











-  **PAYROLL PROCESSING**
Pay your employees seamlessly through ACH direct deposit.
-  **VENDOR PAYMENTS**
Set up one-time or recurring payments to your vendors.
-  **REMOTE DEPOSIT**
Don't waste time bringing deposits to the bank. Digitally send checks securely to the bank via check scanner.
-  **FRAUD MONITORING**
Monitor your outgoing checks and ACH files with our positive pay system.
-  **CREDIT CARDS**
Easily change limits and make payments with our team. No more waiting on hold.
-  **SWEEP ACCOUNTS**
Customize automatic transfers between internal accounts and lines of credit.
-  **BILL PAY**
Pay your vendors using Bill Pay, an easy-to-use, one-click program through internet banking.
-  **ACCEPTING PAYMENT**
Easily accept credit card payments with a portable machine or create a link on your website for your clients to enter their credit card or banking information.



Cash Management

Digital Banking Solutions Tailored for your Business

-  **Setup & Support**
Through guided onboarding, our local team will walk you through the set up process. We stand readily available to assist you in-person or over the phone as you become more comfortable with our products and services.
-  **Quick Follow Up**
The Cash Management team works together to respond to your inquiries quickly and efficiently. Our customer support team is live and local, ready to assist you so you can focus on your business.
-  **One Team**
F&M Bank prides itself on consistent processes, serving our clients as ONE TEAM. No matter who answers your call, rest assured that you will be taken care of.

Get in Touch
 **Cash Management**
 319-730-5965 • cashmanagement@fmbank.biz

F&M BANK

"The Right Choice"

101 E Main St, Manchester, IA 52057
 220 W Main St, Anamosa, IA 52205
 4000 1st Ave NE, Cedar Rapids, IA 52402
 200 1st St SW, Cedar Rapids, IA 52404
 111 E 1st St, Monticello, IA 52310
 7641 Lake Dr, Lino Lakes, MN 55014
 845 E County Rd E, Vadnais Heights, MN 55127



Holiday Hours

Christmas Eve
 Sunday, December 24 - Closed

Christmas Day
 Monday, December 25 - Closed

New Year's Eve
 Sunday, December 31 - Closed
 Regular Hours on Fri., 12/29 & Sat., 12/30
 2023 Close of Business: 4PM on 12/29

New Year's Day
 Monday, January 1 - Closed

MERRY
Christmas
 & HAPPY NEW YEAR

F&M BANK

"The Right Choice"

Manchester WINTER 2023

F&M Cash Management

Customized for your Business
 PAGE 5

American Queen
 F&M Regency Club's
 Mississippi Trip
 PAGE 4

In the Community
 Check out our recent activity!
 PAGES 3 & 4



To Our Valued Clients

F&M Bank exists today for three very important reasons. First, to allow our clients to live out their personal and professional dreams. We exist to serve you, our valued clients. Second, to encourage our team members to live out their best version of themselves. Third, to make a greater impact in our communities collectively versus individually. As F&M Bank continues to build upon "One Team, One Culture with One Vision", we want to continue to keep our "Why" at the forefront.

I'm so glad this year you were treated to two guest authors for our President's Letter. Our CFO, Tirzah Wedewer, and our Director of Culture, Lisa McQuillen, did a fantastic job of sharing their views as to where F&M currently is and where we are headed. Tirzah was able to share some of the details of our balance sheet, talked about our prudent and profitable growth, as well as touching on one of our most impactful programs we call F&M Cares. Lisa shared with you more about our Why, our Culture Statement and touched briefly on Project Vision, our innovation project that is currently in motion at F&M.

With our mission statement being "Exceeding Expectations", we asked our clients and team members what needed to change and why, to continue to exceed their expectations. The resounding response was technology. So thus, the birth of Project Vision. With the help of some industry partners, we have developed a road map that will help us increase our innovation and better your experience at F&M Bank. On November 13th, you will immediately notice some positive changes. Earlier posting of ACH and check activity, later cut-off times to make transfers, and a more streamlined customer service experience. There will be other products and services available after November 13th that we will be sure to inform you of, as we roll them out. The next exciting change we will be working towards is a second quarter 2024 roll out of a new internet banking solution. We believe both changes will certainly benefit your client experience. What remains the same is you can always rely on your F&M Team for trusted financial advice for your business and/or personal goals.

With the Wall Street Journal Prime Rate recently hitting 8.5%, the highest mark since February 2001, we are all adjusting to the current inflation and increased interest rates. Historically, these rates are still relatively average when you consider the highest WSJ Prime Rate in history was in December of 1980 at 21.50%. The Federal Reserve has signaled they may be close to the end of their rate increases, but as we know, until they achieve their "ultimate goal" (2.0% inflation), they are keeping their options open. We might have to adjust to higher rates for longer, as future interest rate decreases are unlikely to occur in 2024. These are the times you need to lean into your relationship with F&M and our trusted financial advisors. We are here to offer advice and provide solutions for both your deposit and lending needs.

Once again, in October, our team took advantage of Columbus Day to gather in Mason City for a day filled with team building, training, and celebrations. The impact of all being together in one room for a full day is immeasurable. The opportunity to deepen personal relationships, as well as getting to know new team members, strengthens our team and continues to build "One Team, One Culture with One Vision".

A new tradition we have started at F&M is called "Thankful Thursdays". Each Thursday we ask our team to thank a client, friend, co-worker, or someone who has had an impact on their life. The response from this initiative has been resoundingly positive. As we approach the Holiday Season, I would challenge each of you to do the same. A positive message from you can really make someone else's day. On behalf of the F&M Team & Board of Directors, we wish you a very Merry Christmas and a prosperous New Year.

With Gratitude,

Nathaniel W. Dunn • President & CEO
ndunn@fmbank.biz

WELCOME NEW TEAM MEMBERS



Jenna Anthony

Jenna joins the Marketing department. She graduated from Kirkwood Community College with a degree in Graphic Communication Technology. Jenna and her husband,

Brad, enjoy being outdoors and playing with their dogs, Baily and River. Welcome to the team, Jenna!



Megan Werner

Megan, Assistant Vice President, joins F&M Bank with over 17 years of banking experience. Megan enjoys spending time with her three children: Brylee (10), Brant (8), and Braelyn (7) and attending their sporting events.

Welcome to F&M, Megan!



MANCHESTER VITALITY ENDOWMENT F&M Bank pledged \$30,000 to support the Manchester Vitality Endowment Fund, which has been approved for a Small-town Dreams Initiative Challenge Grant through the Community Foundation of Greater Dubuque and funded by a successful entrepreneur who grew up in Eastern Iowa. Manchester is the sixth community to successfully apply for the program and aims to secure a challenge grant of \$100K to build a permanent fund.



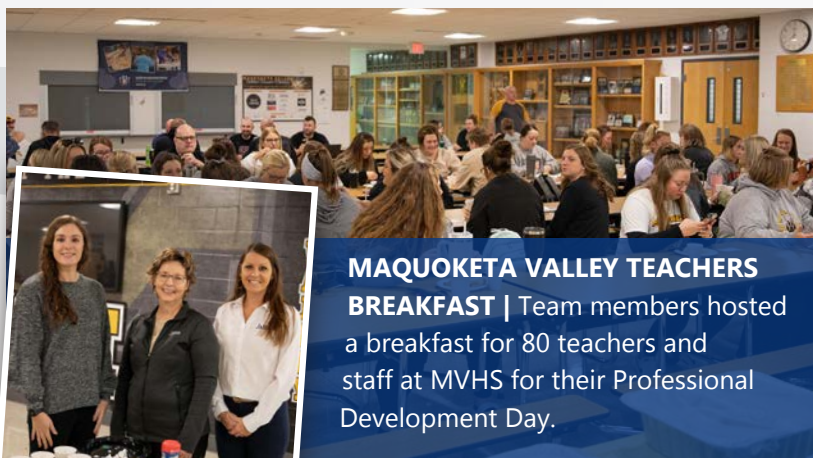
F&M team members Cody Naber and Angela Wendt have successfully completed the 2023 Iowa Bankers Association Introduction to Commercial Lending School, an intense three-day program to provide students with a basic understanding of the principles and concepts of commercial lending. Congratulations!



IN THE COMMUNITY



CAMP COURAGEOUS PINEAPPLE GALA | F&M Bank treated the Manchester Garage Sale volunteers to the 2023 Pineapple Gala. Event proceeds benefit Camp Courageous, a year-round recreational and respite care facility for individuals of all ages with special needs.



MAQUOKETA VALLEY TEACHERS BREAKFAST | Team members hosted a breakfast for 80 teachers and staff at MVHS for their Professional Development Day.



DELAWARE COUNTY PAY IT FORWARD | F&M Bank was proud to be a sponsor of the Delaware County Pay It Forward "Fun"drasier, which was held on November 25th and featured Not Quite Brothers.

REGENCY CLUB EVENTS

American Queen

The American Queen Regency trip was a huge success! The Regency Club travellers began in New Orleans, where they spent a wonderful day visiting The French Quarter, the Garden District, The World War II Museum, and Mardi Gras World, all while listening to some jazz and blues.

Once on board, the travelers spent the next few days floating along the Mississippi River, stopping at some wonderful locations. They were able to visit towns along the Delta region, view some beautiful plantation homes, and delve into the history of the region.

The group ended the trip in Memphis, where they visited Sun Studios and Graceland.



F&M BANKWIDE MEETING | Each Columbus Day, all seven F&M Bank branches in Iowa and Minnesota gather to learn, grow, and bond. This year we focused on future innovation, team building, and technology upgrades for the team and clients in 2024.

HAVE LUNCH WITH US | On a rainy day in September, F&M hosted our annual Have Lunch with Us appreciation event, serving about 550 people from the community.

At the event, F&M collected canned and non-perishable "Thanksgiving" foods, as well as cash donations, for the Delaware County Food Bank (pictured on the bottom right).

Thank you to Fareway and the Delaware County Beef Producers for the excellent meal!

