total Liabilities &amp; Stockholders' Equity</b>       | <b>\$2,759,516,353</b> | <b>\$2,969,244,004</b> |





# CONSOLIDATED STATEMENTS OF INCOME

## FIRST COMMUNITY BANCSHARES, INC.

|  | 2023                 | 2024                 |
|--|----------------------|----------------------|
| <b>Interest Income</b>   |                      |                      |
| Interest & Fees on Loans   | \$127,846,910        | \$161,210,206        |
| Interest & Dividends on Securities   | \$10,842,369         | \$14,053,278         |
|  | <b>\$138,689,279</b> | <b>\$175,263,484</b> |
| <b>Interest Expense</b>  |                      |                      |
| Interest on Deposits   | \$43,168,400         | \$67,217,020         |
| Interest on Federal Funds Purchased & Securities Sold Under Agreements to Repurchase | \$628,636            | \$672,699            |
| Interest on Other Borrowings   | \$13,680,121         | \$14,600,753         |
|  | <b>\$57,477,157</b>  | <b>\$82,490,472</b>  |
| <b>Net Interest Income</b>   | <b>\$81,212,122</b>  | <b>\$92,773,012</b>  |
| Provision for Loan Losses  | (\$3,692,049)        | (\$5,215,140)        |
| Net Interest Income after Provision for Loan Losses                                  | <b>\$77,520,073</b>  | <b>\$87,557,872</b>  |
| <b>Other Income</b>  |                      |                      |
| Service Charges on Deposit Accounts  | \$5,159,326          | \$6,218,757          |
| Other Service Charges & Fees   | \$11,463,816         | \$13,053,459         |
| Insurance Commissions  | \$3,898,408          | \$4,240,250          |
| Net Gain (Loss) on Securities Available for Sale                                     | \$86,561             | (\$3,658)            |
| Other  | \$2,863,964          | \$5,333,405          |
|  | <b>\$23,472,075</b>  | <b>\$28,842,213</b>  |
| <b>Other Expenses</b>  |                      |                      |
| Compensation & Related Expenses  | \$44,875,487         | \$49,038,450         |
| Net Occupancy  | \$5,530,925          | \$6,122,393          |
| Equipment & Data Processing  | \$6,822,103          | \$7,551,543          |
| Advertising & Marketing  | \$3,555,995          | \$3,733,355          |
| Other  | \$13,612,697         | \$16,734,565         |
|  | <b>\$74,397,207</b>  | <b>\$83,180,306</b>  |
| <b>Income Before Income Taxes</b>  | <b>\$26,594,941</b>  | <b>\$33,219,779</b>  |
| <b>Provision For Income Taxes</b>  | <b>(\$5,208,482)</b> | <b>(\$6,901,714)</b> |
| <b>Net Income</b>  | <b>\$21,386,459</b>  | <b>\$26,318,065</b>  |

### NET INCOME

|      |              |
|------|--------------|
| 2020 | \$15,354,751 |
| 2021 | \$23,153,858 |
| 2022 | \$26,322,223 |
| 2023 | \$21,386,459 |
| 2024 | \$26,318,065 |

# SIGNIFICANT RATIOS

## FIRST COMMUNITY BANK

### NET INTEREST MARGIN

|      |      |
|------|------|
| 2020 | 3.62 |
| 2021 | 3.67 |
| 2022 | 3.75 |
| 2023 | 3.34 |
| 2024 | 3.50 |

### EFFICIENCY RATIO

|      |       |
|------|-------|
| 2020 | 64.78 |
| 2021 | 62.12 |
| 2022 | 62.86 |
| 2023 | 67.56 |
| 2024 | 64.70 |

### RETURN ON ASSETS AFTER TAX

|      |      |
|------|------|
| 2020 | 0.97 |
| 2021 | 1.23 |
| 2022 | 1.24 |
| 2023 | 0.88 |
| 2024 | 1.00 |

### RETURN ON EQUITY AFTER TAX

|      |       |
|------|-------|
| 2020 | 10.78 |
| 2021 | 14.05 |
| 2022 | 16.43 |
| 2023 | 12.57 |
| 2024 | 13.28 |

An audit report and audited financial statements are available upon request from Jason Taylor, EVP & Chief Financial Officer, or Cheryl Smith, SVP Executive Administration, First Community Bank.

## 2024 CIRCLE OF STARS WINNERS:

### FIRST QUARTER

Rachael Fisher  
Caleb LaCombe  
Chasity Landis  
Sonja Wetzler  
Regina Whiteside

### SECOND QUARTER

Gretchen Jones  
Carla Martin  
Tyonia Beard  
Tabatha Reilly  
Parker Murray

### THIRD QUARTER

Martin Moore  
Pat Rutherford  
Heather Boyce  
Shaeann Pruitt  
Karina Allen

### FOURTH QUARTER

Luis Lopez  
Connie Barnett  
Chrissie Lamkin  
Dennese Lewis  
Jessica Woodhull



CARLA MARTIN



PAT RUTHERFORD



# NEW & COMING SOON!



NEWPORT, AR, EXPANSION COMPLETE



FAYETTEVILLE, AR - NOW OPEN



LEAD HILL, AR - NOW OPEN



LEPANTO, AR - NOW OPEN

First Community Bank is expanding its presence across Arkansas and Missouri, reinforcing its commitment to serving communities with exceptional financial services and supporting local economic growth. Recent branch openings and renovations in Newport, Fayetteville, Conway, Lead Hill, Greensborough Village, and Lepanto are enhancing convenience and accessibility for customers. Many of these locations include community rooms, reflecting the bank's dedication to fostering local connections. Additionally, ongoing projects in Beebe and Harrison demonstrate First Community Bank's continued investment in upgrading facilities to better serve its expanding customer base.



GREENSBOROUGH VILLAGE - JONESBORO, AR - NOW OPEN



HARRISON, AR (RENDERING) - COMING SOON