



FIRST BANK

OF MONTANA

DIVISION OF GLACIER BANK

2025

COMMUNITY IMPACT REPORT

Presented by the
First Bank of Montana CRA Committee

Division President Message



As we reflect on 2025, I am reminded of the long-standing commitment this bank has upheld for generations. For more than three decades, I've had the privilege of serving alongside a team that puts our communities first—through good years and hard ones—and that continuity is part of what defines First Bank of Montana. Our strength has always come from staying rooted in the places we serve, growing alongside our customers, and carrying forward the values that have guided this institution throughout its history.

This year's report highlights the meaningful work happening across our region: families building futures, local businesses expanding, and community organizations continuing to make a difference. From lending and donations to volunteer service and financial education, our efforts reflect the same commitment that has guided this bank for more than a century—neighbors helping neighbors.

I am especially grateful for our employees, many of whom have grown right alongside this institution. Their dedication, professionalism, and genuine care for our customers remain the foundation of everything we do. They represent the best of our communities, and I couldn't be more proud of the work they continue to do every day.

As we look ahead, our focus remains unchanged: to support steady growth, strong relationships, and the long-term well-being of the communities we serve. Thank you for your continued trust and partnership. It has been an honor to walk alongside you, and we look forward to all that we will accomplish together in the years ahead.

A handwritten signature in blue ink, appearing to read "John" or a similar name.

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BANK PURPOSE & LEADERSHIP

MISSION

Our mission is to provide the best banking service to every community we serve, building trust, fostering relationships, and delivering exceptional value to our customers

HOW WE DO IT

We are a family of banks whose unique local presence reflects the communities we serve, and we welcome the opportunity to grow and change as our customers and communities do the same.

OUR LEADERSHIP

Dean Comes, CEO, Division President

Megan Bartel, Chief Administrative Officer

Chad Robinson, Chief Credit Officer

Jim Lear, Chief Financial Officer

Marci Shaw, Human Resources Director

OUR ADVISORY BOARD

Greg Smith, Owner, Highland Storage, Lewistown

Russ Spika, CPA, Lewistown

Rob Reid, Owner, Ace Hardware, Chinook

Bill Evans, Agency Manager, District USDA Farm Service, Fort Benton

Tracy Golik, CFO, Century Companies, Inc, Lewistown

Mike Johnson, Retired Branch President, First Bank of Montana, Fairfield

Dean Comes, CEO, Division President, First Bank of Montana, Lewistown

Mitch Johnson, Retired Branch President, First Bank of Montana, Fairfield

Angela Dose, Chief Accounting Officer, Glacier Bancorp, Inc, Kalispell



WHERE WE SERVE



We proudly serve communities throughout Central, North Central and North Eastern Montana. Our area of stewardship is focused on the counties in which we have an operating branch as well as several surrounding counties. On an annual basis, we strategically plan our approach to help these communities grow through lending, donations, service and investments.

Branch	Address	County
Lewistown	224 West Main St, Lewistown	Fergus
Big Sandy	15 Johannes Ave, Big Sandy	Chouteau
Chester	11 East Adams, Chester	Liberty
Chinook	337 Indiana St, Chinook	Blaine
Choteau	201 Main Ave N, Choteau	Teton
Conrad	308 South Main St, Conrad	Pondera
Fairfield	321 Central Ave, Fairfield	Teton
Fort Benton	1502 Main St, Fort Benton	Chouteau
Plentywood	115 First Ave E, Plentywood	Sheridan
Vaughn	390 Post Ave, Vaughn	Cascade



First Bank of Montana is part of Glacier Bancorp, Inc., a regional bank holding company providing commercial banking services in 188 communities through 285 banking offices in Montana, Idaho, Utah, Washington, Wyoming, Colorado, Arizona, Nevada, and Texas.

LENDING IMPACT

\$443,367,039

1,575 Total Loans in 2025

Commercial

\$423,306,697
1,235 loans

Consumer

\$10,246,410
298 loans

Real Estate

\$9,813,932
42 loans

LENDERS WHO DID FLEXIBLE & INNOVATIVE LOANS

Commercial

FARM SERVICE AGENCY

Lyle Hodgskiss

MT BOARD OF INVESTMENTS

Lyle Hodgskiss

Consumer

CREDIT BUILDER

Julie Hartman
Julie Lenington
Karrie Crabtree
Krissy Ellsworth
Randi Pompei

Real Estate

FEDERAL HOUSING ADMIN. (FHA) MORTGAGE

Julie Hartman
Karrie Crabtree
Randi Pompei

USDA RURAL DEVELOPMENT

Randi Pompei

VA MORTGAGE

Karrie Crabtree

\$85,617,810
CRA Eligible

CRA (Community Reinvestment Act) loans are those that go towards helping community revitalization, stabilization, affordable housing, and community service. These efforts include helping businesses retain jobs and economic development in rural, underserved demographics.

SHOUT OUT TO OUR EMPLOYEES THAT DID CRA COMMUNITY DEVELOPMENT (CD) LOANS

LENDERS:

Amy Oakley
Bill McCoy
Chad Robinson
Chris Mattson
Craig Aus
Jessica Aberg

Karla Neibauer
Lyle Hodgskiss
Michael Van Voast
Monte Harrison
Morgan Moore
Orry Fruit

Shaud Schwarzbach
Sheila Berg
Todd Smith
Tom Donnelly

Andrea Mills
Ashlee Ophus
Brittany Janzen
Jenae Johns

CREDIT ANALYSTS:

Kylie Heilig
Mason Harrison
Phyllis Ritland
Ryan Vance

GIVING IMPACT

We succeed when our communities succeed. Giving back has always been part of who we are. Our employees serve as leaders and volunteers in local organizations, and we contribute thousands of dollars annually in donations and sponsorships. In 2025, we were proud to support organizations across Blaine, Cascade, Chouteau, Fergus, Garfield, Judith Basin, Liberty, Petroleum, Pondera, Sheridan, Teton, and Wheatland counties.

\$165,125
Total Donations in 2025

CRA Qualified
\$92,182

FBMT
Community Page



CRA QUALIFYING DONATION RECIPIENTS

- Bear Paw Development Corporation
- Big Sandy Food Bank
- Big Sandy Medical Service Foundation
- Big Sandy Rotary Club
- Big Sandy School District 2
- Boys and Girls Club of Lewistown
- Central Montana Community Cupboard Inc.
- Central Montana Foundation
- Chester Joplin Inverness Public Schools
- Chester Loaves Fishes Inc
- Chinook Food Pantry, Inc.
- Chinook Knights of Columbus
- Chinook Public Schools
- Chouteau Education Foundation
- Chouteau School District #1
- Conrad Community Education Foundation
- Conrad School District 10
- Fairfield Community Civic and Recreation, Inc.
- Fairfield Public Schools
- Fairfield Education and Community Association
- Fort Benton Community Improvement Association
- Glen-Wood Inc/Sheridan County Food Bank
- Grass Range Public Schools
- Hi-Line Community Center
- Hi-Line Pool & Recreation Foundation
- Hobson School District 25
- Lewistown Public Schools
- Lewistown Community Thanksgiving Dinner
- Montana Food Bank Network, Inc.
- Montana HomeOwnership Network, Inc -
dba NeighborWorks Montana
- Peace Place
- Plentywood Education and Alumni Foundation
- Plentywood School District 20
- Pondera Food Pantry Inc
- Promise686 Inc - Lewistown
- Sheridan Health Care Foundation
- Sun River Valley Food Bank
- Teton County Food Pantry, Inc.
- Tough Enough to Wear Pink Central Montana
- United Way of Cascade County
- Vaughn Public School

GIVING IMPACT CONTINUED



Each holiday season, First Bank of Montana proudly hosts its annual 12 Days of Christmas Food Drive, inviting community members to join in supporting those in need. During two weeks in December, customers and residents were encouraged to donate the top 12 most-needed items identified by ten local food banks serving communities near our branch locations.

Donations were collected in bank lobbies, and FBMT pledged to match every non-monetary contribution—doubling the impact for local food banks. Thanks to the generosity of our communities and the bank's matching commitment, an estimated value of \$14,978 was donated. These contributions help ensure that families in need have access to essential nourishment during the holiday season and beyond.

"This initiative reflects the true spirit of giving and demonstrates what we can accomplish when we come together," said Dean Comes, Bank President. "We are grateful to our customers and communities for making a meaningful difference."

The 12 Days of Christmas Food Drive is one of many ways FBMT works to strengthen the communities we serve.



Each July, First Bank of Montana proudly hosts its annual School Supply Giveaway at all ten branch locations, helping ensure students have the tools they need for a successful school year. Employees collaborate with teachers in each community to identify essential school supplies for rural and underserved areas.

To meet these needs, FBMT partners with local businesses to purchase supplies within each community. Employees at every branch then pack drawstring backpacks and personally distribute them to students who arrive to pick them up—creating a moment of excitement and anticipation for the new school year.

During the 2025 giveaway, 1,462 students in grades K through 6th received a backpack filled with necessary supplies. This initiative reflects the bank's commitment to supporting education and strengthening the communities we serve.

"This program is about more than school supplies—it's about giving every child the confidence to start the year prepared," said Dean Comes, President. "We are proud to partner with local businesses and educators to make this possible."



SERVICE IMPACT

Strengthening Our Communities Together

Across our footprint, FBMT teammates showed up—rolling up sleeves, pitching in, and leaving every place a little better than we found it.

From school supply drives to park refreshes and community cleanups, 2025 was a year of action. Our teams partnered with local organizations to meet real needs—one project, one hour, one smile at a time. The results speak for themselves.

School Supplies

TIME GIVEN BY EMPLOYEES TOWARD THE 2025 SCHOOL SUPPLY GIVEAWAY:

Alyssa Deighan	Craig Aus	Kim Dukart-Ramberg
Amanda deRosier	Dana Davis	Kylie Heilig
Amber Love Davis	Demra Brown	Linae Jensen
Amy Oakley	Diane Snapp	Lisa Banka
Andelyn Whitehead	Ethel Acord	Lisa Sanchez
Audrey Herr	Gloria Godfrey	Lori Burnham
Beth Fox	Heather Adkins	Nichole Brown
Bill McCoy	Heather Sand	Phyllis Ritland
Breanna McNary	Jenae Johns	Randi Pompei
Bree Ziolkowski	Jessica Aberg	Robin Moline
Calli Lear	Judith Sipe	Roxie Brenner-Mitchell
Chelsie Fox	Julia Diaz	Shaina Cecile
Cheryl Kaneshiro	Julie Hartman	Sheila Berg
Chris Lewis Fraser	Kaitlyn Gilmor	Sonja Dahlen
Christyna Miller	Karla Neibauer	Todd Smith
Claudia Bravo	KC Schnitzmeier	Tyree Schiefelbein

2,701
Service Hours

Total documented hours given in 2025

Organizations Served
125

Giving back to our Communities


Employees Who Served
93%

CRA Qualified Hours
671

Counties Impacted

- Blaine
- Cascade
- Chouteau
- Fergus
- Garfield
- Judith Basin
- Liberty
- Petroleum
- Pondera
- Sheridan
- Teton
- Wheatland

SERVICE IMPACT CONTINUED

10 Branches, One Purpose

On June 19, 2025, our branches united for a single, focused Day of Service. Teams fanned out across parks, food pantries, and community spaces—painting and planting, cleaning and organizing, and lending the kind of helping hand that turns good intentions into visible progress. The power of the day wasn't just in the hours; it was in the togetherness—neighbors helping neighbors, colleagues becoming teammates in service.



 **101** team members

 **10** branches

 **12** local organizations

 **85%** of our

workforce engaged

Small moments add up.

*The tools were simple—
brushes, gloves, and shovels.*

*The outcome was big—
cleaner spaces, and
stronger connections.*



SERVICE IMPACT CONTINUED

Community Wins - North Central Montana

BIG SANDY BRANCH – BIG SANDY HOMECOMING ALUMNI

Our volunteers helped set the stage for the three-day All-Class Reunion, welcoming graduates back to Big Sandy High School. From setup to final touches, the team made sure the celebration felt like home.



Quick Wins:

CHESTER BRANCH – LIBERTY COUNTY

Safety and pride, one stripe at a time. Volunteers repainted community parking areas, improving visibility and organization around key public spaces.

CHINOOK BRANCH – CHINOOK FOOD PANTRY

Freshly stocked and easy to navigate. Our team refreshed, organized, and improved the local pantry, supporting neighbors who count on this vital resource.

■ Event readiness that welcomed hundreds of alumni

■ Safer, clearer parking areas for residents and visitors

■ A more efficient pantry experience for families



SERVICE IMPACT CONTINUED

Greener Parks. Cleaner Spaces. Stronger Teams.

CHOTEAU BRANCH – CITY OF CHOTEAU

Volunteers refreshed community spaces—painting restrooms at the baseball fields, staining benches, bridges, and railings in the City Park. A thorough cleanup followed, leaving the area and pathways ready for teams, and visitors alike.



LEWISTOWN BRANCH – CITY OF LEWISTOWN

Across East Fork Reservoir and local parks, our team cleared and restored trails, tidied campsites, and brightened hockey warming huts with a fresh coat of paint. The result: a better experience for everyone who loves the outdoors.



LEWISTOWN SOCCER CLUB

At the fields, volunteers mowed the grounds, cleared rocks to improve playability, and planted trees—giving young athletes a safer, more welcoming place to play.



*When spaces look
cared for,
communities feel
cared for.*



SERVICE IMPACT CONTINUED

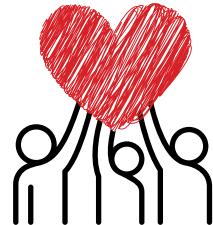
Hands On. Hearts In.

PLENTYWOOD BRANCH – GLEN-WOOD INC.

In Plentywood, volunteers sorted donations to keep the local thrift store running smoothly and the food bank ready to serve. It's practical work with immediate impact—keeping shelves stocked and support accessible.

CONRAD BRANCH – CONRAD LIONS CLUB

At the rodeo grounds, our team completed maintenance to keep the space safe and show-ready for community events. These updates protect a local tradition and ensure crowds can gather with confidence.



Impact Notes:

- Faster access to essentials for families
- Safer, better-maintained event spaces for year-round use



SERVICE IMPACT CONTINUED

Finishing Touches That Matter

FAIRFIELD & VAUGHN BRANCHES – FARM IN THE DELL, ROCKY MOUNTAIN FRONT

Volunteers stained the large perimeter fence at Farm in the Dell, helping protect the structure and uplift the space for a program that serves adults with developmental disabilities.

FORT BENTON BRANCH – COMMUNITY IMPROVEMENT PROJECTS

Volunteers refreshed community spaces by re-staining the city park's kitchen facility, planting trees at Signal Point Golf Course, and organizing kennels at the Dedman Foundation to create a cleaner, more welcoming environment for animals and visitors alike.



This year's impact was built project by project and person by person.

*Thank you to every volunteer who gave their time
and heart to lift up our communities.*

The work continues—and we're excited for what we'll build together next.

FINANCIAL LITERACY IMPACT

First Bank of Montana supports financial literacy by offering programs through multiple channels, including Financial Foundations by EverFi and the American Bankers Association's Teach Children to Save initiative. Each April, Teach Children to Save becomes a bank-wide effort, with employees visiting classrooms throughout our communities to share valuable lessons in saving and money management.

TIME GIVEN BY EMPLOYEES TOWARD HELPING SPREAD FINANCIAL LITERACY PROGRAMS:

Adam Tucker	Calli Lear	Gloria Godfrey	Karrie Crabtree	Lonnie Allaire	Samantha Dengel
Allesha Lear	Christyna Miller	Heather Sand	Kayla Buckalew	Miranda Pompei	Susy Wambach
Alyssa Kelly	Claudia Bravo	Jaelyn Lane	Kim Ramberg	Misty Davison	Tammie Lightner
Amanda deRosier	Dallas Balek	Jenae Johns	Krissy Ellsworth	Morgan Moore	
Amy Oakley	Dana Davis	Jessica Bahny-Huffman	Krista Wade	Orry Fruit	
Andrea Porch	Debby Vielleux	Julie Hartman	Kylie Heilig	Phyllis Ritland	
Ashley Gimbel	Devra Harris	Julie Lenington	Leslie Wadington	Richard Rabbiosi	
Audrey Herr	Diane Snapp	Kaitlyn Gilmor	Lisa Banka	Robin Moline	
Bonnie Landry	Ethel Acord	Karla Neibauer	Lisa Sanchez	Roxie Brenner-Mitchell	



FINANCIAL LITERACY

Financial Literacy for High Schools is an online program that allows local schools to enroll their classrooms in interactive lessons covering key financial concepts. When teachers participate in our EverFi program and their class completes the course, First Bank of Montana employees will visit the classroom—upon request—to celebrate with a pizza party and present a \$100 contribution to support classroom needs. Schools that participated in EverFi – Financial Literacy for High School during the 2024-2025 school year include:

- Augusta High School – Augusta, MT
- C M Russell High School – Great Falls, MT
- Choteau High School – Choteau, MT
- Dutton/Brady High School – Dutton, MT
- Fairfield High School – Fairfield, MT
- Garfield County Dist Middle/High School
- Great Falls High School – Great Falls, MT
- Harlowton High School - Harlowton, MT
- Hobson High School – Hobson, MT
- Paris Gibson Education Center – Great Falls, MT
- Roy High School – Roy, MT
- Simms High School



FINANCIAL LITERACY IMPACT

FRAUD SEMINARS

Each year, First Bank of Montana visits senior centers in the communities we serve to increase fraud awareness and help individuals protect themselves. During these sessions, we share information on common scams, how to recognize warning signs, and practical steps to safeguard personal information—empowering participants to make confident and secure financial decisions.

EMPLOYEES THAT ASSISTED WITH FRAUD SEMINARS:

Adam Tucker	Leslie Wadington
Allesha Lear	Luke Rittberger
Alyssa Deighan	Shelby Perri
Amanda deRosier	Susy Wambach
Calli Lear	Lonnie Allaire
Glenda Kolar	Jessica Bahny-Huffman
Gloria Godfrey	Judi Sipe



EMPLOYEE IMPACT

First Bank of Montana values continued learning and encourages employees to pursue banking-related education and training. We understand the time and financial commitment involved and are proud to support these efforts. By investing in growth, we strengthen our team and our future—together, we all succeed.

Continued growth by employees!

SUCCESSFUL SUPERVISOR COURSE

Adam Tucker	Julie Hartman
Brittany Janzen	Samantha Dengel
Jessica Bahny-Huffman	Todd Smith

PACIFIC COAST BANKING SCHOOL - UNIVERSITY OF WASHINGTON

Scott Kesler - Completed Year Two

TUITION REIMBURSEMENT PROGRAM

Amanda deRosier	Western Governor's University - Bachelor's in Business Administration
Heather Gruener	Western Governor's University - Bachelor's in Business Administration

Employee Anniversaries

5 YEARS:

Amber Schoenrock
Christyna Miller
Deb Miller
Joe Von Stein
Shaud Schwarzbach
Sonja Dahlen

10 YEARS:

Heather Sand
Kim Ramberg
Susy Wambach

15 YEARS:

Annie Meek
Chad Robinson

20 YEARS:

Chris Lewis Fraser

35 YEARS:

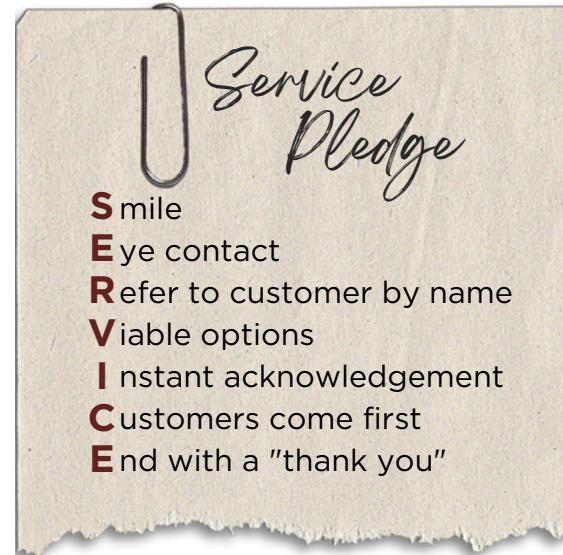
Debby Vieuex
Julie Lenington

40 YEARS:

Bill McCoy

45 YEARS:

Sheila Berg



EMPLOYEE IMPACT

In 2025, we launched initiatives to strengthen communication, collaboration, and connection across our team. These efforts include gathering feedback through culture surveys, sharing regular updates to keep everyone informed, encouraging open dialogue through one-on-one check-ins, and helping supervisors understand employee strengths and preferences. We also provide clear summaries of our strategic goals, organize activities that build camaraderie, and celebrate employees who exemplify exceptional service through our Service Excellence Awards. Together, these steps foster a positive work environment that empowers us to serve our customers and communities even better.

Service Excellence Awards

The Service Excellence Awards celebrate six outstanding employees, nominated by their peers for their unwavering dedication, exceptional performance, and commitment to delivering excellence in every interaction.



Brittany Janzen



Bonnie Landry



Amanda deRosier



Robin Moline

Nicole Allderdice

Tyree Schiefelbein

Excellence is not a skill, it's an attitude. Thank you to our awardees for setting the standard and inspiring us all.

OUR STORY

First Bank of Montana is proud to be a division of Glacier Bank, part of Glacier Bancorp, Inc. (GBCI)—a leading regional bank holding company headquartered in Kalispell, Montana.

Glacier Bancorp is a family of strong, community-focused banks serving individuals and businesses across the Western United States. Each division operates with local leadership and decision-making, ensuring deep roots in the communities we know best—while benefiting from the shared strength, resources, and expertise of a larger network.

This unique structure allows Glacier to combine the personal service of a hometown bank with the stability and capabilities of a top-tier financial institution. It's why the Glacier family has earned numerous awards for financial strength and soundness, consistently ranking among the top banks nationwide and receiving recognition from respected publications like *Forbes* and *Money*.

First Bank of Montana joined the Glacier family on October 1, 2006, a partnership that has empowered us to continue delivering the same friendly, personalized service our customers expect—now backed by the added resources and innovation of a much larger organization.

Together, we remain committed to helping our communities thrive.



A BIT ABOUT OUR GLACIER BANK FAMILY:

Glacier Bancorp, Inc. is a regional bank holding company providing commercial banking services in 188 communities through 285 banking offices in Montana, Idaho, Utah, Washington, Wyoming, Colorado, Arizona, Nevada, and Texas.

In 2022 we joined the Allpoint ATM network, giving our customers access to over 55,000 ATMs, surcharge fee and conveniently-located worldwide.

CORPORATE PROFILE

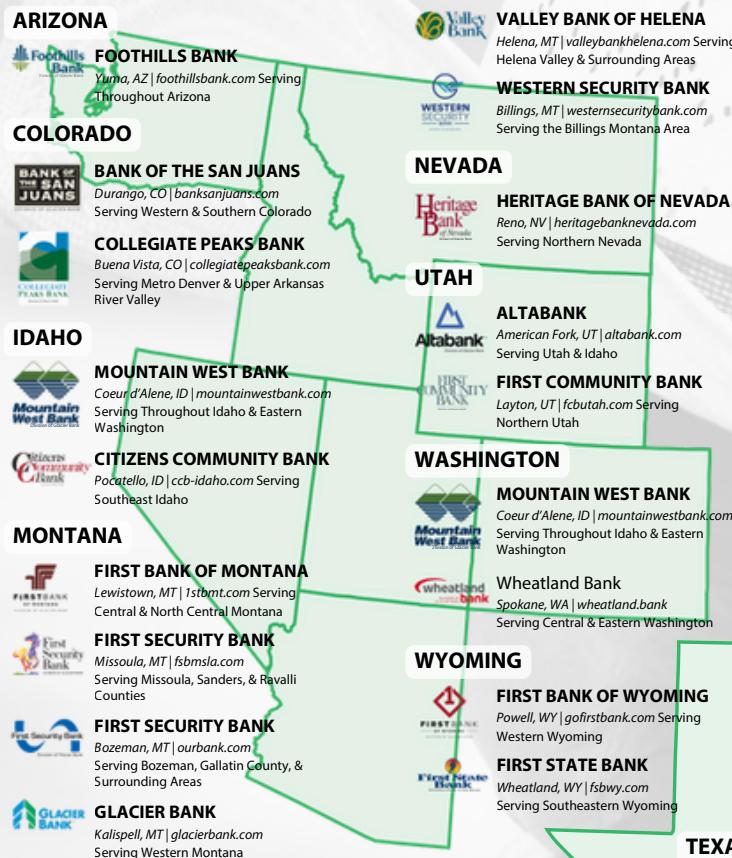
We offer a wide range of banking products and services, including transaction and savings deposits, commercial, consumer, and real estate loans, and mortgage origination services. We have total assets of \$29.0 billion and shareholder equity of \$3.6 billion.



Glacier Bancorp

THE NEXT CHAPTER

Our New Division Locations Map



Coming in 2026

GOOD GRADES PAY

We love celebrating student success. Great grades earn real rewards—and help build the bright futures our communities depend on.

Growing. Together.
Since 1924

**"COMING TOGETHER IS A BEGINNING;
KEEPING TOGETHER IS PROGRESS;
WORKING TOGETHER IS SUCCESS."**

~ HENRY FORD



www.1STBMT.com



LEWISTOWN | BIG SANDY | CHINOOK | CHESTER | CHOTEAU
CONRAD | FAIRFIELD | FORT BENTON | PLENTYWOOD | VAUGHN



SUPPORTING OUR COMMUNITIES



FIRST BANK

OF MONTANA

DIVISION OF GLACIER BANK

FOR OVER 100 YEARS!



Photo by: A. Love Davis