

Section 1: 10-K (10-K 12312017)

UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
WASHINGTON, D.C. 20549

FORM 10-K

- ANNUAL REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934 FOR THE FISCAL YEAR ENDED DECEMBER 31, 2017.
- TRANSITION REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934 FOR THE TRANSITION PERIOD FROM _____ TO _____.

Commission file number: 000-32987

UNITED SECURITY BANCSHARES

(Exact name of registrant as specified in its charter)

CALIFORNIA

(State or other jurisdiction of incorporation or organization)

91-2112732

(I.R.S. Employer Identification No.)

2126 Inyo Street, Fresno, California

(Address of principal executive offices)

93721

(Zip Code)

Registrant's telephone number, including area code (559) 248-4943

Securities registered pursuant to Section 12(b) of the Act: Common Stock, no par value on Nasdaq
(Title of Class)

Securities registered pursuant to Section 12(g) of the Act: NONE

Indicate by check mark whether the registrant is a well-known seasoned issuer, as defined in Rule 405 of the Securities Act.

Yes No

Indicate by check mark if the registrant is not required to file reports pursuant to Section 13 or Section 15(d) of the Securities Act.

Yes No

Indicate by check mark whether the registrant (1) has filed all reports required to be filed by Section 13 or 15(d) of the Securities Exchange Act of 1934 during the preceding 12 months (or for such shorter period that the registrant was required to file such reports), and (2) has been subject to such filing for the past 90 days.

Yes No

Indicate by check mark whether the registrant has submitted electronically and posted on its corporate Web site, if any, every

Interactive Data File required to be submitted and posted pursuant to Rule 405 of Regulation S-T (§232.405 of this chapter) during the preceding 12 months (or for such shorter period that the registrant was required to submit and post such files). Yes No

Indicate by check mark if disclosure of delinquent filers pursuant to item 405 of Regulation S-K is not contained herein, and will not be contained, to the best of the registrants knowledge, in the definitive proxy or information statements incorporated by reference in Part III of this form 10-K or any amendment to this Form 10-K.

Indicate by check mark whether the registrant is a large accelerated filer, an accelerated filer, a non-accelerated filer, a small reporting company, or an emerging growth company. See the definitions of "large accelerated filer," "accelerated filer," "smaller reporting company," and "emerging growth company" in Rule 12b-2 of the Exchange Act.

Large accelerated filer

Accelerated filer

Non-accelerated filer

Small reporting company

Emerging growth company

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act.

Aggregate market value of the Common Stock held by non-affiliates as of the last business day of the registrant's most recently completed second

fiscal quarter - June 30, 2017: \$119,569,297

Shares outstanding as of February 28, 2018: 16,885,615

DOCUMENTS INCORPORATED BY REFERENCE

Certain portions of the Definitive Proxy Statement for the 2018 Meeting of Part III, Items 10, 11, 12, 13 and 14 Shareholders is incorporated by reference into Part III.

Table of Contents

**UNITED SECURITY BANCSHARES
TABLE OF CONTENTS**

PART I:	
<u>Item 1 - Business</u>	<u>3</u>
<u>Item 1B – Unresolved Staff Comments</u>	<u>15</u>
<u>Item 2 - Properties</u>	<u>15</u>
<u>Item 3 - Legal Proceedings</u>	<u>16</u>
<u>Item 4 – Mine Safety Disclosures</u>	<u>16</u>
PART II:	
<u>Item 5 - Market for the Registrant's Common Equity, Related Stockholder Matters, and Issuer Purchases of Equity Securities</u>	<u>17</u>
<u>Item 7 - Management's Discussion and Analysis of Financial Condition and Results of Operations</u>	<u>18</u>
<u>Item 8 - Financial Statements and Supplementary Data</u>	<u>47</u>
<u>Item 9 - Changes in and Disagreements with Accountants on Accounting and Financial Disclosure</u>	<u>106</u>
<u>Item 9A – Controls and Procedures</u>	<u>106</u>
<u>Item 9B – Other Information</u>	<u>106</u>
PART III:	
<u>Item 10 – Directors, Executive Officers, and Corporate Governance</u>	<u>106</u>
<u>Item 11 - Executive Compensation</u>	<u>107</u>
<u>Item 12 - Security Ownership of Certain Beneficial Owners and Management and Related Stockholder Matters</u>	<u>107</u>
<u>Item 13 - Certain Relationships and Related Transactions, and Director Independence</u>	<u>107</u>
<u>Item 14 – Principal Accounting Fees and Services</u>	<u>107</u>
PART IV:	
<u>Item 15 – Exhibits and Financial Statement Schedules</u>	<u>108</u>

PART 1

Certain matters discussed or incorporated by reference in this Annual Report of Form 10-K including, but not limited to, those described in "Item 7 - Management's Discussion and Analysis of Financial Condition and Results of Operations", are forward-looking statements as defined under the Securities Litigation Reform Act of 1995 that are subject to risks and uncertainties that could cause actual results to differ materially from those projected in the forward-looking statements. Such risks and uncertainties include, among others, (1) competitive pressure in the banking industry increasing significantly; (2) changes in the interest rate environment which may reduce margins and devalue assets; (3) general economic conditions, either nationally or regionally, are less favorable than expected, resulting in, among other things, a deterioration in credit quality; (4) changes in the regulatory environment; (5) changes in business conditions and inflation; (6) changes in securities markets; (7) asset/liability matching risks and liquidity risks; (8) potential impairment of goodwill and other intangible assets; (9) loss of key personnel; and (10) operational interruptions including data processing systems failure and fraud. Therefore, the information set forth therein should be carefully considered when evaluating the business prospects of the Company.

Item 1 - Business

General

United Security Bancshares is a California corporation incorporated during March of 2001 and is registered with the Board of Governors of the Federal Reserve System as a bank holding company under the Bank Holding Company Act of 1956, as amended (the "BHCA"). The Company's stock is listed on NASDAQ under the symbol "UBFO." United Security Bank (the "Bank") was formed in 1987 and, on June 12, 2001, the Bank became the wholly-owned subsidiary of United Security Bancshares through a tax-free holding company reorganization, accounted for on a basis similar to the pooling of interest method. In the transaction, each share of Bank stock was exchanged for a share of United Security Bancshares stock on a one-to-one basis. References to the "Company" are references to United Security Bancshares and United Security Bank, on a consolidated basis. References to the "Bank" are to United Security Bank. References to the "Holding Company" are to United Security Bancshares only.

At present, the Company does not engage in any material business activities other than ownership of the Bank.

United Security Bank

The Bank is a California state-chartered bank headquartered in Fresno, California. It is also a member of the Federal Reserve System. The Bank originally commenced business on December 21, 1987, as a national bank. On February 3, 1999, the Bank converted into a California state-chartered bank after receiving all necessary regulatory and shareholder approvals. The Bank's operations are currently subject to federal and state laws applicable to state-chartered member banks, and its deposits are insured up to the applicable limits by the Federal Deposit Insurance Corporation (the "FDIC"). The Bank is also subject to the Federal Deposit Insurance Act ("FDIA") and regulatory reporting requirements of the FDIC. As a state-chartered member bank, the Bank is subject to supervision and regular examinations by the Board of Governors of the Federal Reserve System (the "FRB") and the California Department of Business Oversight (the "DBO"). In addition, the Bank is required to file reports with the FRB and provide such additional information as the FRB may require.

At December 31, 2017, the Bank operates three branches (including its main office), one construction lending office, and one financial services office in Fresno and one branch each, in Oakhurst, Caruthers, San Joaquin, Firebaugh, Coalinga, Bakersfield, Taft, and Campbell. The Bank has ATMs at all branch locations and off-site ATMs at eight different non-branch locations. In addition, the Company and Bank have administrative headquarters located at 2126 Inyo Street, Fresno, California, 93721.

USB Investment Trust Inc.

USB Investment Trust Inc. was incorporated effective December 31, 2001 as a special purpose real estate investment trust (REIT) under Maryland law. The REIT is a subsidiary of the Bank and was funded with \$133.0 million in real estate-secured loans contributed by the Bank. USB Investment Trust was originally formed to give the Bank flexibility in raising capital, and reduce the expenses associated with holding the assets contributed to USB Investment Trust. The REIT also provided state tax benefits beginning in 2002.

Table of Contents

USB Capital Trust II

During July 2007, the Company formed USB Capital Trust II, a wholly-owned special purpose entity, for the purpose of issuing Trust Preferred Securities. USB Capital Trust II is a Variable Interest Entity (VIE) and a deconsolidated entity pursuant current accounting standards related to variable interest entities. On July 23, 2007, USB Capital Trust II issued \$15 million in Trust Preferred securities. The securities have a thirty-year maturity and bear a floating rate of interest (repricing quarterly) of 1.29% over the three-month LIBOR rate. Interest is payable quarterly. Concurrent with the issuance of the Trust Preferred securities, USB Capital Trust II used the proceeds of the Trust Preferred securities offering to purchase a like amount of junior subordinated debentures of the Company. The Company pays interest on the junior subordinated debentures to USB Capital Trust II, which represents the sole source of dividend distributions to the holders of the Trust Preferred securities. Effective September 30, 2009 and beginning with the quarterly interest payment due October 1, 2009, the Company elected to defer interest payments on the Company's \$15.0 million of junior subordinated debentures relating to its trust preferred securities. The terms of the debentures and trust indentures allow for the Company to defer interest payments for up to 20 consecutive quarters without default or penalty. During the period that the interest deferrals were elected, the Company continued to record interest expense associated with the debentures. As of June 30, 2014, the Company ended the extension period, paid all accrued and unpaid interest, and is currently making quarterly interest payments. During 2015, \$3.0 million of the \$15.0 million principal balance of the subordinated debentures related to the trust preferred securities was purchased by the Bank and subsequently purchased by the Company. The Company redeemed the \$3.0 million in par value of the subordinated debentures, resulting in a remaining contractual principal balance of \$12.0 million at year-end 2015. The Company may redeem the junior subordinated debentures at any time at par.

The following discussion of the Company's services should be read in conjunction with "MANAGEMENT'S DISCUSSION AND ANALYSIS OF FINANCIAL CONDITION AND RESULTS OF OPERATIONS."

Bank Services

As a state-chartered commercial bank, United Security Bank offers a full range of commercial banking services primarily to the business and professional community and individuals located in Fresno, Madera, Kern, and Santa Clara Counties.

The Bank offers a wide range of deposit instruments including personal and business checking accounts and savings accounts, interest-bearing negotiable order of withdrawal (NOW) accounts, money market accounts and time certificates of deposit. Most of the Bank's deposits are comprised of accounts from individuals and from small and medium-sized business-related sources. Time deposits have provided a significant portion of the Bank's deposit base amounting to 9.43% and 15.22% of total deposits at December 31, 2017 and 2016, respectively. A portion of those time deposits are brokered deposits which are considered wholesale funding sources generally from out of the Bank's market area. Brokered deposits comprised 1.08% and 4.16% of total deposits at December 31, 2017 and 2016, respectively.

The Bank also engages in a full complement of lending activities, including real estate mortgage (50.93% of total loans at December 31, 2017), commercial and industrial (7.82% of total loans at December 31, 2017), real estate construction (20.45% of total loans at December 31, 2017), as well as agricultural (9.89% of total loans at December 31, 2017), and installment loans (10.91% of total loans at December 31, 2017). Approximately 71.30% of the Bank's loans are secured by real estate at December 31, 2017. A loan may be secured (in whole or in part) by real estate even though the purpose of the loan is not to facilitate the purchase or development of real estate. At December 31, 2017, the Bank had loans (net of unearned fees) outstanding of \$602,390,000, which represented approximately 87.60% of the Bank's total deposits and approximately 74.75% of its total assets.

Real estate mortgage loans are secured by deeds of trust primarily on commercial property. Repayment of real estate mortgage loans is generally from the cash flow of the borrower. Commercial and industrial loans have a high degree of industry diversification. Loans may be originated in the Company's market area, or participated with other financial institutions outside the Company's market area. A substantial portion of the Company's commercial and industrial loans are secured by accounts receivable, inventory, leases or other collateral. The remainder are unsecured. However, extensions of credit are predicated on the financial capacity of the borrower to repay. Repayment of commercial loans is generally from the cash flow of the borrower. Real estate construction loans consist of loans to residential contractors, which are secured by single-family residential properties. All real estate loans have established equity requirements. Repayment of real estate construction loans is generally from long-term mortgages with other lending institutions. Agricultural loans are generally secured by land, equipment, inventory and receivables. Repayment of agricultural loans is generally from the expected cash flow of the borrower.

Table of Contents

Although the Bank has a high concentration of commercial real estate loans, the Bank is not in the business of making residential mortgage loans to individuals. Residential mortgage loans totaled \$84,804,000, or 14.10% of the portfolio at December 31, 2017. The residential mortgage loan portfolio is primarily comprised of purchased residential mortgage pools. The Bank does not originate, or have in its loans portfolio, any subprime, Alt-A, or option adjustable rate loans. The Bank does originate interest-only loans which are generally revolving lines of credit to commercial and agricultural businesses or for real estate development where the borrowers business may be seasonal or cash flows may be restricted until the completion of the project. In addition, the Bank has restructured certain loans to allow the borrower to continue to perform on the loan under a troubled debt restructuring plan.

The Bank purchases loan participations from, and sells loan participations to, other financial institutions. The underwriting standards for loan participations or purchases are the same as non-participated loans, and are subject to the same limitations, collateral requirements, and borrower requirements. The Bank has reduced its level of loan participations over the past several years. Currently, the Bank holds no participation purchased loans. Loan participations sold comprised 1.3% and 0.7% of the total loan portfolio at December 31, 2017 and 2016, respectively. During the past year, participation lending activity has increased and currently the Company is participating in more participation sales.

In the normal course of business, the Bank makes various loan commitments and incurs certain contingent liabilities. Due to the nature of the business of the Bank's customers, there are no seasonal patterns or absolute predictability to the utilization of unused loan commitments; therefore, the Bank is unable to forecast the extent to which these commitments will be exercised within the current year. The Bank does not believe that any such utilization will constitute a material liquidity demand. The Company does however have collateralized and uncollateralized lines of credit which could be utilized if such loan commitments were to be exercised in excess of normal expectations.

In addition to the loan and deposit services discussed above, the Bank also offers a wide range of specialized services designed to attract and service the needs of commercial customers and account holders. These services include online banking, mobile banking, safe deposit boxes, ATM services, payroll direct deposit, cashier's checks, and cash management services. In addition, the Bank offers a variety of specialized financial services, including wealth management, employee benefit, insurance and loan products, as well as consulting services for a variety of clients. The Bank does not operate a trust department; however, it makes arrangements with its correspondent bank to offer trust services to its customers upon request. Most of the Bank's business originates within Fresno, Madera, Kern, and Santa Clara Counties. Neither the Bank's business nor liquidity are seasonal, and there has been no material effect upon the Bank's capital expenditures, earnings or competitive position as a result of federal, state or local environmental regulation.

Competition and Market Share

The banking business in California generally, and in the market area served by the Company specifically, is highly competitive with respect to both loans and deposits. The Company competes for loans and deposits with other commercial banks, savings and loan associations, money market funds, credit unions and other financial institutions, including a number that are substantially larger than the Company. The Company competes for loans and deposits by offering competitive interest rate and by seeking to provide a higher level of personal service than is generally offered by larger competitors. Regulatory restrictions on interstate bank branching and acquisitions and on banks providing a broader array of financial services, such as securities underwriting and dealing and insurance, have been reduced or eliminated. The availability of banking services over the Internet and on mobile devices continues to expand. Changes in laws and regulations governing the financial services industry cannot be predicted; however, past legislation has served to intensify the competitive environment. Many of the major commercial banks operating in the Company's market areas offer certain services such as trust and international banking services, which the Company does not offer directly. In addition, banks with larger capitalization have larger lending limits and are thereby able to serve larger customers.

The Company's primary market area at December 31, 2017 was located in Fresno, Madera, and Kern Counties, in which approximately 30 FDIC-insured financial institutions compete for business. Santa Clara County was added during February 2007, with the Legacy Bank acquisition, in which approximately 50 FDIC-insured financial institutions compete for business. The following table sets forth information regarding deposit market share and ranking by county as of June 30, 2017, which is the most current information available.

Table of Contents

	Rank	Share
Fresno County	8th	3.81%
Madera County	8th	5.64%
Kern County	14th	0.81%
Total of Fresno, Madera, Kern Counties	11th	2.78%
Santa Clara County	42nd	0.02%

Supervision and Regulation

Introduction

The Holding Company is a bank holding company within the meaning of the Bank Holding Company Act of 1956, as amended, and is registered with, and regulated and examined by, the Board of Governors of the Federal Reserve System, or FRB. In addition, the Bank is subject to extensive regulation and periodic examination, principally by the California Department of Business Oversight, or DBO, and, as a member bank, the FRB. The Federal Deposit Insurance Corporation, or FDIC, insures the Bank's deposits up to certain prescribed limits. The Holding Company is also subject to regulation by the Securities and Exchange Commission ("SEC") and to the disclosure and regulatory requirements of the Securities Act of 1933, as amended (the "Securities Act"), and the Securities Exchange Act of 1934, as amended (the "Exchange Act"), and through the listing of its common stock on NASDAQ it is subject to the listing standards and rules of NASDAQ.

Banking is a complex and highly regulated industry. The primary goals of banking rules and regulations are to maintain a safe and sound banking system, protect depositors and the FDIC's insurance fund, and facilitate the conduct of sound monetary policy. They are not intended for the benefit of shareholders of financial institutions. In furtherance of these goals, Congress and the states have created several largely autonomous regulatory agencies and enacted numerous laws that govern banks, bank holding companies and the financial services industry. Consequently, the growth and earnings performance of the Holding Company can be affected not only by management decisions and general economic conditions, but also by the requirements of applicable state and federal statutes, regulations and the policies of various governmental regulatory authorities.

From time to time, laws or regulations are enacted which have the effect of increasing the cost of doing business, limiting or expanding the scope of permissible activities, or changing the competitive balance between banks and other financial and non-financial institutions. Proposals to change the laws and regulations governing the operations of banks and bank holding companies are frequently made in Congress and by various bank and other regulatory agencies. Future changes in the laws, regulations or policies that impact the Holding Company and the Bank cannot necessarily be predicted, but they may have a material effect on the business and earnings of the Holding Company.

The following discussion of statutes and regulations is a summary and does not purport to be complete nor does it address all applicable statutes and regulations. This discussion is also qualified in its entirety by reference to the full text and to the implementation and enforcement of the statutes and regulations referred to in this discussion.

Dodd-Frank Wall Street Reform and Consumer Protection Act

On July 21, 2010, the Dodd-Frank Act was signed into law to effect a fundamental restructuring of federal banking regulation. Among the provisions of the Dodd-Frank Act that affect the Holding Company are the following:

- *Holding Company Capital Requirements.* The Dodd-Frank Act required the FRB to apply consolidated capital requirements to depository institution holding companies that are no less stringent than those currently applied to depository institutions. Under these standards, trust preferred securities are excluded from Tier 1 capital unless such securities were issued prior to May 19, 2010 by a bank holding company with less than \$15 billion in assets. The Dodd-Frank Act additionally requires capital requirements to be countercyclical so that the required amount of capital increases in times of economic expansion and decreases in times of economic contraction, consistent with safety and soundness.
- *Deposit Insurance.* The Dodd-Frank Act broadened the base for FDIC insurance assessments. Assessments are now based on the average consolidated total assets less tangible equity capital of a financial institution. The Dodd-Frank Act requires the FDIC to increase the reserve ratio of the Deposit Insurance Fund from 1.15% to 1.35% of insured deposits by 2020 and eliminates the requirement that the FDIC pay dividends to insured depository institutions when

Table of Contents

the reserve ratio exceeds certain thresholds.

- *Corporate Governance.* The Dodd-Frank Act required publicly traded companies, such as the Holding Company, to give stockholders a non-binding vote on executive compensation at their first annual meeting taking place six months after the date of enactment and at least every three years thereafter and on so-called "golden parachute" payments in connection with approvals of mergers and acquisitions unless previously voted on by shareholders and requires that national securities exchanges prohibit brokers from voting on this proposal. The SEC has also adopted regulations under the Dodd-Frank Act that require public companies to include the nominees of significant, long-term shareholders in their proxy materials, alongside the nominees of management if such shareholder owned at least 3 percent of the company's shares continuously for at least the prior three years. Additionally, the Dodd-Frank Act directed the federal banking regulators to promulgate rules prohibiting excessive compensation paid to executives of depository institutions and their holding companies with assets in excess of \$1.0 billion, regardless of whether the Holding Company is publicly traded or not.
- *Interstate Branching.* The Dodd-Frank Act authorized national and state banks to establish branches in other states to the same extent as a bank chartered by that state would be permitted to branch.
- *Limits on Derivatives.* The Dodd-Frank Act prohibited state-chartered banks from engaging in derivatives transactions unless the loans to one borrower limits of the state in which the bank is chartered takes into consideration credit exposure to derivatives transactions. For this purpose, derivative transaction includes any contract, agreement, swap, warrant, note or option that is based in whole or in part on the value of any interest in, or any quantitative measure or the occurrence of any event relating to, one or more commodities securities, currencies, interest or other rates, indices or other assets.
- *Transactions with Affiliates and Insiders.* The Dodd-Frank Act expanded the definition of "affiliate" for purposes of quantitative and qualitative limitations of Section 23A of the Federal Reserve Act to include mutual funds advised by a depository institution or its affiliates. The Dodd-Frank Act will apply Section 23A and Section 22(h) of the Federal Reserve Act (governing transactions with insiders) to derivative transactions, repurchase agreements and securities lending and borrowing transaction that create credit exposure to an affiliate or an insider. Any such transactions with affiliates must be fully secured. The current exemption from Section 23A for transactions with financial subsidiaries will be eliminated. The Dodd-Frank Act also prohibits an insured depository institution from purchasing an asset from or selling an asset to an insider unless the transaction is on market terms and, if representing more than 10% of capital, is approved in advance by the disinterested directors.
- *Consumer Financial Protection Bureau.* The Dodd-Frank Act created an independent federal agency called the Consumer Financial Protection Bureau (the "CFPB"), which has been granted broad rulemaking, supervisory and enforcement powers under various federal consumer financial protection laws, including the Equal Credit Opportunity Act, Truth in Lending Act, Real Estate Settlement Procedures Act, Fair Credit Reporting Act, Fair Debt Collection Practices Act, the Consumer Financial Privacy provisions of the Gramm-Leach-Bliley Act and certain other statutes. The CFPB has examination and primary enforcement authority with respect to depository institutions with \$10 billion or more in assets. Smaller institutions are subject to rules promulgated by the CFPB but are still examined and supervised by their federal banking regulators for consumer compliance purposes. The CFPB has authority to prevent unfair, deceptive or abusive practices in connection with the offering of consumer financial products. The Dodd-Frank Act authorized the CFPB to establish certain minimum standards for the origination of residential mortgages including a determination of the borrower's ability to repay. In addition, the Dodd-Frank Act allows borrowers to raise certain defenses to foreclosure if they receive any loan other than a "qualified mortgage" as defined by the CFPB. The Dodd-Frank Act permits states to adopt consumer protection laws and standards that are more stringent than those adopted at the federal level and, in certain circumstances, permits state attorneys general to enforce compliance with both the state and federal laws and regulations.
- *Final Volcker Rule.* In December 2013, the federal bank regulatory agencies adopted final rules that implement a part of the Dodd-Frank Act commonly referred to as the "Volcker Rule." Under these rules and subject to certain exceptions, banking entities, including the Holding Company and the Bank, will be restricted from engaging in activities that are considered proprietary trading and from sponsoring or investing in certain entities, including hedge or private equity funds that are considered "covered funds." These rules were originally scheduled to become effective on April 1, 2014; however certain provisions are subject to delayed effectiveness under rules promulgated by the FRB. At December 31, 2017, neither the Holding Company nor the Bank held any investment positions which were subject to the Volcker Rule. Therefore, while these new rules may require the Holding Company and/or the Bank to conduct certain internal analyses and reporting, we believe that the rules will not require any material changes in their

Table of Contents

respective operations or business.

The Dodd-Frank Act was enacted under the administration of former President Barack Obama and many of the rules and regulations implementing the provisions of the Dodd-Frank Act were enacted during that administration. The current administration under President Trump has sought to roll-back key pieces of the Dodd-Frank Act in an effort to loosen regulatory restrictions on financial institutions including, but not limited to, easing the “Volker Rule,” stress tests and other constraints on financial institutions. Federal banking regulators are currently seeking public input on revisions to key provisions of the Dodd-Frank Act and its implementing regulations in order to effectuate the current Administration’s initiatives of continued financial deregulation. In light of the current Administration’s continuing efforts in this regard, the Holding Company cannot predict which provisions of the Dodd-Frank Act will be repealed, put in to effect, delayed or enforced under the current Administration and, therefore, cannot predict the effect, if any, that the Dodd-Frank Act will have on the Holding Company’s future operations and financial condition.

The Holding Company

General. As a bank holding company, the Holding Company is subject to regulation by the FRB. According to FRB Policy, the Holding Company is expected to act as a source of financial strength for the Bank, to commit resources to support it in circumstances where the Holding Company might not otherwise do so. Under the BHCA, the Holding Company is subject to periodic examination by the FRB. The Holding Company is also required to file periodic reports of its operations and any additional information regarding its activities and those of its subsidiaries as may be required by the FRB.

Bank Holding Company Liquidity. The Holding Company is a legal entity, separate and distinct from the Bank. The Holding Company has the ability to raise capital on its own behalf or borrow from external sources. The Holding Company may also obtain additional funds from dividends paid by, and fees charged for services provided to, the Bank. However, regulatory constraints on the Bank may restrict or totally preclude the payment of dividends by the Bank to the Holding Company.

Transactions with Affiliates and Insiders. The Holding Company and any subsidiaries it may purchase or organize are deemed to be affiliates of the Bank within the meaning of Sections 23A and 23B of the Federal Reserve Act, and the FRB’s Regulation W. Under Sections 23A and 23B and Regulation W, loans by the Bank to affiliates, investments by them in affiliates’ stock, and taking affiliates’ stock as collateral for loans to any borrower is limited to 10% of the Bank’s capital, in the case of any one affiliate, and is limited to 20% of the Bank’s capital, in the case of all affiliates. In addition, transactions between the Bank and other affiliates must be on terms and conditions that are consistent with safe and sound banking practices, in particular, a bank and its subsidiaries generally may not purchase from an affiliate a low-quality asset, as defined in the Federal Reserve Act. These restrictions also prevent a bank holding company and its other affiliates from borrowing from a banking subsidiary of the bank holding company unless the loans are secured by marketable collateral of designated amounts.

The Holding Company and the Bank are also subject to certain restrictions with respect to engaging in the underwriting, public sale and distribution of securities.

The Federal Reserve Act and FRB Regulation O place limitations and conditions on loans or extensions of credit to a bank or bank holding company’s executive officers, directors and principal shareholders; any company controlled by any such executive officer, director or shareholder; or any political or campaign committee controlled by such executive officer, director or principal shareholder. Additionally, such loans or extensions of credit must comply with loan-to-one-borrower limits; require prior full board approval when aggregate extensions of credit to the person exceed specified amounts; must be made on substantially the same and follow credit-underwriting procedures no less stringent than those prevailing at the time for comparable transactions with non-insiders; must not involve more than the normal risk of repayment or present other unfavorable features; and must not exceed the bank’s unimpaired capital and unimpaired surplus in the aggregate.

Limitations on Business and Investment Activities. Under the BHCA, a bank holding company must obtain the FRB’s approval before: (i) directly or indirectly acquiring more than 5% ownership or control of any voting shares of another bank or bank holding company; (ii) acquiring all or substantially all of the assets of another bank; (iii) or merging or consolidating with another bank holding company.

The FRB may allow a bank holding company to acquire banks located in any state of the United States without regard to whether the acquisition is prohibited by the law of the state in which the target bank is located. In approving interstate acquisitions, however, the FRB must give effect to applicable state laws limiting the aggregate amount of deposits that may be held by the acquiring bank holding company and its insured depository institutions in the state in which the target bank is located, provided that those limits do not discriminate against out-of-state depository institutions or their holding companies, and state laws which require that the target bank have been in existence for a minimum period of time, not to exceed five years, before being acquired by an out-of-state bank holding company.

Table of Contents

In addition to owning or managing banks, bank holding companies may own subsidiaries engaged in certain businesses that the FRB has determined to be “so closely related to banking as to be a proper incident thereto.” The Holding Company, therefore, is permitted to engage in a variety of banking-related businesses.

Additionally, qualifying bank holding companies making an appropriate election to the FRB may engage in a full range of financial activities, including insurance, securities and merchant banking. The Holding Company has not elected to qualify for these financial services.

Federal law prohibits a bank holding company and any subsidiary banks from engaging in certain tie-in arrangements in connection with the extension of credit. Thus, for example, the Bank may not extend credit, lease or sell property, or furnish any services, or fix or vary the consideration for any of the foregoing on the condition that:

- the customer must obtain or provide some additional credit, property or services from or to the Bank other than a loan, discount, deposit or trust services;
- the customer must obtain or provide some additional credit, property or service from or to the Holding Company or any subsidiaries; or
- the customer must not obtain some other credit, property or services from competitors, except reasonable requirements to assure soundness of credit extended.

Capital Adequacy. Bank holding companies must maintain minimum levels of capital under the FRB’s risk-based capital adequacy guidelines. If capital falls below minimum guideline levels, a bank holding company, among other things, may be denied approval to acquire or establish additional banks or non-bank businesses.

The FRB’s risk-based capital adequacy guidelines, discussed in more detail below in the section entitled “Capital Standards,” assign various risk percentages to different categories of assets and capital is measured as a percentage of risk assets. Under the terms of the guidelines, bank holding companies are expected to meet capital adequacy guidelines based both on total risk assets and on total assets, without regard to risk weights.

The risk-based guidelines are minimum requirements. Higher capital levels will be required if warranted by the particular circumstances or risk profiles of individual organizations. For example, the FRB’s capital guidelines contemplate that additional capital may be required to take adequate account of, among other things, interest rate risk, or the risks posed by concentrations of credit, nontraditional activities or securities trading activities. Moreover, any banking organization experiencing or anticipating significant growth or expansion into new activities, particularly under the expanded powers under the Gramm-Leach-Bliley Act, would be expected to maintain capital ratios, including tangible capital positions, well above the minimum levels.

Limitations on Dividend Payments. As applicable to the Holding Company, California Corporations Code Section 500 provides that neither the Holding Company nor any of its subsidiaries shall make a distribution to the Holding Company’s shareholders unless the board of directors has determined in good faith that either:

- The amount of retained earnings of the Holding Company immediately prior to the distribution equals or exceeds the amount of the proposed distribution, or
- Immediately after the distribution, the value of the Holding Company’s assets would equal or exceed the sum of its total liabilities.

Additionally, the FRB’s policy regarding dividends provides that a bank holding company should not pay cash dividends exceeding its net income or which can only be funded in ways that weaken the bank holding company’s financial health, such as by borrowing. The FRB also possesses enforcement powers over bank holding companies and their non-bank subsidiaries to prevent or remedy actions that represent unsafe or unsound practices or violations of applicable statutes and regulations.

Securities Registration and Listing. The Holding Company’s common stock is registered with the SEC under the Exchange Act and, therefore, is subject to the information, proxy solicitation, insider trading, corporate governance, and other disclosure requirements and restrictions of the Exchange Act, as well as the Securities Act, both administered by the SEC. The Holding Company is required to file annual, quarterly and other current reports with the SEC. The SEC maintains an Internet site, <http://www.sec.gov>, at which the Holding Company’s filings with the SEC may be accessed. The Holding Company’s SEC filings are also available on its website at <http://investors.unitedsecuritybank.com/Docs>.

Table of Contents

The Holding Company's common stock is listed on NASDAQ and trades under the symbol "UBFO." As a company listed on NASDAQ, the Holding Company is subject to NASDAQ standards for listed companies. NASDAQ has also adopted corporate governance rules, which are intended to allow shareholders and investors to more easily and efficiently monitor the performance of companies and their directors.

The Bank

As a California state-chartered bank and a member of the Federal Reserve, the Bank is subject to regulation, supervision and regular examination by the FRB, and the DBO. The Bank is subject to California laws insofar as they are not preempted by federal banking law. Deposits of the Bank are insured by the FDIC up to the applicable limits in an amount up to \$250,000 per customer and, as such, the Bank is subject to the applicable provisions of the FDIA and the regulations of the FDIC. As a consequence of the extensive regulation of commercial banking activities in California and the United States, the Bank's business is particularly susceptible to changes in California and federal legislation and regulation, which may have the effect of increasing the cost of doing business, limiting permissible activities or increasing competition.

Various other requirements and restrictions under the laws of the United States and the State of California affect the operations of the Bank. Federal and California statutes and regulations relate to many aspects of the Bank's operations, including capital requirements and disclosure requirements to depositors and borrowers, requirements to maintain reserves against deposits, limitations on interest rates payable on deposits, loans, investments, and restrictions on borrowings and on payment of dividends. The DBO regulates the number and location of branch offices of a state-chartered bank, and may permit a bank to maintain branches only to the extent allowable under state law for state banks. California law presently permits a bank to locate a branch in any locality in the state. Additionally, California law exempts banks from California usury laws.

Capital Standards

In addition to the Dodd-Frank Act, the international oversight body of the Basel Committee on Banking Supervision, or Basel III, reached agreements that introduced a minimum common equity tier 1 capital requirement of 4.50 percent, along with a capital conservation buffer of 2.50 percent to bring total common equity capital requirements to 7.00 percent. The federal banking agencies issued final rules that implemented Basel III and certain other revisions to the Basel capital framework, as well as the minimum leverage and risk-based capital requirements of the Dodd Frank Act. Federal regulators periodically propose amendments to the risk-based capital guidelines and the related regulatory framework and consider changes to the capital standards that could significantly increase the amount of capital needed to meet applicable standards. The timing of adoption, ultimate form and effect of any such proposed amendments cannot be determined at this time.

The following are among the requirements that were phased in beginning January 1, 2015:

- An increase in the minimum Tier 1 capital ratio from 4.00% to 6.00% of risk-weighted assets;
- A new category and a required 4.50% of risk-weighted assets ratio is established for "common equity Tier 1" as a subset of Tier 1 capital limited to common equity;
- A minimum non-risk-based leverage ratio is set at 4.00% eliminating a 3.00% exception for higher rated banks;
- Changes in the permitted composition of Tier 1 capital to exclude trust preferred securities, mortgage servicing rights and certain deferred tax assets and include unrealized gains and losses on available for sale debt and equity securities;
- An additional capital conservation buffer of 2.5% of risk-weighted assets over each of the required capital ratios will be phased in beginning January 2016 at 0.625% of risk-weighted assets until fully implemented in January 2019. This conservation buffer level must be met to avoid limitations on the ability to pay dividends, repurchase shares or pay discretionary bonuses;
- The risk weights of certain assets for purposes of calculating the risk-based capital ratios are changed for high volatility commercial real estate acquisition, development and construction loans, certain past due non-residential mortgage loans and certain mortgage-backed and other securities exposures; and
- An additional "countercyclical capital buffer" is required for larger and more complex institutions.

As of December 31, 2017, the Company and the Bank were "well-capitalized" under these capital standards. The regulatory capital guidelines as well as the actual capitalization for the Bank and the Company as of December 31, 2017 are set forth

Table of Contents

under the section entitled “MANAGEMENT’S DISCUSSION AND ANALYSIS OF OPERATIONS - Regulatory Matters - Capital Adequacy.”

Liquidity Requirements

Historically, regulation and monitoring of bank and bank holding company liquidity has been addressed as a supervisory matter, both in the U.S. and internationally, without required formulaic measures. The Basel III framework requires banks and bank holding companies to measure their liquidity against specific liquidity tests that, although similar in some respects to liquidity measures historically applied by banks and regulators for management and supervisory purposes, going forward will be required by regulation. One test, referred to as the liquidity coverage ratio (“LCR”), is designed to ensure that the banking entity maintains an adequate level of unencumbered high-quality liquid assets equal to the entity’s expected net cash outflow for a 30-day time horizon (or, if greater, then 25% of its expected total cash outflow) under an acute liquidity stress scenario. The other test, referred to as the net stable funding ratio (“NSFR”), is designed to promote more medium- and long-term funding of the assets and activities of banking entities over a one-year time horizon. These requirements will incentivize banking entities to increase their holdings of U.S. Treasury securities and other sovereign debt as a component of assets and increase the use of long-term debt as a funding source.

In September 2014, the federal banking agencies approved final rules implementing the LCR for advanced approaches banking organizations (i.e., banking organizations with \$250 billion or more in total consolidated assets or \$10 billion or more in total on-balance sheet foreign exposure) and a modified version of the LCR for bank holding companies with at least \$50 billion in total consolidated assets that are not advanced approach banking organizations, neither of which apply to the Company or the Bank. On October 31, 2014, the Basel Committee on Banking Supervision issued its final standards for the NSFR, entitled “Basel III: The Net Stable Funding Ratio.” On May 3, 2016, the FRB issued a proposed requiring bank holding companies to maintain a minimum level of stable funding relative to the liquidity of their assets, derivatives, and commitments, over a one-year period and to publicly disclose information about their NSFR levels each quarter. However, this proposed rule would not apply to holding companies with less than \$50 billion in total consolidated assets and would not apply to community banks and, therefore, would not apply to the Company and the Bank.

Prompt Corrective Action

The Federal Deposit Insurance Corporation Improvement Act (“FDICIA”) requires each federal banking agency to take prompt corrective action to resolve the problems of insured depository institutions, including but not limited to those that fall below one or more prescribed minimum capital ratios. Pursuant to FDICIA, the FRB promulgated regulations defining the following five categories in which an insured depository institution will be placed, based on the level of its capital ratios:

Under the regulations, a bank shall be deemed to be:

- “well capitalized” if it has a total risk-based capital ratio of 10% or more, has a Tier 1 risk-based capital ratio of 6% or more, has a leverage capital ratio of 5% or more and is not subject to specified requirements to meet and maintain a specific capital level for any capital measure;
- “adequately capitalized” if it has a total risk-based capital ratio of 8% or more, a Tier 1 risk-based capital ratio of 4% or more and a leverage capital ratio of 4% or more (3% under certain circumstances) and does not meet the definition of “well capitalized”;
- “undercapitalized” if it has a total risk-based capital ratio that is less than 8%, a Tier 1 risk-based capital ratio that is less than 4%, or a leverage capital ratio that is less than 4% (3% under certain circumstances)
- “significantly undercapitalized” if it has a total risk-based capital ratio that is less than 6%, a Tier 1 risk-based capital ratio that is less than 3% or a leverage capital ratio that is less than 3%; and
- “critically undercapitalized” if it has a ratio of tangible equity to total assets that is equal to or less than 2%.

A bank’s category is determined solely for the purpose of applying prompt corrective action regulations, and the capital category may not constitute an accurate representation of the bank’s overall financial condition or prospects for other purposes.

While these benchmarks have not changed, due to market turbulence, the regulators have strongly encouraged and, in many instances, required, banks and bank holding companies to achieve and maintain higher ratios as a matter of safety and soundness.

Table of Contents

Banks are prohibited from paying dividends or management fees to controlling persons or entities if, after making the payment, the bank would be “undercapitalized,” that is, the bank fails to meet the required minimum level for any relevant capital measure. Asset growth and branching restrictions apply to “undercapitalized” banks. Banks classified as “undercapitalized” are required to submit acceptable capital plans guaranteed by its holding company, if any. Broad regulatory authority was granted with respect to “significantly undercapitalized” banks, including forced mergers, growth restrictions, ordering new elections for directors, forcing divestiture by its holding company, if any, requiring management changes and prohibiting the payment of bonuses to senior management. Even more severe restrictions are applicable to “critically undercapitalized” banks. Restrictions for these banks include the appointment of a receiver or conservator. All of the federal banking agencies have promulgated substantially similar regulations to implement this system of prompt corrective action.

A bank, based upon its capital levels, that is classified as “well capitalized,” “adequately capitalized” or “undercapitalized” may be treated as though it were in the next lower capital category if the appropriate federal banking agency, after notice and opportunity for a hearing, determines that an unsafe or unsound condition, or an unsafe or unsound practice, warrants such treatment. Further, a bank that otherwise meets the capital levels to be categorized as “well capitalized,” will be deemed to be “adequately capitalized,” if the bank is subject to a written agreement requiring that the bank maintain specific capital levels. At each successive lower capital category, an insured bank is subject to more restrictions. The federal banking agencies, however, may not treat an institution as “critically undercapitalized” unless its capital ratios actually warrant such treatment. In addition to measures taken under the prompt corrective action provisions, insured banks may be subject to potential enforcement actions by the federal banking agencies for unsafe or unsound practices in conducting their businesses or for violations of any law, rule, regulation or any condition imposed in writing by the agency or any written agreement with the agency. Enforcement actions may include the imposition of a conservator or receiver, the issuance of a cease-and-desist order that can be judicially enforced, the termination of insurance of deposits (in the case of a depository institution), the imposition of civil money penalties, the issuance of directives to increase capital, the issuance of formal and informal agreements, the issuance of removal and prohibition orders against institution-affiliated parties. The enforcement of such actions through injunctions or restraining orders may be based upon a judicial determination that the agency would be harmed if such equitable relief was not granted.

In addition to measures taken under the prompt corrective action provisions, commercial banking organizations, such as the Bank, may be subject to potential enforcement actions by the federal or state banking agencies for unsafe or unsound practices in conducting their businesses or for violations of any law, rule, regulation or any condition imposed in writing by the agency or any written agreement with the agency. Enforcement actions may include the imposition of a conservator or receiver, the issuance of a cease-and-desist order that can be judicially enforced, the termination of insurance for deposits (in the case of a depository institution), the imposition of civil money penalties, the issuance of directives to increase capital, the issuance of formal and informal agreements, the issuance of removal and prohibition orders against institution-affiliated parties. The enforcement of such actions through injunctions or restraining orders may be based upon a judicial determination that the agency would be harmed if such equitable relief was not granted.

Premiums for Deposit Insurance

The deposit insurance fund of the FDIC insures our customers’ deposits up to prescribed limits for each depositor. In October 2010, the FDIC under the Dodd-Frank Wall Street Reform and Consumer Protection Act (the “Dodd-Frank Act”) adopted a new restoration plan to ensure that the deposit insurance fund (the “DIF”) reserve ratio reaches 1.35% by September 30, 2020. At least semi-annually, the FDIC will update its loss and income projections for the DIF and, if needed, increase or decrease assessment rates. On February 7, 2011, the FDIC adopted a final rule modifying the risk-based assessment system from a domestic deposit base to a scorecard based assessment system, effective April 1, 2011. Effective as of April 1, 2011, the Bank was categorized as a small institution as the Bank has less than \$10 billion in assets. After potential adjustments related to unsecured debt and brokered deposit balances, the final total assessment rates range from 2.5 to 45 basis points. Initial base assessment rates for small institutions ranged from five to 35 basis points. Any material increase in assessments or the assessment rate could have a material adverse effect on our business, financial condition, results of operations or cash flows, depending on the amount of the increase. Furthermore, the FDIC is authorized to raise insurance premiums under certain circumstances.

The Federal Deposit Insurance Reform Act of 2005 (the “Reform Act”) increased the deposit insurance limit for certain retirement plan deposit accounts from \$100,000 to \$250,000 and the Dodd-Frank Act permanently raised the current standard maximum federal deposit insurance amount from \$100,000 to \$250,000 per qualified account.

The FDIC is authorized to terminate a depository institution’s deposit insurance upon a finding by the FDIC that the institution’s financial condition is unsafe or unsound or that the institution has engaged in unsafe or unsound practices or has

Table of Contents

violated any applicable rule, regulation, order or condition enacted or imposed by the institution's regulatory agency. The termination of deposit insurance would result in the forced closure of the Bank which would have a material adverse effect on the Company's business, financial condition and results of operations.

Federal Home Loan Bank System

The Bank is a member of the Federal Home Loan Bank of San Francisco (the "FHLB-SF"). Among other benefits, each Federal Home Loan Bank ("FHLB") serves as a reserve or central bank for its members within its assigned region. Each FHLB is financed primarily from the sale of consolidated obligations of the FHLB system. Each FHLB makes available loans or advances to its members in compliance with the policies and procedures established by the Board of Directors of the individual FHLB. The FHLB-SF utilizes a single class of stock with a par value of \$100 per share, which may be issued, exchanged, redeemed and repurchased only at par value. As an FHLB member, the Bank is required to own FHLB –SF capital stock in an amount equal to the greater of:

- a membership stock requirement with an initial cap of \$25 million (100% of "membership asset value" as defined), or
- an activity based stock requirement (based on percentage of outstanding advances).

The FHLB – SF capital stock is redeemable on five years written notice, subject to certain conditions. At December 31, 2017 the Bank owned 28,152 shares of the FHLB-SF capital stock.

Federal Reserve Bank

The FRB requires all depository institutions to maintain non-interest bearing reserves at specified levels against their transaction accounts and non-personal time deposits. At December 31, 2017, the Bank was in compliance with these requirements.

Effect of Governmental Policies and Recent Legislation

Impact of Monetary Policies

Banking has traditionally been a business that depends on rate differentials. In general, the difference between the interest earned on loans extended to the Company's customers and securities held in the Company's portfolio and the interest paid by the Company on its deposits and other borrowings comprise the major portion of the Company's earnings. The amounts of interest earned and paid are impacted by the volumes of interest-earning assets and interest-bearing liabilities and the interest rates, which rates are highly sensitive to many factors that are beyond the control of the Company. Accordingly, the earnings and growth of the Company are subject to the influence of domestic and foreign economic conditions, including, but not limited to, inflation, recession and unemployment.

The earnings and growth of the Company are also affected by the monetary and fiscal policies of the United States government and its agencies, particularly the FRB. The FRB implements national monetary policies (with objectives such as to curb inflation and combat recession) by its open market operations in United States Government securities, by adjusting the required level of reserves for financial institutions subject to reserve requirements, and by varying the discount rates applicable to borrowing by banks. The actions of the FRB in these areas influence the growth of bank loans, investments and deposits and also affect interest rates charged on loans and paid on deposits. The FRB's policies have had a significant effect on the operating results of commercial banks and are expected to continue to do so in the future. The nature and timing of any future changes in monetary policies are not predictable; however, the FRB has indicated its intention of slowing raising interest rates from their current historic lows.

In addition, adverse economic conditions could make a higher provision for loan losses a prudent course and could cause higher loan charge-offs, thus adversely affecting the Company's net income.

Consumer Protection Laws and Regulations

The banking regulatory agencies are focusing greater attention on compliance with consumer protection laws and their implementing regulations. Examination and enforcement have become more intense in nature, and insured institutions have been advised to monitor carefully compliance with such laws and regulations. The Company is subject to many federal and state consumer protection and privacy statutes and regulations, some of which are discussed below.

Table of Contents

The Community Reinvestment Act (the “CRA”) is intended to encourage insured depository institutions to help meet the credit needs of their communities. The CRA specifically directs the federal regulatory agencies, in examining insured depository institutions, to assess a bank’s record of helping meet the credit needs of its entire community, including low- and moderate-income neighborhoods, consistent with safe and sound banking practices. The CRA further requires the agencies to take a financial institution’s record of meeting its community credit needs into account when evaluating applications for, among other things, domestic branches, mergers or acquisitions, or holding company formations. The agencies use the CRA assessment factors in order to provide a rating to the financial institution. The ratings range from a high of “outstanding” to a low of “substantial noncompliance.” In its last examination for CRA compliance, as of March 2015, the Bank was rated “satisfactory.”

The Equal Credit Opportunity Act (the “ECOA”) generally prohibits discrimination in any credit transaction, whether for consumer or business purposes, on the basis of race, color, religion, national origin, sex, marital status, age (except in limited circumstances), receipt of income from public assistance programs, or good faith exercise of any rights under the Consumer Credit Protection Act.

The Truth in Lending Act (the “TILA”) is designed to ensure that credit terms are disclosed in a meaningful way so that consumers may compare credit terms more readily and knowledgeably. As a result of the TILA, all creditors must use the same credit terminology to express rates and payments, including the annual percentage rate, the finance charge, the amount financed, the total of payments and the payment schedule, among other things. As a result of Dodd Frank, Regulation Z promulgated under TILA includes new limits on loan originator compensation for all closed-end mortgages. These changes include, prohibiting certain payments to a mortgage broker or loan officer based on the transaction’s terms or conditions, prohibiting dual compensation, and prohibiting a mortgage broker or loan officer from “steering” consumers to transactions not in their interest, to increase mortgage broker or loan officer compensation.

The Fair Housing Act (the “FH Act”) regulates many practices, including making it unlawful for any lender to discriminate in its housing-related lending activities against any person because of race, color, religion, national origin, sex, handicap or familial status. A number of lending practices have been found by the courts to be, or may be considered, illegal under the FH Act, including some that are not specifically mentioned in the FH Act itself.

The Home Mortgage Disclosure Act (the “HMDA”), in response to public concern over credit shortages in certain urban neighborhoods, requires public disclosure of information that shows whether financial institutions are serving the housing credit needs of the neighborhoods and communities in which they are located. The HMDA also includes a “fair lending” aspect that requires the collection and disclosure of data about applicant and borrower characteristics as a way of identifying possible discriminatory lending patterns and enforcing anti-discrimination statutes.

The Right to Financial Privacy Act (the “RFPA”) imposes a new requirement for financial institutions to provide new privacy protections to consumers. Financial institutions must provide disclosures to consumers of its privacy policy, and state the rights of consumers to direct their financial institution not to share their nonpublic personal information with third parties.

Finally, the Real Estate Settlement Procedures Act (the “RESPA”) requires lenders to provide noncommercial borrowers with disclosures regarding the nature and cost of real estate settlements. Also, RESPA prohibits certain abusive practices, such as kickbacks, and places limitations on the amount of escrow accounts.

Penalties for noncompliance or violations under the above laws may include fines, reimbursement and other penalties. Due to heightened regulatory concern related to compliance with CRA, ECOA, TILA, FH Act, HMDA, RFPA and RESPA generally, the Company has incurred additional compliance costs and has expended additional funds for investments in its local communities.

Other Aspects of Banking Law

The Bank is also be subject to federal statutory and regulatory provisions covering, among other things, security procedures, management interlocks, funds availability and truth-in-savings. There are also a variety of federal statutes that regulate acquisitions of control and the formation of bank holding companies, and the activities beyond owning banks that are permissible.

Employees

At December 31, 2017, the Company employed 128 persons on a full-time equivalent basis. The Company believes its employee relations are excellent.

[Table of Contents](#)

Available Information

The Company files period reports and other reports under the Securities and Exchange Act of 1934 with the Securities and Exchange Commission (SEC). These reports, as well as the Company's Code of Ethics, are posted and are available at no cost on the Company's website at <http://www.unitedsecuritybank.com> as soon as reasonably practical after the Company files such reports with the SEC. The Company's periodic and other reports filed with the SEC are also available at the SEC's website (<http://www.sec.gov>).

Item 1B. - Unresolved Staff Comments

The Company had no unresolved staff comments at December 31, 2017.

Item 2 - Properties

The Bank's main bank branch is located at 2151 West Shaw Avenue, Fresno, California. The Company owns the building and leases the land under a sublease dated December 1, 1986, between Central Bank and USB. The current sublessor under the master ground lease is Bank of the West, which acquired the position through the purchase of Central Bank. The lessor under the ground lease (Master Lease) is Thomas F. Hinds. The lease was renewed on January 1, 2016 set to expire December 31, 2020. The Company has options to extend the term for three (3) additional periods of five (5) years under the same terms and conditions.

The Company leases the banking premises of approximately 6,450 square feet for its second of three Fresno branches at 7088 N. First St, Fresno, California., under a lease which commenced August 2005 and renewed July 2015 for a term of 10 years expiring July 2025. The facility provides space for the branch as well as the Real Estate Construction Department and the Indirect Consumer Lending Department. The branch was previously located at 1041 E. Shaw Avenue, Fresno, California, under a lease extension expiring February 28, 2005.

The Company leases the Oakhurst bank branch located at the Old Mill Village Shopping Center, 40074 Highway 49, Oakhurst, California. The branch facility consists of approximately 5,000 square feet. The original lease agreement was signed April 1999 for 15 years with two 5-year options to extend the lease. In April 2014, the Company exercised the first option which will be ending in April 2019.

The Company owns the Caruthers bank branch located at 13356 South Henderson, Caruthers, California, which consists of approximately 5,000 square feet of floor space.

The Company owns the San Joaquin bank branch facility located at 21574 Manning Avenue, San Joaquin, California. The bank branch is approximately 2,500 square feet.

The Company owns the Firebaugh bank branch located at 1067 O Street, Firebaugh, California. The premises are comprised of approximately 4,666 square feet of office space situated on land totaling approximately one-third of an acre.

The Company owns the Coalinga bank branch located at 145 East Durian, Coalinga, California. The office building has a total of 6,184 square feet of interior floor space situated on approximately 0.45 acres of land.

The Company leases the Convention Center bank branch located at 855 "M" Street, Suite 130, Fresno, California. Total space leased is approximately 4,520 square feet, and was occupied during March 2004. The fifteen-year lease expires in March 2019. There are no extension provisions.

The Company owns the Taft bank branch office premises located at 523 Cascade Place, Taft, California. The branch facility consist of approximately 9,200 square feet of office space.

The Company owns the Bakersfield bank branch facility located at 3404 Coffee Road, Bakersfield, California, which has approximately 6,130 square feet of office space located on 1.15 acres.

The Company leases the Campbell bank branch located at 1875 S. Bascom Ave., Suite 19, Campbell, California, which has approximately 2,984 square feet. The lease commenced on January 1, 2011 and expires on December 31, 2020.

Table of Contents

The Company owns its administrative headquarters at 2126 Inyo Street, Fresno, California and is occupied by the Company's administrative staff. The facility consists of approximately 21,400 square feet. A portion of the premises has been subleased to a third-party under a lease term which expires in March 2020 with a 5-year option for renewal.

The Company leases its financial services facility located at 5260 N. Palm Ave., Suite 215, Fresno, CA. The lease commenced on September 1, 2017 and expires on August 31, 2022.

The Company also has eight remote ATM locations leased from unrelated parties.

Item 3 - Legal Proceedings

From time to time, the Company is party to claims and legal proceedings arising in the ordinary course of business. At this time, the management of the Company is not aware of any material pending litigation proceedings to which it is a party or has recently been party to, which will have a material adverse effect on the financial condition or results of operations of the Company.

Item 4 – Mine Safety Disclosures

Not applicable

PART II**Item 5 - Market for the Registrant's Common Equity, Related Stockholder Matters, and Issuer Purchases of Equity Securities****Trading History**

The Company became a NASDAQ National Market listed company on May 31, 2001, then became a Global Select listed company during 2006, and trades under the symbol UBFO.

The Company currently has four market makers for its common stock. These include, Stone & Youngberg, LLC, Howe Barnes Hoeffler & Arnett, Sandler O'Neill & Partners, and Hill Thompson, Magid & Company. The Company is aware of two other securities dealers: Smith Barney and Dean Witter Reynolds Inc., which periodically act as brokers in the Company's stock.

On March 28, 2006, the Company announced a 2-for-1 stock split of the Company's no-par common stock payable May 1, 2006 effected in the form of a 100% stock dividend. Share information for all periods presented in this 10-K have been restated to reflect the effect of the stock split.

During the third quarter ended September 30, 2008 and the fourth quarter ended December 31, 2008, the Company declared 1% stock dividends. During each of the thirty-two consecutive quarters beginning March 31, 2009 through December 31, 2016, the Company again declared 1% stock dividends. Share information for all periods presented in this Form 10-K has been restated to reflect the effect of the 1% stock dividends.

The following table sets forth the high and low closing sales prices by quarter for the Company's common stock, for the years ended December 31, 2017 and 2016.

Quarter	Closing Prices		Volume
	High	Low	
4th Quarter 2017	\$ 11.10	\$ 9.20	1,339,681
3rd Quarter 2017	\$ 9.85	\$ 8.75	1,134,983
2nd Quarter 2017	\$ 9.85	\$ 7.05	2,668,596
1st Quarter 2017	\$ 8.12	\$ 7.13	541,529
4th Quarter 2016	\$ 8.10	\$ 6.10	752,732
3rd Quarter 2016	\$ 6.54	\$ 5.73	490,366
2nd Quarter 2016	\$ 6.44	\$ 4.92	1,031,090
1st Quarter 2016	\$ 5.30	\$ 4.65	756,080

At December 31, 2017, there were approximately 606 record holders of common stock of the Company. This does not reflect the number of persons or entities who hold their stock in nominee or street name through various brokerage firms.

Dividends

The Company's shareholders are entitled to dividends when and as declared by the Company's Board of Directors out of funds legally available therefore. Dividends paid to shareholders by the Company are subject to restrictions set forth in California General Corporation Law, which provides that a corporation may make a distribution to its shareholders if retained earnings immediately prior to the dividend payout are at least equal the amount of the proposed distribution. As a bank holding company without significant assets other than its equity position in the Bank, the Company's ability to pay dividends to its shareholders depends primarily upon dividends it receives from the Bank. Such dividends paid by the Bank to the Company are subject to certain limitations. See "Management's Discussion and Analysis of Financial and Results of Operations – Regulatory Matters".

The Company distributed a 1% stock dividend to shareholders on April 7, 2017, a \$0.05 cash dividend to shareholders on May 8, 2017 and July 7, 2017, and a \$0.07 cash dividend to shareholders on October 10, 2017. The Company distributed a 1% stock dividend to shareholders on January 15, 2016, April 15, 2016, July 18, 2016, and October 21, 2016.

Table of Contents

The amount and payment of dividends by the Company to shareholders are set by the Company's Board of Directors with numerous factors involved including the Company's earnings, financial condition and the need for capital for expanded growth and general economic conditions. No assurance can be given that cash or stock dividends will be paid in the future.

Securities Authorized for Issuance under Equity Compensation Plans

The following table sets forth securities authorized for issuance under equity compensation plans as for December 31, 2017.

Plan Category	Number of securities to be issued upon exercise of outstanding options, warrants and rights (column a)	Weighted-average exercise price of outstanding options, warrants and rights	Number of securities remaining available for future issuance under equity compensation plans (excluding securities reflected in column (a))
Equity compensation plans approved by security holders	94,601	(1) \$ 7.87	651,389
Equity compensation plans not approved by security holders	N/A	N/A	N/A
Total	94,601	\$ 7.87	651,389

(1) Under the United Security Bancshares 2015 Equity Incentive Award Plan (2015 Plan), the Company is authorized to issue restricted stock awards. Restricted stock awards are not included in the total in column (a). At December 31, 2017, there were 46,511 shares of restricted stock issued and outstanding.

A complete description of the above plans is included in Note 10 of the Company's Financial Statements, in Item 8 of this Annual Report on Form 10K, and is hereby incorporated by reference.

Purchases of Equity Securities by Affiliates and Associated Purchasers

On May 16, 2007, the Company announced a stock repurchase plan to repurchase, as conditions warrant, up to 846,127 shares of the Company's common stock on the open market or in privately negotiated transactions. The repurchase plan represents approximately 5.00% of the Company's currently outstanding common stock. The duration of the program is open-ended and the timing of purchases will depend on market conditions.

As of December 31, 2017, there were 732,556 shares available for repurchase. The Company did not repurchase any common shares during the years ended December 31, 2017 and 2016.

Item 7. Management's Discussion and Analysis of Financial Condition and Results of Operations

Overview

Certain matters discussed or incorporated by reference in this Annual Report on Form 10-K are forward-looking statements that are subject to risks and uncertainties that could cause actual results to differ materially from those projected in the forward-looking statements. Such risks and uncertainties include, but are not limited to, those described in Management's Discussion and Analysis of Financial Condition and Results of Operations. Such risks and uncertainties include, but are not limited to, the following factors: i) competitive pressures in the banking industry and changes in the regulatory environment; ii) exposure to changes in the interest rate environment and the resulting impact on the Company's interest rate sensitive assets and liabilities; iii) decline in the health of the economy nationally or regionally which could reduce the demand for loans or reduce the value of real estate collateral securing most of the Company's loans; iv) credit quality deterioration that could cause an increase in the for loan losses; v) Asset/Liability matching risks and liquidity risks; volatility and devaluation in the securities markets, vi) failure to comply with the regulatory agreement under which the Company is subject, vii) expected cost savings from recent acquisitions are not realized, viii) potential impairment of goodwill and other intangible assets, and ix) technology implementation problems and information security breaches. Therefore, the information set forth therein should be carefully considered when evaluating the business prospects of the Company.

[Table of Contents](#)

The Company

United Security Bancshares is a California corporation incorporated during March of 2001 and is registered with the Board of Governors of the Federal Reserve System as a bank holding company under the Bank Holding Company Act of 1956, as amended. United Security Bank is a wholly-owned bank subsidiary of the Company and was formed in 1987.

Current Trends Affecting Results of Operations and Financial Position

The Company's overall operations are impacted by a number of factors, including not only interest rates and margin spreads, which impact the results of operations, but also the composition of the Company's balance sheet. One of the primary strategic goals of the Company is to maintain a mix of assets that will generate a reasonable rate of return without undue risk, and to finance those assets with a low-cost and stable source of funds. Liquidity and capital resources must also be considered in the planning process to mitigate risk and allow for growth.

Since the Bank primarily conducts banking operations in California's Central Valley, its operations and cash flows are subject to changes in the economic condition of the Central Valley. Our business results are dependent in large part upon the business activity, population, income levels, deposits and real estate activity in the Central Valley, and declines in economic conditions can have adverse material effects upon the Bank.

The residential real estate markets in the five county region from Merced to Kern has strengthened since 2013 and that trend has continued into the fourth quarter of 2017. The severe declines in residential construction and home prices that began in 2008 have ended and home prices are now rising on a year-over-year basis. The sustained period of double-digit price declines from 2008–2011 adversely impacted the Company's operations and increased the levels of nonperforming assets, increased expenses related to foreclosed properties, and decreased profit margins. As the Company continues its business development and expansion efforts throughout its market areas, it will also maintain its commitment to the reduction of nonperforming assets and provision of options for borrowers experiencing difficulties. Those options include combinations of rate and term concessions, as well as forbearance agreements with borrowers. Median sales prices and housing start numbers improved in the five county region from Merced to Kern beginning in 2013.

The Company continues to emphasize relationship banking and core deposit growth, and has focused greater attention on its market area of Fresno, Madera, and Kern Counties, as well as Campbell, in Santa Clara County. The San Joaquin Valley and other California markets are exhibiting stronger demand for construction lending and commercial lending from small and medium size businesses, as commercial and residential real estate markets have shown improvements.

The Company continually evaluates its strategic business plan as economic and market factors change in its market area. Balance sheet management, enhancing revenue sources, and maintaining market share will continue to be of primary importance during 2018 and beyond. The previous pressure on net margins as interest rates hit historical lows may now be ending as interest rates are anticipated to rise slowly. As a result, market rates of interest and asset quality will continue to be important factors in the Company's ongoing strategic planning process.

Application of Critical Accounting Policies and Estimates

The Company's consolidated financial statements are prepared in accordance with generally accepted accounting principles and follow general practices within the banking industry. Application of these principles requires management to make estimates, assumptions, and judgments that affect the amounts reported in the financial statements and accompanying notes. These estimates, assumptions, and judgments are based on information available as of the date of the financial statements; accordingly, as this information changes, the financial statements could reflect different estimates, assumptions, and judgments. Certain policies inherently have a greater reliance on the use of estimates, assumptions, and judgments and as such have a greater possibility of producing results that could be materially different than originally reported. Estimates, assumptions, and judgments are necessary when assets and liabilities are required to be recorded at fair value, when a decline in the value of an asset not carried on the financial statements at fair value warrants an impairment write-down or valuation reserve to be established, or when an asset or liability needs to be recorded contingent upon a future event. Carrying assets and liabilities at fair value inherently may result in more financial statement volatility. The fair values and the information used to record valuation adjustments for certain assets and liabilities are based either on quoted market prices or are provided by other third-party sources, when available. When third-party information is not available, valuation adjustments are estimated using the Company's own assumptions in regard to the assumptions that market participants would use in pricing the asset or liability.

The most significant accounting policies followed by the Company are presented in Note 1 to the Company's consolidated financial statements included herein. These policies, along with the disclosures presented in the other financial statement notes and in this financial review, provide information on how significant assets and liabilities are valued in the financial statements and how those values are determined. Based on the valuation techniques used and the sensitivity of financial statement amounts to the methods, assumptions, and estimates underlying those amounts, management has identified the determination of the allowance for credit losses, other real estate owned through foreclosure, impairment of investment securities, revenue

Table of Contents

recognition, nonaccrual income recognition, fair value estimates on junior subordinated debt, valuation for deferred income taxes, and goodwill, to be accounting areas that require the most subjective or complex judgments, and as such could be most subject to revision as new information becomes available.

Allowance for Credit Losses

The allowance for credit losses represents management's estimate of probable credit losses inherent in the loan portfolio. Determining the amount of the allowance for credit losses is considered a critical accounting estimate because it requires significant judgment and the use of estimates related to the amount and timing of expected future cash flows on impaired loans, estimated losses on pools of homogeneous loans based on historical loss experience, and consideration of current economic trends and conditions, all of which may be susceptible to significant change. The loan portfolio also represents the largest asset type on the consolidated balance sheet. Note 1 to the consolidated financial statements describes the methodology used to determine the allowance for credit losses. A discussion of the factors driving changes in the amount of the allowance for credit losses is included in the Asset Quality and Allowance for Credit Losses section of this financial review.

Other Real Estate Owned

Real estate properties acquired through, or in lieu of, loan foreclosure are to be sold and are initially recorded at fair value of the property, less estimated costs to sell. The excess, if any, of the loan amount over the fair value of the collateral is charged to the allowance for credit losses. The determination of fair value is generally based upon pre-approved, external appraisals. Subsequent declines in the fair value of other real estate owned, along with related revenue and expenses from operations, are charged to noninterest expense. The fair market valuation of such properties is based upon estimates, and as such, is subject to change as circumstances in the Company's market area, or general economic trends, fluctuate.

Fair Value

Effective January 1, 2007, the Company adopted fair value option accounting standards choosing to apply the standards to its junior subordinated debt. The Company concurrently adopted the accounting standards related to fair value measurements. The accounting standards related to fair value measurements define how applicable assets and liabilities are to be valued, and requires expanded disclosures about financial instruments carried at fair value. The fair value measurement accounting standard establishes a hierarchical disclosure framework associated with the level of pricing observability utilized in measuring financial instruments at fair value. The degree of judgment utilized in measuring the fair value of financial instruments generally correlates to the level of pricing observability. Financial instruments with readily available active quoted prices or for which fair value can be measured from actively quoted prices generally will have a higher degree of pricing observability and a lesser degree of judgment utilized in measuring fair value. Conversely, financial instruments infrequently traded or not quoted in an active market will generally have little or no pricing observability and a higher degree of judgment utilized in measuring fair value. Pricing observability is impacted by a number of factors, including the type of financial instrument, whether the financial instrument is new to the market and not yet established and the characteristics specific to the transaction. Determining fair values under the accounting standards may include judgments related to measurement factors that may vary from actual transactions executed in the marketplace. For the years ended December 31, 2017 and 2016, the Company recorded fair value adjustments related to its junior subordinated debt totaling losses of \$882,000 and \$518,000, respectively. (See Notes 8 and 13 of the *Notes to Consolidated Financial Statements* for additional information about financial instruments carried at fair value.)

Income Taxes

Deferred income taxes are provided for the temporary differences between the financial reporting basis and the tax basis of the Company's assets and liabilities. Deferred taxes are measured using current tax rates applied to such taxable income in the years in which those temporary differences are expected to be recovered. If the Company's future income is not sufficient to apply the deferred tax assets within the tax years to which they may be applied, the deferred tax asset may not be realized and the Company's income will be reduced. The Company recorded no valuation allowance against its deferred tax assets at December 31, 2017 and 2016.

On January 1, 2007, the Company adopted accounting standards related to uncertainty in income taxes. The standard prescribes a recognition threshold and measurement attribute for the financial statement recognition and measurement of a tax position taken or expected to be taken in a tax return. Under the accounting standards, an entity should recognize the financial statement benefit of a tax position if it determines that it is *more likely than not* that the position will be sustained on examination. The term "more likely than not" means a likelihood of more than 50 percent. In assessing whether the more-

Table of Contents

likely-than-not criterion is met, the entity should assume that the tax position will be reviewed by the applicable taxing authority.

Pursuant to the accounting standards related to uncertainty in income taxes, the Company will continue to re-evaluate existing tax positions, as well as new positions as they arise. If the Company determines in the future that its tax positions are not “more likely than not” to be sustained (as defined) by taxing authorities, the Company may need to recognize additional tax liabilities.

On December 22, 2017, the Tax Cuts and Jobs Act of 2017, was signed into law, reducing the federal corporate tax rate to 21% from the existing maximum rate of 35%, effective January 1, 2018. As a result, The Company’s net deferred tax asset was revalued at the new lower tax rate as of December 31, 2017.

Impairment of Investment Securities

Investment securities are impaired when the amortized cost exceeds fair value. The Company evaluates investment securities for other-than-temporary impairment (“OTTI”) at least quarterly, and more frequently when economic or market conditions warrant such an evaluation. Management considers the extent and duration of the unrealized loss and assesses whether it intends to sell, or it is likely that it will be required to sell the security before the anticipated recovery. If the criteria regarding intent or requirement to sell is met, the entire difference between amortized cost and fair value is recognized as impairment through earnings.

For investment securities that do not meet the criteria regarding intent or requirement to sell, the Company compares the present value of the remaining cash flows as estimated at the preceding evaluation date to the current expected remaining cash flows to determine OTTI related to credit loss. The amount of OTTI related to credit loss is recognized in earnings, with the balance recognized in other comprehensive income.

Revenue Recognition

The Company’s primary sources of revenue are interest income from loans and investment securities. Interest income is generally recorded on an accrual basis, unless the collection of such income is not reasonably assured or cannot be reasonably estimated. Pursuant to accounting standards related to revenue recognition, nonrefundable fees and costs associated with originating or acquiring loans are recognized as a yield adjustment to the related loans by amortizing them into income over the term of the loan using a method which approximates the interest method. Other credit-related fees, such as standby letter of credit fees, loan placement fees and annual credit card fees are recognized as noninterest income during the period the related service is performed.

For loans placed on nonaccrual status, the accrued and unpaid interest receivable may be reversed at management’s discretion based upon management’s assessment of collectability, and interest is thereafter credited to principal to the extent necessary to eliminate doubt as to the collectability of the net carrying amount of the loan.

Results of Operations

On a year-to-date basis, the Company reported net income of \$8,640,000 or \$0.51 per share (\$0.51 diluted) for the year ended December 31, 2017, as compared to \$7,385,000 or \$0.44 per share (\$0.44 diluted) for the same period in 2016. The increase of \$1,255,000 between December 31, 2016 and December 31, 2017 is primarily the result of increases in interest-earning assets. Interest income increased by \$3,457,000 between December 31, 2016 and December 31, 2017. Non-interest income decreased by \$208,000.

The Company’s return on average assets was 1.07% for the year ended December 31, 2017, and 0.98% year ended December 31, 2016. The Company’s return on average equity was 8.63% for the year ended December 31, 2017, as compared to 7.86% for the year ended December 31, 2016.

As with variances in net income, changes in the return on average assets and average equity experienced by the Company during 2017 and 2016 were effected by increases in average loan balances and net interest income.

The following table sets forth certain selected financial data for the Bank for each of the years in the five-year periods ended December 31, 2017, and should be read in conjunction with the more detailed information and financial statements contained elsewhere herein (in thousands except per share data and ratios).

<i>(In thousands except per share data and ratios)</i>	2017	2016	2015	2014	2013
Selected Financial Ratios:					
Return on average assets	1.07%	0.98%	0.98%	0.93%	1.13%
Return on average shareholders' equity	8.63%	7.86%	7.88%	7.80%	10.09%
Average shareholders' equity to average assets	12.46%	12.43%	12.41%	11.88%	11.20%
Dividend payout ratio	33.21%	—%	—%	—%	—%

Net Interest Income

Net interest income, the most significant component of earnings, is the difference between the interest and fees received on earning assets and the interest paid on interest-bearing liabilities. Earning assets consist primarily of loans, and to a lesser extent, investments in securities issued by federal, state and local authorities, and corporations, as well as interest-bearing deposits and overnight investments in federal funds loaned to other financial institutions. These earning assets are funded by a combination of interest-bearing and noninterest-bearing liabilities, primarily customer deposits, and may include short-term and long-term borrowings.

Net interest income before provision for credit losses totaled \$31,200,000 for the year ended December 31, 2017, representing an increase of \$3,136,000, or 11.17%, when compared to the \$28,064,000 reported for the same period of the previous year. Although market rates of interest are at historically low levels, the Company's disciplined deposit pricing efforts have helped maintain adequate margins. The Company's net interest margin, as shown in Table 1, increased to 4.27% for the year ended December 31, 2017, when compared to 4.11% for the year ended December 31, 2016, and increased from 4.22% for the year ended December 31, 2015.

Table 1. – Distribution of Average Assets, Liabilities and Shareholders' Equity:

Interest rates and interest differentials

Years ended December 31, 2017, 2016, and 2015

[Table of Contents](#)

	2017			2016			2015		
<i>(Dollars in thousands)</i>	Average Balance	Interest	Yield/Rate	Average Balance	Interest	Yield/Rate	Average Balance	Interest	Yield/Rate
Assets:									
Interest-earning assets:									
Loans and leases (1)	\$ 569,079	\$ 30,817	5.42%	\$ 540,777	\$ 28,182	5.21%	\$493,375	26,469	5.36%
Investment Securities – taxable	52,513	901	1.72%	49,612	825	1.66%	40,616	722	1.78%
Interest-bearing deposits in other banks	644	5	0.78%	1,517	8	0.53%	1,525	6	0.39%
Interest-bearing deposits in FRB	108,218	1,207	1.12%	90,393	458	0.51%	83,709	213	0.25%
Total interest-earning assets	730,454	\$ 32,930	4.51%	682,299	\$ 29,473	4.32%	619,225	27,410	4.43%
Allowance for credit losses	(9,067)			(9,311)			(11,357)		
Noninterest-earning assets:									
Cash and due from banks	22,225			21,886			22,279		
Premises and equipment, net	10,613			10,497			11,174		
Accrued interest receivable	4,594			2,568			1,601		
Other real estate owned	5,998			9,100			13,466		
Other assets	39,313			36,658			40,086		
Total average assets	\$ 804,130			\$ 753,697			\$ 696,474		
Liabilities and Shareholders' Equity:									
Interest-bearing liabilities:									
NOW accounts	\$ 87,867	\$ 117	0.13%	\$ 85,357	\$ 111	0.13%	\$ 79,977	108	0.14%
Money market accounts	154,629	703	0.45%	148,911	567	0.38%	139,220	461	0.33%
Savings accounts	79,202	183	0.23%	67,590	145	0.21%	62,163	159	0.26%
Time deposits	76,856	423	0.55%	73,680	344	0.47%	74,193	328	0.44%
Junior subordinated debentures	9,211	304	3.30%	8,058	242	3.00%	9,410	225	2.39%
Total interest-bearing liabilities	407,765	\$ 1,730	0.42%	383,596	\$ 1,409	0.37%	364,963	\$ 1,281	0.35%
Noninterest-bearing liabilities:									
Noninterest-bearing checking	289,334			268,712			237,034		
Accrued interest payable	102			81			73		
Other liabilities	6,769			7,592			8,005		
Total average liabilities	703,970			659,981			610,075		
Total average shareholders' equity	100,160			93,716			86,399		

Total average liabilities and shareholders' equity	<u>\$ 804,130</u>	<u>\$ 753,697</u>	<u>\$ 696,474</u>
Interest income as a percentage of average earning assets	4.51%	4.32%	4.43%
Interest expense as a percentage of average earning assets	<u>0.24%</u>	<u>0.21%</u>	<u>0.21%</u>
Net interest margin	<u>4.27%</u>	<u>4.11%</u>	<u>4.22%</u>

(1) Loan amounts include nonaccrual loans, but the related interest income has been included only if collected for the period prior to the loan being placed on a nonaccrual basis. Loan interest income includes loan costs of approximately \$537 for the year ended December 31, 2017, loan costs of approximately \$163 for the year ended December 31, 2016, and loan fees of \$163 for the year ended December 31, 2015.

The prime rate rose from 3.75% to 4.50% during 2017 and is expected to see further increases during 2018. These increases will affect rates for both loans and customer deposits, both of which are likely to increase as the prime rate increases.

[Table of Contents](#)

Both the Company's net interest income and net interest margin are affected by changes in the amount and mix of interest-earning assets and interest-bearing liabilities, referred to as "volume change." Both are also affected by changes in yields on interest-earning assets and rates paid on interest-bearing liabilities, referred to as "rate change." The following table sets forth the changes in interest income and interest expense for each major category of interest-earning asset and interest-bearing liability, and the amount of change attributable to volume and rate changes for the years indicated. Changes in interest income and expense, which are not attributable specifically to either rate or volume, are allocated proportionately between the two variances based on the absolute dollar amounts of the change in each.

Table 2. Rate and Volume Analysis

<i>(In thousands)</i>	2017 compared to 2016			2016 compared to 2015		
	Total	Rate	Volume	Total	Rate	Volume
Increase (decrease) in interest income:						
Loans	\$ 2,635	\$ 1,216	1,419	\$ 1,713	\$ (774)	2,487
Investment securities	76	30	46	103	(49)	152
Interest-bearing deposits in other banks	(3)	5	(8)	(205)	(205)	—
Interest-bearing deposits in FRB	749	535	214	452	418	34
Total interest income	3,457	1,786	1,671	2,063	(610)	2,673
Increase (decrease) in interest expense:						
Interest-bearing demand accounts	142	118	24	109	68	41
Savings accounts	38	12	26	(14)	(27)	13
Time deposits	79	64	15	16	18	(2)
Subordinated debentures	62	26	36	17	52	(35)
Total interest expense	321	220	101	128	111	17
Increase (decrease) in net interest income	\$ 3,136	\$ 1,566	1,570	\$ 1,935	\$ (721)	2,656

The net interest margin rose in 2017 due to increase in loan portfolio yields, yields of overnight investments with the Federal Reserve Bank, and investment securities yields. The Company has successfully sought to mitigate the low interest rate environment with loan floors included in new and renewed loans when practical. Loans yielded 5.42% during the year ended December 31, 2017, as compared to 5.21% and 5.36% for the years ended December 31, 2016 and 2015, respectively. For the year ended December 31, 2017, total interest income increased approximately \$3,457,000, or 11.73%, as compared to the year ended December 31, 2016, reflective of an increase of \$2,635,000 in loan interest income. Average interest-earning assets increased approximately \$48,155,000 between 2017 and 2016 and the rate on interest-earning assets increased 19 basis points during the two periods. The increase in average earning assets between 2017 and 2016 consisted of increases of \$28,302,000 in loans, increases of \$17,825,000 in interest-bearing deposits held at the Federal Reserve Bank, and increases of \$2,901,000 in investment securities. Average interest-earning assets increased approximately \$63,074,000 between 2016 and 2015 and the rate on interest earning assets decreased 11 basis points during the two periods. The average rates on loans decreased 15 basis points between the two periods, and the average rate on investment securities decreased approximately 12 basis points during the year ended December 31, 2016, as compared to the same period of 2015. The rate on interest earning assets decreased during the year ended December 31, 2016 due to decreases in loan and overnight deposit yields.

For the year ended December 31, 2017, total interest expense increased approximately \$321,000, or 22.78%, as compared to the year ended December 31, 2016. Between those two periods, average interest-bearing liabilities increased by \$24,169,000, and the average rates paid on these liabilities increased by 5 basis points. CDARs reciprocal deposits, which are preferred by some depositors, have decreased from \$10.8 million to \$7.4 million.

The following table summarizes the year-to-date averages of the components of interest-earning assets as a percentage of total interest earning assets, and the components of interest-bearing liabilities as a percentage of total interest-bearing liabilities:

[Table of Contents](#)

	YTD Average 12/31/17	YTD Average 12/31/16	YTD Average 12/31/15
Loans	77.91%	79.26%	79.68%
Investment securities available for sale	7.18%	7.27%	6.56%
Interest-bearing deposits in other banks	0.09%	0.22%	0.25%
Interest-bearing deposits in FRB	14.82%	13.25%	13.51%
Total earning assets	100.00%	100.00%	100.00%
NOW accounts	21.55%	22.25%	21.91%
Money market accounts	37.92%	38.82%	38.15%
Savings accounts	19.42%	17.62%	17.03%
Time deposits	18.85%	19.21%	20.33%
Subordinated debentures	2.26%	2.10%	2.58%
Total interest-bearing liabilities	100.00%	100.00%	100.00%

Provision for Credit Losses

Provisions for credit losses are determined on the basis of management's periodic credit review of the loan portfolio, consideration of past loan loss experience, current and future economic conditions, and other pertinent factors. Such factors consider the allowance for credit losses to be adequate when it covers estimated losses inherent in the loan portfolio. Based on the condition of the loan portfolio, management believes the allowance is sufficient to cover risk elements in the loan portfolio.

For the year ended December 31, 2017, the provision to the allowance for credit losses totaled \$24,000. The recovery of provision for the year ended December 31, 2016 totaled \$21,000. The recovery of provision for the year ended December 31, 2015 totaled \$41,000.

The allowance for credit losses decreased to 1.54% of total loans during the year ended December 31, 2017, as compared to 1.56% at December 31, 2016, and 1.88% at December 31, 2015. The negative loan loss provisions recorded during 2015 and 2016, and the provision of \$24,000 recorded during 2017, are a result of continuing improvements in the overall credit quality of the loan portfolio, overall improvements in economic conditions over the recent years, and improvements in loans collateral property values. For further discussion, refer to Item 7 – Management's Discussion and Analysis of Financial Condition and Results of Operations – Asset Quality and Allowance for Credit Losses.

Noninterest Income

The following table summarizes significant components of noninterest income for the years indicated and the net changes between those years:

(In thousands)	2017	% of Total	2016	% of Total	2015	% of Total
Customer service fees	\$ 3,851	89.43 %	\$ 3,792	84.01 %	\$ 3,620	76.45 %
Increase in cash surrender value of BOLI/COLI	534	12.40 %	530	11.74 %	\$ 519	10.96 %
Loss on fair value option of financial liabilities	(882)	(20.48)%	(518)	(11.48)%	\$ (73)	(1.54)%
Gain on sale of other assets	73	1.70 %	—	0.00 %	\$ 10	0.21 %
Gain on redemption of junior subordinated debenture	—	0.00 %	—	0.00 %	\$ 78	1.65 %
Gain (loss) on other investments	3	0.07 %	—	0.00 %	\$ (23)	(0.49)%
Other	727	16.88 %	710	15.73 %	\$ 604	12.76 %
Total	\$ 4,306	100.00 %	\$ 4,514	100.00 %	\$ 4,735	100.00 %

Noninterest income consists primarily of fees and commissions earned on services that are provided to the Company's banking customers and, to a lesser extent, gains on sales of Company assets and other miscellaneous income.

Table of Contents

Noninterest income for the year ended December 31, 2017 decreased \$208,000 or 4.61% when compared to the same period of 2016. Customer service fees, the primary component of noninterest income, increased \$59,000 or 1.56% between the two periods presented. The decrease in noninterest income of \$208,000 between the two periods is the result of a loss on the fair value of a liability of \$882,000 during 2017 as compared to a loss of \$518,000 during 2016, partially offset by the increase in customer services fees. The change in the fair value of financial liability was primarily caused by fluctuations in the LIBOR yield curve. The cost of the Company's subordinated debentures issued by USB Capital Trust II has remained low in concert with market rates over the last three or four years. With pricing at 3-month-LIBOR plus 129 basis points, the effective cost of the subordinated debt was 3.20% and 2.29% at December 31, 2017 and 2016, respectively.

Noninterest income for the year ended December 31, 2016, decreased \$221,000 or 4.67% when compared to the same period of 2015. Customer service fees increased \$172,000 or 4.75% between the two periods. The decrease in noninterest income of \$221,000 is the result of a loss on the fair value of a liability of \$518,000 during 2016 as compared to a loss of \$73,000 during 2015, partially offset by increases in customer service fees.

Noninterest Expense

The following table sets forth the components of total noninterest expense in dollars and as a percentage of average earning assets for the years ended December 31, 2017, 2016, and 2015:

<i>(Dollars in thousands)</i>	2017		2016		2015	
	Amount	% of Average Earning Assets	Amount	% of Average Earning Assets	Amount	% of Average Earning Assets
Salaries and employee benefits	\$ 10,821	1.48 %	\$ 10,628	1.56%	\$ 9,921	1.60%
Occupancy expense	4,254	0.58 %	4,222	0.62%	4,042	0.65%
Data processing	119	0.02 %	148	0.02%	126	0.02%
Professional fees	1,433	0.20 %	1,493	0.22%	1,137	0.18%
FDIC/DFI assessments	391	0.05 %	767	0.11%	959	0.15%
Directors fees	289	0.04 %	284	0.04%	277	0.04%
Correspondent bank service charges	—	— %	—	—%	—	—%
Loss on CA Tax Credit Partnership	109	0.01 %	158	0.02%	73	0.01%
Net (gain) cost on operation and sale of OREO	(150)	(0.02)%	263	0.04%	619	0.10%
Other	2,537	0.35 %	2,382	0.35%	2,444	0.39%
Total	\$ 19,803	2.71 %	\$ 20,345	2.98%	\$ 19,598	3.14%

Noninterest expense decreased \$542,000 or 2.66% between the years ended December 31, 2017 and 2016. The net decrease in noninterest expense between the comparative periods is primarily the result of decreases in net cost on operation and sale of OREO and regulatory assessments, partially offset by increases in salaries. Noninterest expense increased \$747,000 between the years ended December 31, 2016 and 2015, due to increases in salaries and employee benefits and occupancy expense, partially offset by a decreases in regulatory assessments and the net cost on operation and sale of OREO.

Included in net costs on operations of OREO for the years ended December 31, 2017 and 2016, are gains on the sale of OREO totaling \$336,000 and \$37,000, respectively, and OREO operating expenses totaling \$186,000 and \$300,000, respectively. There were no impairment losses on OREO recorded during the years ended 2016 and 2017.

During the years ended December 31, 2017 and 2016, the Company recognized stock-based compensation expense of \$97,000 and \$26,000 (less than \$0.01 per share basic and diluted), respectively. This expense is included in noninterest expense under salaries and employee benefits. If new stock options or units are issued, or existing options fail to vest due, for example, to forfeiture, actual stock-based compensation expense in future periods will change.

Income Taxes

The Company's income tax expense is impacted to some degree by permanent taxable differences between income reported for book purposes and income reported for tax purposes, as well as certain tax credits which are not reflected in the Company's

Table of Contents

pretax income or loss shown in the statements of operations and comprehensive income. As pretax income or loss amounts become smaller, the impact of these differences become more significant and are reflected as variances in the Company's effective tax rate for the periods presented. In general, the permanent differences and tax credits affecting tax expense have a positive impact and tend to reduce the effective tax rates shown in the Company's statements of operations and comprehensive income. As of December 31, 2017 the effective tax rate rose to 45%, from 40% as a result of the 2017 Tax Cuts and Jobs Act. As a result of this rate change the Company's net deferred tax asset was revalued resulting in a write-down of \$986,000. The impact to earnings for the fourth quarter 2017 is \$0.06 per share.

The Company reviews its current tax positions at least quarterly based upon accounting standards related to uncertainty in income taxes which includes the criteria that an individual tax position would have to meet for some or all of the income tax benefit to be recognized in a taxable entity's financial statements. Under the income tax guidelines, an entity should recognize the financial statement benefit of a tax position if it determines that it is *more likely than not* that the position will be sustained on examination. The term "more likely than not" means a likelihood of "more than 50 percent." In assessing whether the more-likely-than-not criterion is met, the entity should assume that the tax position will be reviewed by the applicable taxing authority.

The Company has reviewed all of its tax positions as of December 31, 2017, and has determined that there are no material amounts that should be recorded under the current income tax accounting guidelines.

Financial Condition

Total assets increased by \$17,864,000 or 2.27% during the year from a balance of \$787,972,000 at December 31, 2016 to \$805,836,000 at December 31, 2017, and increased \$80,192,000 or 11.05% from the balance of \$725,644,000 at December 31, 2015. During the year ended December 31, 2017, increases of \$31,191,000 were experienced in net loans. Overnight interest-bearing deposits in the Federal Reserve Bank and federal funds sold decreased a net \$14,554,000, and investment securities decreased by \$11,769,000 during the year ended December 31, 2017. Total deposits of \$687,693,000 at December 31, 2017, increased \$11,064,000, or 1.64%, from the balance of \$676,629,000 reported at December 31, 2016, and increased \$65,888,000, or 10.60%, from the balance of \$621,805,000 reported at December 31, 2015.

During the year ended December 31, 2016, increases of \$56,269,000 were experienced in net loans. Overnight interest-bearing deposits in the Federal Reserve Bank and federal funds sold decreased a net \$8,767,000, while investment securities increased by \$26,598,000 during the year ended December 31, 2016. Total deposits of \$676,629,000 at December 31, 2016 increased \$54,824,000, or 8.82%, from the balance reported at December 31, 2015 of \$621,805,000, and \$111,256,000 or 19.68% from the balance of \$563,287,000 reported at December 31, 2014.

Earning assets averaged approximately \$730,454,000 during the year ended December 31, 2017, as compared to \$682,299,000 for the year ended December 31, 2016. Average interest-bearing liabilities increased to \$407,765,000 for the year ended December 31, 2017, as compared to \$383,596,000 for the year ended December 31, 2016.

Loans

The Company's primary business is that of acquiring deposits and making loans, with the loan portfolio representing the largest and most important component of its earning assets. Loans totaled \$601,351,000 at December 31, 2017, representing an increase of \$31,592,000, or 5.54%, when compared to the balance of \$569,759,000 at December 31, 2016. During 2017, average loans increased 5.23% when compared to the year ended December 31, 2016. Average loans totaled \$569,079,000, \$540,777,000, and \$493,375,000 for the years ended December 31, 2017, 2016 and 2015, respectively.

Table of Contents

The following table sets forth the amounts of loans outstanding by category and the category percentages as of the year-end dates indicated:

	2017		2016		2015		2014		2013	
(In thousands)	Dollar Amount	% of Loans	Dollar Amount	% of Loans	Dollar Amount	% of Loans	Dollar Amount	% of Loans	Dollar Amount	% of Loans
Commercial and Industrial	\$ 47,026	7.8%	\$ 49,005	8.6%	\$ 55,826	10.8%	\$ 62,369	13.6%	\$ 70,686	17.9%
Real estate mortgage	306,293	50.9%	288,200	50.6%	252,232	48.9%	214,877	46.9%	197,365	49.9%
RE construction & development	122,970	20.4%	130,687	22.9%	130,596	25.3%	137,158	30.0%	87,004	22.0%
Agricultural	59,481	9.9%	56,918	10.0%	52,137	10.1%	31,713	6.9%	30,932	7.8%
Installment/other	65,581	10.9%	44,949	7.9%	24,527	4.9%	11,802	2.6%	9,330	2.4%
Total Loans	\$ 601,351	100.0%	\$ 569,759	100.0%	\$ 515,318	100.0%	\$ 457,919	100.0%	\$ 395,317	100.0%

Loan volume continues to be highest in what has historically been the Bank's primary lending emphasis: commercial, real estate mortgage, and construction lending. Total loans increased \$31,592,000 during 2017. There were increases of \$18,093,000, or 6.28%, in real estate mortgage loans, \$20,632,000, or 45.9%, in installment loans, and \$2,563,000, or 4.5%, in agriculture loans when compared to the previous year. Real estate construction and development loans decreased \$7,717,000, or 5.90%, and commercial and industrial loans decreased \$1,979,000, or 4.04%.

Commercial real estate loans (a component of real estate mortgage loans) have remained as a significant percentage of total loans over the past year, amounting to 36.76% and 35.14%, of the total loan portfolio at December 31, 2017 and December 31, 2016, respectively. Commercial real estate loans increased \$20,819,000 during 2017. Residential mortgage loans are not generally a large part of the Company's loan portfolio, but some residential mortgage loans have been made over the past few years to facilitate take-out loans for construction borrowers who were unable to obtain permanent financing elsewhere. Additionally, the Company purchases residential mortgage pools. Residential mortgage loans are generally 30-year amortizing loans with maturities of between three and five years. These loans totaled \$84,804,000 or 14.10% of the portfolio at December 31, 2017, and \$87,388,000, or 15.34% of the portfolio at December 31, 2016. The Bank held no purchased loan participations at December 31, 2017 or December 31, 2016. Loan participations sold increased from \$3,760,000 or 0.7% of the portfolio at December 31, 2016, to \$7,535,000, or 1.3%, at December 31, 2017.

During 2016, the Company experienced an increase of \$35,968,000, or 14.3%, in real estate mortgage loans, an increase of \$20,422,000, or 83.3%, in installment loans, an increase of \$4,781,000, or 9.2%, in agricultural loans, and an increase of \$91,000, or 0.1%, in construction loans.

At December 31, 2017, approximately 56.1% of commercial and industrial loans have floating rates and, although some may be secured by real estate, many are secured by accounts receivable, inventory, and other business assets. Residential housing markets continued to strengthen during 2017, and, as a result, real estate mortgage loans increased \$18,093,000. Real estate construction loans decreased \$7,717,000, or 5.9%, during 2017, as compared to an increase in real estate construction loans of \$91,000, or 0.1%, during 2016. Construction loans are generally short-term, floating-rate obligations, which consist of both residential and commercial projects. Agricultural loans, which primarily consist of short-term, floating rate loans for crop financing, increased \$2,563,000, or 4.5%, between December 31, 2016 and December 31, 2017. Commercial loans, consisting primarily of loans for non real estate business operations, decreased \$1,979,000, or 4.04%.

The real estate mortgage loan portfolio totaling \$306,293,000 at December 31, 2017, consists of commercial real estate, residential mortgages, and home equity loans. Commercial real estate is the predominate segment of the portfolio, with balances of \$221,032,000, and \$200,213,000 at December 31, 2017 and 2016, respectively. Commercial real estate loans are generally a mix of short to medium-term, fixed and floating rate instruments and are mainly secured by commercial income and multi-family residential properties. The Company does not currently offer traditional residential mortgage loans, but does purchase mortgage portfolios. The residential real estate mortgage portfolio had balances of \$84,804,000 and \$87,388,000 at December 31, 2017 and 2016, respectively. The Company's home equity loan portfolio totaled \$457,000 at December 31, 2017, and \$599,000 at December 31, 2016.

Included within the installment loan portfolio are \$60,595,000 in student loans as of December 31, 2017, as compared to \$38,514,000 at December 31, 2016. The student loan portfolio consists of unsecured loans to medical and pharmacy students

[Table of Contents](#)

currently enrolled in medical and pharmacy schools in the US and the Caribbean. Loan interest rates range from 3.875% to 8.875%. These loans are typically insured through a Surety Bond issued by ReliaMax Surety Company. At December 31, 2017, \$6,473,000 in loans were in repayment compared to \$3,759,000 as of December 31, 2016. Accrued interest on student loans was \$4,261,000 and \$1,850,000 as of December 31, 2017 and 2016, respectively.

The following table sets forth the maturities of the Bank's loan portfolio at December 31, 2017. Amounts presented are shown by maturity dates rather than repricing periods:

<i>(In thousands)</i>	Due in one year or less	Due after one year through five years	Due after five years	Total
Commercial and agricultural	\$ 41,288	\$ 30,683	\$ 34,537	\$ 106,508
Real estate construction & development	73,686	46,944	2,340	122,970
Real estate – mortgage	38,290	111,910	156,093	306,293
All other loans	2,917	1,721	60,942	65,580
Total Loans	\$ 156,181	\$ 191,258	\$ 253,912	\$ 601,351

For the year ended December 31, 2017 and 2016, the average yield on loans was 5.42% and 5.21%, respectively. The Company utilizes rate floors intended to mitigate interest rate risk if interest rates fall, as well as to compensate the Company for additional credit risk under current market conditions. The Bank's loan portfolio is generally comprised of short-term or floating rate loans and is therefore susceptible to fluctuations in market rates of interest.

At December 31, 2017 and 2016, approximately 52.0% and 45.3% of the Bank's loan portfolio consisted of floating rate instruments, with the majority of those tied to the prime rate.

The following table sets forth the contractual maturities of the Bank's fixed and floating rate loans at December 31, 2017. Amounts presented are shown by maturity dates rather than repricing periods, and do not consider renewals or prepayments of loans:

<i>(In thousands)</i>	Due in one year or less	Due after one Year through Five years	Due after Five years	Total
Accruing loans:				
Fixed rate loans	\$ 75,383	\$ 142,286	\$ 43,865	\$ 261,534
Floating rate loans	75,503	109,848	149,171	334,522
Total accruing loans	150,886	252,134	193,036	596,056
Nonaccrual loans:				
Fixed rate loans	5,102	—	—	5,102
Floating rate loans	194	—	—	194
Total nonaccrual loans	5,296	—	—	5,296
Total Loans	\$ 156,182	\$ 252,134	\$ 193,036	\$ 601,352

Securities

The following is a comparison of the amortized cost and approximate fair value of available-for-sale securities for the years indicated:

[Table of Contents](#)

	December 31, 2017		December 31, 2016		December 31, 2015	
	Amortized Cost	Fair Value (Carrying Amount)	Amortized Cost	Fair Value (Carrying Amount)	Amortized Cost	Fair Value (Carrying Amount)
<i>(In thousands)</i>						
Available-for-sale:						
U.S. Government agencies	\$ 19,683	\$ 19,954	\$ 22,992	\$ 23,203	\$ 9,778	\$ 10,123
U.S. Government sponsored entities & agencies collateralized by mortgage obligations	22,391	22,031	30,867	30,572	16,835	16,958
Mutual Funds	4,000	3,737	4,000	3,716	4,000	3,812
Total available-for-sale	\$ 46,074	\$ 45,722	\$ 57,859	\$ 57,491	\$ 30,613	\$ 30,893

The contractual maturities of investment securities as well as yields based on amortized cost of those securities at December 31, 2017 are shown below. Actual maturities may differ from contractual maturities because issuers have the right to call or prepay obligations with or without call or prepayment penalties.

	One year or less		After one year to five years		After five years to ten years		After ten years		Total	
	Amount	Yield (1)	Amount	Yield (1)	Amount	Yield (1)	Amount	Yield (1)	Amount	Yield (1)
<i>(Dollars in thousands)</i>										
Available-for-sale:										
U.S. Government agencies	\$ —	—%	\$ —	—%	\$ 688	1.16%	\$ 18,995	1.41%	\$ 19,683	1.40%
U.S. Government sponsored entities & agencies collateralized by mortgage obligations	94	2.14%	4,498	2.40%	6,996	2.41%	10,803	3.17%	22,391	2.77%
Mutual Funds	4,000	2.02%	—	—%	—	—%	—	—%	4,000	2.02%
Total amortized cost	\$ 4,094	2.02%	\$ 4,498	2.40%	\$ 7,684	2.30%	\$ 29,798	2.05%	\$ 46,074	2.12%

(1) Weighted average yields are not computed on a tax equivalent basis

At December 31, 2017 and 2016, available-for-sale securities with an amortized cost of approximately \$34,780,746 and \$19,653,625, respectively (fair value of \$34,542,543 and \$16,670,290, respectively) were pledged as collateral for public funds and FHLB borrowings.

Deposits

The Bank attracts commercial deposits primarily from local businesses and professionals, as well as retail checking accounts, savings accounts and time deposits. Core deposits, consisting of all deposits other than time deposits of \$250,000 or more and brokered deposits, continue to provide the foundation for the Bank's principal sources of funding and liquidity. These core deposits amounted to 97.0% and 93.5% of the total deposit portfolio at December 31, 2017 and 2016, respectively. The Company continues to maintain a low reliance on brokered deposits while maintaining sufficient liquidity. Brokered deposits totaled \$7,421,000 or 1.08% of total deposits at December 31, 2017, as compared to \$28,132,000, or 4.16% at December 31, 2016.

The following table sets forth the year-end amounts of deposits by category for the years indicated, and the dollar change in each category during the year:

	December 31,					
<i>(In thousands)</i>	2017	2016	2015	2014	2013	
Noninterest-bearing deposits	\$ 307,299	\$ 262,697	\$ 262,168	\$ 215,439	\$ 214,317	
Interest-bearing deposits:						
NOW and money market accounts	234,154	235,873	226,886	211,290	198,928	
Savings accounts	81,408	75,068	63,592	60,499	45,758	
Time deposits:						
Under \$250,000	51,687	87,419	58,122	65,844	28,825	
\$250,000 and over	13,145	15,572	11,037	12,301	54,661	
Total interest-bearing deposits	380,394	413,932	359,637	349,934	328,172	
Total deposits	<u>\$ 687,693</u>	<u>\$ 676,629</u>	<u>\$ 621,805</u>	<u>\$ 565,373</u>	<u>\$ 542,489</u>	

The following table sets forth the year-end percentages of total deposits by category for the years indicated:

	December 31,					
	2017	2016	2015	2014	2013	
Noninterest-bearing deposits	44.69%	38.82%	42.16%	38.11%	39.51%	
Interest-bearing deposits:						
NOW and money market accounts	34.05%	34.86%	36.49%	37.37%	36.67%	
Savings accounts	11.84%	11.09%	10.23%	10.70%	8.43%	
Time deposits:						
Under \$250,000	7.52%	12.92%	9.35%	11.65%	5.31%	
\$250,000 and over	1.91%	2.30%	1.77%	2.18%	10.08%	
Total interest-bearing deposits	55.31%	61.18%	57.84%	61.89%	60.49%	
Total deposits	100.00%	100.00%	100.00%	100.00%	100.00%	

The Company's deposit base consists of two major components represented by noninterest-bearing (demand) deposits and interest-bearing deposits. Interest-bearing deposits consist of time certificates, NOW and money market accounts and savings deposits. Increases in total deposits have been realized during each of the last five years. During the year ended December 31, 2017, noninterest-bearing deposits increased \$44,602,000, or 16.98%. Total time deposits decreased \$38,159,000, or 37.05%, during the year ended December 31, 2017, and brokered deposits, a component of total time deposits, decreased by \$20,711,000, or 73.62%, during the year. Savings accounts increased \$6,340,000, or 8.45%, and NOW and money market decreased \$1,719,000, or 0.73%, during the year ended December 31, 2017.

During the year ended December 31, 2016, increases were experienced across all categories. Total time deposits increased \$33,832,000, or 48.92%, during the year ended December 31, 2016, and brokered deposits, a component of total time deposits, increased \$19,586,000, or 4.16%, during the year. Increases in savings accounts and NOW and money market accounts of \$11,476,000, or 18.05%, and \$8,987,000, or 3.96%, respectively, were realized during the year ended December 31, 2016. Noninterest-bearing deposits increased \$529,000 during the year.

On a year-to-date average basis, total deposits increased \$43,638,000, or 6.8%, between the years ended December 31, 2016 and December 31, 2017. Of that total, interest-bearing deposits increased by \$23,016,000, or 6.13%, and noninterest-bearing deposits increased \$20,622,000, or 7.67%, during 2017. On average, the Company experienced increases in all deposit account categories between the years ended December 31, 2016 and December 31, 2017. On a year-to-date average basis, total deposits increased by \$51,663,000, or 8.7%, between the years ended December 31, 2015 and December 31, 2016. Of that total, interest-bearing deposits increased by \$19,985,000, or 5.60%, and noninterest-bearing deposits increased \$31,678,000, or 13.36%, during 2016. On average, the Company experienced decreases in time deposits, while NOW accounts, money market and savings accounts increased between the years ended December 31, 2015 and December 31, 2016.

The following table sets forth the average deposits and average rates paid on those deposits for the years ended December 31, 2017, 2016, and 2015:

	2017		2016		2015	
<i>(Dollars in thousands)</i>	Average Balance	Rate %	Average Balance	Rate %	Average Balance	Rate %
Interest-bearing deposits:						
Checking accounts	\$ 242,496	0.34%	\$ 234,268	0.29%	\$ 219,197	0.26%
Savings	79,202	0.23%	67,590	0.21%	62,163	0.26%
Time deposits (1)	76,856	0.55%	73,680	0.47%	74,193	0.44%
Noninterest-bearing deposits	289,334		268,712		237,034	

(1) Included at December 31, 2017, are \$13,145,000 in time certificates of deposit of \$250,000 or more, of which \$2,245,000 matures in three months or less, \$5,868,000 matures in four to twelve months, and \$3,980,000 matures in one to three years.

Short-term Borrowings

The Company has the ability to obtain borrowed funds consisting of federal funds purchased, discount window borrowings, securities sold under agreements to repurchase (“repurchase agreements”) and Federal Home Loan Bank (“FHLB”) advances as alternatives to retail deposit funds. The Company has established collateralized and uncollateralized lines of credit with several correspondent banks, the FRB discount window, as well as a securities dealer, for the purpose of obtaining borrowed funds as needed. The Company may continue to borrow funds in the future as part of its asset/liability strategy, and may use these funds to acquire certain other assets as deemed appropriate by management for investment purposes and to better utilize the capital resources of the Bank. Federal funds purchased represent temporary overnight borrowings from correspondent banks and are generally unsecured. Repurchase agreements are collateralized by mortgage backed securities and securities of U.S. Government agencies, and generally have maturities of one to six months, but may have longer maturities if deemed appropriate as part of the Company’s asset/liability management strategy. FHLB advances are collateralized by the Company’s investment in FHLB stock, securities, and certain qualifying mortgage loans. In addition, the Company has the ability to obtain borrowings from the Federal Reserve Bank of San Francisco (“FRB”), collateralized by certain pledged loans in the Company’s loan portfolio. The lines of credit are subject to periodic review of the Company’s financial statements by the grantors of the credit lines. Lines of credit may be modified or revoked at any time if the grantors feel there are adverse trends in the Company’s financial position.

The Company had collateralized lines of credit with the FRB of \$305,236,000 and \$323,162,000, as well as FHLB lines of credit totaling \$13,363,000 and \$2,037,000 at December 31, 2017 and 2016, respectively. In addition, the Company obtained a \$10,000,000 uncollateralized line of credit during 2013 from Pacific Coast Bankers Bank, a \$20,000,000 uncollateralized line of credit during 2014 from Zion’s Bank, and a \$10,000,000 uncollateralized line of credit during 2017 from Union Bank. At December 31, 2017, the Company had no outstanding balances drawn against any of its lines of credit. These lines of credit generally have interest rates tied to the Federal Funds rate or are indexed to short-term U.S. Treasury rates or LIBOR.

Asset Quality and Allowance for Credit Losses

Lending money is the Company's principal business activity, and ensuring appropriate evaluation, diversification, and control of credit risks is a primary management responsibility. Losses are implicit in lending activities and the amount of such losses will vary, depending on the risk characteristics of the loan portfolio as affected by local economic conditions and the financial experience of borrowers.

The allowance for credit losses is maintained at a level deemed appropriate by management to provide for known and inherent risks in existing loans and commitments to extend credit. The adequacy of the allowance for credit losses is based upon management's continuing assessment of various factors affecting the collectability of loans and commitments to extend credit; including current economic conditions, past credit experience, collateral, and concentrations of credit. There is no precise method of predicting specific losses or amounts which may ultimately be charged off on particular segments of the loan portfolio. The conclusion that a loan may become uncollectible, either in part or in whole is judgmental and subject to economic, environmental, and other conditions which cannot be predicted with certainty. When determining the adequacy of the allowance for credit losses, the Company follows, in accordance with GAAP, the guidelines set forth in the Revised Interagency Policy Statement on the Allowance for Loan and Lease Losses (“Statement”) issued by banking regulators in December 2006. The Statement is a revision of the previous guidance released in July 2001, and outlines characteristics that should be used in segmentation of the loan portfolio for purposes of the analysis including risk classification, past due status, type of loan, industry or collateral. It also outlines factors to consider when adjusting the loss factors for various segments of the loan portfolio, and updates previous guidance that describes the responsibilities of the board of directors, management, and bank examiners regarding the allowance for credit losses. Securities and Exchange Commission Staff Accounting Bulletin No.

Table of Contents

102 was released during July 2001, and represents the SEC staff's view relating to methodologies and supporting documentation for the Allowance for Loan and Lease Losses that should be observed by all public companies in complying with the federal securities laws and the Commission's interpretations. It is also generally consistent with the guidance published by the banking regulators.

The allowance for loan losses includes an asset-specific component, as well as a general or formula-based component. The Company segments the loan and lease portfolio into eleven (11) segments, primarily by loan class and type, that have homogeneity and commonality of purpose and terms for analysis under the formula-based component of the allowance. Those loans which are determined to be impaired under current accounting guidelines are not subject to the formula-based reserve analysis, and are instead evaluated individually for specific impairment under the asset-specific component of the allowance.

The eight segments of the Company's loan portfolio are as follows (subtotals are provided as needed to allow the reader to reconcile the amounts to the Company's loan classification reported elsewhere in this report):

Loan Segments for Loan Loss Reserve Analysis (Dollars in thousands)	Loan Balances at December 31,				
	2017	2016	2015	2014	2013
Commercial and Business Loans	\$ 46,065	\$ 47,464	\$ 54,503	\$ 60,422	\$ 68,460
Government Program Loans	961	1,541	1,323	1,947	2,226
Total Commercial and Industrial	47,026	49,005	55,826	62,369	70,686
Commercial Real Estate Term Loans	221,032	200,213	182,554	154,672	143,919
Single Family Residential Loans	84,804	87,388	68,811	59,095	52,036
Home Improvement/Home Equity Loans	457	599	867	1,110	1,410
Total Real Estate Mortgage	306,293	288,200	252,232	214,877	197,365
RE Construction and Development Loans	122,970	130,687	130,596	137,158	87,004
Agricultural Loans	59,481	56,918	52,137	31,713	30,932
Installment/other (1)	65,581	44,949	24,527	11,802	9,330
Total Loans	\$ 601,351	\$ 569,759	\$ 515,318	\$ 457,919	\$ 395,317

(1) Consumer Loans

The Company's methodology for assessing the adequacy of the allowance for credit losses consists of several key elements, which include:

- the formula allowance;
- specific allowances for problem graded loans identified as impaired; and
- and the unallocated allowance.

The formula allowance is calculated by applying loss factors to outstanding loans and certain unfunded loan commitments. Loss factors are based on the Company's historical loss experience and on the internal risk grade of those loans and, may be adjusted for significant factors that, in management's judgment, affect the collectability of the portfolio as of the evaluation date. Factors that may affect collectability of the loan portfolio include:

- Levels of, and trends in delinquencies and nonaccrual loans;
- Trends in volumes and term of loans;
- Effects of any changes in lending policies and procedures including those for underwriting, collection, charge-off, and recovery;
- Experience, ability, and depth of lending management and staff;
- National and local economic trends and conditions; and
- Concentrations of credit that might affect loss experience across one or more components of the portfolio, including high-balance loan concentrations and participations.

Management determines the loss factors for problem graded loans (substandard, doubtful, and loss), special mention loans, and pass graded loans, based on a loss migration model. The migration analysis incorporates loan losses over the previous quarters as determined by management (time horizons adjusted as business cycles or environment changes) and loss factors are adjusted to recognize and quantify the loss exposure from changes in market conditions and trends in the Company's loan portfolio. For purposes of this analysis, loans are grouped by internal risk classifications and categorized as pass, special mention, substandard, doubtful, or loss. Certain loans are homogeneous in nature and are therefore pooled by risk grade. These homogeneous loans include consumer installment and home equity loans. Special mention loans are currently performing but

Table of Contents

are potentially weak, as the borrower has begun to exhibit deteriorating trends which, if not corrected, could jeopardize repayment of the loan and result in further downgrades. Substandard loans have well-defined weaknesses which, if not corrected, could jeopardize the full satisfaction of the debt. A loan classified as doubtful has critical weaknesses that make full collection of the obligation improbable. Classified loans, as defined by the Company, include impaired loans and loans categorized as substandard, doubtful, and loss which are not considered impaired. At December 31, 2017, impaired and classified loans totaled \$27,311,000, or 4.54%, of gross loans as compared to \$29,838,000, or 5.24%, of gross loans at December 31, 2016.

Loan participations are reviewed for allowance adequacy under the same guidelines as other loans in the Company's portfolio, with an additional participation factor added, if required, for specific risks associated with participations. In general, participations are subject to certain thresholds set by the Company, and are reviewed for geographic location as well as the well-being of the underlying agent bank.

The formula allowance includes reserves for certain off-balance sheet risks including letters of credit, unfunded loan commitments, and lines of credit. Reserves for undisbursed commitments are generally formula allocations based on the Company's historical loss experience and other loss factors, rather than specific loss contingencies. At December 31, 2017 and 2016, the formula reserve allocated to undisbursed commitments totaled \$329,000 and \$337,000, respectively. The reserve for unfunded commitments is considered a reserve for contingent liabilities and is therefore carried as a liability on the balance sheet for all periods presented.

Specific allowances are established based on management's periodic evaluation of loss exposure inherent in impaired loans. For impaired loans, specific allowances are determined based on the net realizable value of the underlying collateral, the net present value of the anticipated cash flows, or the market value of the underlying assets. Formula allowances for classified loans, excluding impaired loans, are determined on the basis of additional risks involved with individual loans that may be in excess of risk factors associated with the loan portfolio as a whole. The specific allowance is different from the formula allowance in that the specific allowance is determined on a loan-by-loan basis based on risk factors directly related to a particular loan, as opposed to the formula allowance which is determined for a pool of loans with similar risk characteristics, based on past historical trends and other risk factors which may be relevant on an ongoing basis.

The unallocated portion of the allowance is based upon management's evaluation of various conditions that are not directly measured in the determination of the formula and specific allowances. The conditions may include, but are not limited to, general economic and business conditions affecting the key lending areas of the Company, credit quality trends, collateral values, loan volumes and concentrations, and other business conditions.

The following table summarizes the specific allowance, formula allowance, and unallocated allowance at December 31, 2017, 2016 and 2015.

<i>(In thousands)</i>	December 31, 2017	December 31, 2016	December 31, 2015
Specific allowance – impaired loans	\$ 1,888	\$ 1,360	\$ 3,097
Formula allowance – classified loans not impaired	1,136	1,226	1,385
Formula allowance – special mention loans	181	248	75
Total allowance for special mention and classified loans	3,205	2,834	4,557
Formula allowance for pass loans	4,806	5,371	5,086
Unallocated allowance	1,256	697	70
Total allowance	9,267	8,902	9,713
Impaired loans	14,790	16,179	23,612
Classified loans not considered impaired	12,521	13,659	15,900
Total classified and impaired loans	27,311	29,838	39,512
Special mention loans not considered impaired	10,201	5,965	2,562

The following table summarizes allowance for loan losses, nonperforming loans, and classified loans for the periods shown:

Table of Contents

<i>(Dollars in thousands)</i>	December 31, 2017	December 31, 2016	December 31, 2015
Allowance for loan losses - period end	\$ 9,267	\$ 8,902	\$ 9,713
Net loans (recovered) charged off during period	(341)	(790)	1,017
Provision (recovery of provision) for credit loss	24	(21)	(41)
Loans outstanding at period-end	601,351	569,759	515,381
ALLL as % of loans at period-end	1.54%	1.56%	1.88%
Nonaccrual loans	5,296	7,264	8,193
Accruing restructured loans	6,084	5,146	11,028
Loans, past due 90 days or more, still accruing	485	1,250	—
Total non-performing loans	11,865	13,660	19,221
ALLL as % of nonperforming loans	78.10%	65.17%	50.53%
Impaired loans	14,790	16,179	23,612
Classified loans not considered impaired	12,521	13,659	15,900
Total classified and impaired loans	\$ 27,311	\$ 29,838	\$ 39,512
ALLL as % of classified loans	33.93%	29.83%	24.58%

Impaired loans decreased \$1,389,000 between December 31, 2016 and December 31, 2017 though the specific allowance related to those impaired loans increased \$528,000 between December 31, 2016 and December 31, 2017 which was a result of payoffs throughout the year and the addition of newly identified impaired loans requiring specific reserves. The formula allowance related to criticized loans that are not impaired (including special mention and substandard) decreased by \$157,000 between December 31, 2016 and December 31, 2017 through overall credit quality improvements. The level of "pass" loans increased approximately \$29,907,000 between December 31, 2016 and December 31, 2017, while the related formula allowance decreased \$565,000 during the same period. The formula allowance for "pass loans" is derived from loss factors using migration analysis and management's consideration of qualitative factors. The formula allowance for "pass loans" declined due to net recoveries in recent years resulting in lower loss factors as compared to prior years. The unallocated reserve totaled \$1,256,000, or 13.6%, of the total ALLL at December 31, 2017. The increase in the unallocated reserve was a function of management's consideration of the inherent risks impacting the loan portfolio not reflected in the loss factors or qualitative factors. In evaluating the level of the unallocated reserve, management considered the Company's loan relationship and C&LD concentrations and its loss history relative to peers.

The Company's methodology attempts to accurately estimate losses. The specific allowance portion of the analysis is designed to be self-correcting by taking into account the current loan loss experience based on that portion of the portfolio. By analyzing the estimated losses inherent in the loan portfolio on a quarterly basis, management is able to adjust specific and inherent loss estimates using the most recent information available. In performing the periodic migration analysis, management believes that historical loss factors used in the computation of the formula allowance need to be adjusted to reflect current changes in market conditions and trends in the Company's loan portfolio. There are a number of other factors which are reviewed when determining adjustments in the historical loss factors. Those factors include 1) trends in delinquent and nonaccrual loans, 2) trends in loan volume and terms, 3) effects of changes in lending policies, 4) concentrations of credit, 5) competition, 6) national and local economic trends and conditions, 7) experience of lending staff, 8) loan review and Board of Directors oversight, 9) high balance loan concentrations, and 10) other business conditions.

The general reserve requirements (ASC 450-70) decreased with the continued strengthening of local, state, and national economies and their impact on our local lending base, which has resulted in a lower qualitative component for the general reserve calculation. These positive factors were partially offset by the Company including OREO financial results in loss history and extending the look back period used to capture the loss history for the quantitative portion of the ALLL. In the third quarter of 2013, the look back period was changed from 4 years to stake-in-the-ground (December 31, 2005), in an effort to include higher losses experienced during the credit crisis. Changes in the mix of historical losses in the look back period resulted in a reallocation of the general reserve component of the allowance amount within the various loan segments as compared to December 31, 2017, as loss experience by segment has fluctuated over time. The stake-in-the-ground methodology requires the Company to use December 31, 2005 as the starting point of the look back period to capture loss history. Time horizons are subject to Management's assessment of the current period, taking into consideration changes in business cycles and environment changes.

Table of Contents

Management and the Company's lending officers evaluate the loss exposure of classified and impaired loans on a weekly/monthly basis and through discussions and officer meetings as conditions change. The Company's Loan Committee meets weekly and also serves as a forum to discuss specific problem assets that pose significant concerns to the Company, and to keep the Board of Directors informed through committee minutes. All special mention and classified loans are reported quarterly on Problem Asset Reports and Impaired Loan Reports and are reviewed by senior management. Migration analysis and impaired loan analysis are performed on a quarterly basis and adjustments are made to the allowance as deemed necessary. The Board of Directors is kept abreast of any changes or trends in problem assets on a monthly basis, or more often if required.

The specific allowance for impaired loans is measured based on the present value of the expected future cash flows discounted at the loan's effective interest rate or the fair value of the collateral if the loan is collateral dependent. The amount of impaired loans is not directly comparable to the amount of nonperforming loans disclosed later in this section. The primary differences between impaired loans and nonperforming loans are: i) all loan categories are considered in determining nonperforming loans while impaired loan recognition is limited to commercial and industrial loans, commercial and residential real estate loans, construction loans, and agricultural loans, and ii) impaired loan recognition considers not only loans 90 days or more past due, restructured loans and nonaccrual loans but may also include problem loans other than delinquent loans.

The Company considers a loan to be impaired when, based upon current information and events, it believes it is probable the Company will be unable to collect all amounts due according to the contractual terms of the loan agreement. Impaired loans include nonaccrual loans, troubled debt restructures, and performing loans in which full payment of principal or interest is not expected. Management bases the measurement of these impaired loans either on the fair value of the loan's collateral or the expected cash flows on the loans discounted at the loan's stated interest rates. Cash receipts on impaired loans not performing to contractual terms and that are on nonaccrual status are used to reduce principal balances. Impairment losses are included in the allowance for credit losses through a charge to the provision, if applicable.

At December 31, 2017 and 2016, the Company's recorded investment in loans for which impairment has been recognized totaled \$14,790,000 and \$16,179,000, respectively. Included in total impaired loans at December 31, 2017, are \$7,187,000 of impaired loans for which the related specific allowance is \$1,888,000, as well as \$7,603,000 of impaired loans that, as a result of write-downs on the fair value of the collateral, did not have a specific allowance. Total impaired loans at December 31, 2016 included \$7,563,000 of impaired loans for which the related specific allowance was \$1,360,000, as well as \$8,616,000 of impaired loans that as a result of write-downs on the fair value of the collateral, did not have a specific allowance. The average recorded investment in impaired loans was \$15,973,000 and \$19,566,000 during the years ended December 31, 2017 and 2016, respectively. In most cases, the Company uses the cash basis method of income recognition for impaired loans. In the case of certain troubled debt restructuring for which the loan is performing under the current contractual terms, income is recognized under the accrual method.

The largest category of impaired loans at December 31, 2017 was real estate construction and development loans, comprising of 40.38% of total impaired loans. Impaired construction loans decreased \$302,000, impaired commercial and industrial loans decreased \$1,691,000, impaired real estate mortgage loans increased \$365,000, and impaired agricultural loans increased \$1,204,000 during the year ended December 31, 2017. Specific collateral related to impaired loans is reviewed for current appraisal information, economic trends within geographic markets, loan-to-value ratios, and other factors that may impact the value of the loan collateral. Adjustments are made to collateral values as needed for these factors. Of total impaired loans, approximately \$10,791,000, or 70.9%, are secured by real estate at December 31, 2017, as compared to \$11,770,000, or 72.8%, of total impaired loans at December 31, 2016.

The following table summarizes the components of impaired loans and their related specific allowance at December 31, 2017, 2016 and 2015.

	Balance	Allowance	Balance	Allowance	Balance	Allowance
<i>(In thousands)</i>	December 31,	December 31,	December 31,	December 31,	December 31,	December 31,
	2017	2017	2016	2016	2015	2015
Commercial and industrial	\$ 3,318	\$ 534	\$ 5,009	\$ 757	\$ 5,201	\$ 530
Real estate – mortgage	4,296	488	3,931	603	5,293	635
Real estate construction and development	5,972	—	6,274	—	12,519	1,282
Agricultural	1,204	866	—	—	16	—
Installment/other	—	—	965	—	650	650
Total impaired loans	<u>\$ 14,790</u>	<u>\$ 1,888</u>	<u>\$ 16,179</u>	<u>\$ 1,360</u>	<u>\$ 23,679</u>	<u>\$ 3,097</u>

Table of Contents

Included in impaired loans are loans modified in troubled debt restructurings (TDRs), where concessions have been granted to borrowers experiencing financial difficulties in an attempt to enhance collection. The Company makes various types of concessions when structuring TDRs including rate reductions, payment extensions, and forbearance.

At December 31, 2017, residential mortgages comprised \$2,542,000 of the \$11,362,000 in TDRs and commercial real estate loans comprised \$5,951,000 of total TDRs.

Total TDRs decreased by 8.44% at December 31, 2017, as compared to December 31, 2016. Nonaccrual TDRs decreased by 27.34% and accruing TDRs increased by 18.23% over the same period. All TDR categories decreased, except accruing commercial real estate and agricultural, when compared on a year-over-year basis. Many of these credits are related to real estate projects that slowed significantly or stalled during the recession, leading the Company to pursue restructuring of the qualified credits allowing the real estate market time to recover and developers opportunity to finish projects at a slower pace. Concessions granted in these circumstances include lengthened maturities and/or rate reductions that enabled the borrower to finish the projects and may be entirely successful. In large part, current successes are related to a recovering real estate market.

The following tables summarizes TDRs by type, classified separately as nonaccrual or accrual, which are included in impaired loans at December 31, 2017 and December 31, 2016.

<i>(In thousands)</i>	Total TDRs December 31, 2017	Nonaccrual TDRs December 31, 2017	Accruing TDRs December 31, 2017
Commercial and industrial	\$ 436	\$ 194	\$ 242
Real estate - mortgage:			
Commercial real estate	1,233	454	779
Residential mortgages	2,542	288	2,254
Total real estate mortgage	3,775	742	3,033
Real estate construction and development	5,951	4,342	1,609
Agricultural	1,200	—	1,200
Installment/other	—	—	—
Total Troubled Debt Restructurings	\$ 11,362	\$ 5,278	\$ 6,084

<i>(In thousands)</i>	Total TDRs December 31, 2016	Nonaccrual TDRs December 31, 2016	Accruing TDRs December 31, 2016
Commercial and industrial	\$ 1,356	\$ 565	\$ 791
Real estate - mortgage:			
Commercial real estate	1,454	1,126	328
Residential mortgages	2,368	—	2,368
Total real estate mortgage	3,822	1,126	2,696
Real estate construction and development	6,267	4,608	1,659
Agricultural	—	—	—
Installment/other	965	965	—
Total Troubled Debt Restructurings	\$ 12,410	\$ 7,264	\$ 5,146

Of the \$11,362,000 in total TDRs at December 31, 2017, \$5,278,000 were on nonaccrual status at period-end. Of the \$12,410,000 in total TDRs at December 31, 2016, \$7,264,000 were on nonaccrual status at period-end. As of December 31, 2017, the Company has no commercial real estate (CRE) workouts whereby an existing loan was restructured into multiple new loans (i.e., A Note/B Note structure).

For a restructured loan to return to accrual status there needs to be at least 6 months successful payment history. In addition, the Company's Credit Administration performs a financial analysis of the credit to determine whether the borrower has the ability to continue to perform successfully over the remaining life of the loan. This includes, but is not limited to, a review of financial

Table of Contents

statements and a cash flow analysis of the borrower. Only after determining that the borrower has the ability to perform under the terms of the loans will the restructured credit be considered for accrual status.

The following table summarizes special mention loans by type for the years ended December 31, 2017 and December 31, 2016.

<i>(In thousands)</i>	December 31, 2017	December 31, 2016
Commercial and industrial	\$ —	\$ 4,416
Real estate - mortgage:		
Commercial real estate	8,487	621
Residential mortgages	643	—
Home equity loans	—	—
Total real estate mortgage	9,130	621
RE construction & development	720	928
Agricultural	994	—
Installment/other	—	—
Total Special Mention Loans	\$ 10,844	\$ 5,965

The Company focuses on competition and other economic conditions within its market area and other geographical areas in which it does business, which may ultimately affect the risk assessment of the portfolio. The Company continues to experience increased competition from major banks, local independents and non-bank institutions which affects loan pricing. Low interest rates and a weaker economy continue to dominate, even though real estate prices show signs of stabilization and interest rates have begun to rise. The Company continues to place increased emphasis on reducing both the level of nonperforming assets and the level of losses on the disposition of these assets. It is in the best interest of both the Company and the borrowers to seek alternative options to foreclosure in an effort to reduce the impacts on the real estate market. As part of this strategy, the Company has agreed to increasing its level of troubled debt restructurings, when doing so makes economic sense. While business and consumer spending show improvement in recent quarters, current GDP remains anemic. It is difficult to forecast what impact the Federal Reserve actions will have on the economy. Local unemployment rates in the San Joaquin Valley have improved, but remain elevated compared with other regions and historically are higher as a result of the area's agricultural dynamics. The Company believes that the Central San Joaquin Valley will continue to grow and diversify as property and housing costs remain low relative to other areas of the state. Management recognizes increased risk of loss due to the Company's exposure to local and worldwide economic conditions, as well as potentially volatile real estate markets, and takes these factors into consideration when analyzing the adequacy of the allowance for credit losses.

The following table provides a summary of the Company's allowance for credit losses, provisions made to that allowance, and charge-off and recovery activity affecting the allowance for the years indicated.

[Table of Contents](#)

(Dollars in thousands)	December 31,				
	2017	2016	2015	2014	2013
Total loans outstanding at end of period before deducting allowances for credit losses	\$ 602,390	\$ 570,834	\$ 515,376	\$ 459,575	\$ 395,013
Average net loans outstanding during period	569,079	540,777	493,375	422,760	392,340
Balance of allowance at beginning of period	8,902	9,713	10,771	10,988	11,784
Loans charged off:					
Real estate	(23)	(29)	—	(200)	(635)
Commercial, Industrial & Agricultural	(122)	(870)	(1,397)	(318)	(678)
Installment and other	(18)	(24)	(489)	(16)	(273)
Total loans charged off	(163)	(923)	(1,886)	(534)	(1,586)
Recoveries of loans previously charged off:					
Real estate	95	55	225	728	1,538
Commercial and industrial & agricultural	201	60	630	330	279
Installment and other	208	18	14	104	71
Total loan recoveries	504	133	869	1,162	1,888
Net loans recovered (charged off)	341	(790)	(1,017)	628	302
Provision (recovery of provision) charged to operating expense	24	(21)	(41)	(845)	(1,098)
Balance of allowance for credit losses at end of period	\$ 9,267	\$ 8,902	\$ 9,713	\$ 10,771	\$ 10,988
Net loan recoveries (charge-offs) to total average loans	0.06%	(0.15)%	(0.21)%	0.15 %	0.08 %
Net loan recoveries (charge-offs) to loans at end of period	0.06%	(0.14)%	(0.20)%	0.14 %	0.08 %
Allowance for credit losses to total loans at end of period	1.54%	1.56 %	1.88 %	2.34 %	2.78 %
Net loan recoveries (charge-offs) to allowance for credit losses	3.68%	(8.87)%	(10.47)%	5.83 %	2.75 %
Net loan recoveries (charge-offs) to provision (recovery of provision) for credit losses	1,420.83%	3,761.90 %	2,480.49 %	(74.32)%	(27.50)%

Loan charge-offs decreased \$760,000 during the year ended December 31, 2017, when compared to the year ended December 31, 2016. Loan recoveries increased \$371,000 during the same period. There were three loan charge-offs totaling \$40,000 during the fourth quarter and an addition to the overdraft reserve of \$6,000.

The following is a summary of the quarterly activity in the allowance for loan losses for the year ended December 31, 2017 (in thousands).

Description	Loss	Recoveries	Provision	Balance
Balance Forward				\$ 8,902
1st quarter - 2017	\$ 11	\$ 36	\$ 21	8,948
2nd quarter - 2017	104	214	(52)	9,006
3rd quarter - 2017	2	147	7	9,158
4th quarter - 2017	46	107	48	9,267
Total YTD - 2017	\$ 163	\$ 504	\$ 24	\$ 9,267

At December 31, 2017 and 2016, \$329,000 and \$337,000, respectively, of the formula allowance is allocated to unfunded loan commitments and is, therefore, carried separately in accounts payable and other liabilities on the consolidated balance sheets.

Management believes that the 1.54% credit loss allowance to total loans at December 31, 2017 is adequate to absorb known and inherent risks in the loan portfolio. No assurance can be given, however, that economic conditions may materialize which differ and more adversely affect the Company's service areas or other circumstances will not be reflected in increased losses in

[Table of Contents](#)

the loan portfolio. Management is not currently aware of any conditions that may adversely affect the levels of losses incurred in the Company's loan portfolio.

The allocations to specific loan categories are estimates based on the same factors as considered by management in determining the amount of additional provisions to the credit loss allowance and the overall adequacy of the allowance for credit losses. The portion not allocated provides for coverage of credit losses inherent in the loan portfolio but not captured in the loss factors that are utilized in the risk rating-based component, or in the specific impairment reserve component of the allowance for credit losses, and acknowledges the inherent imprecision of all loss prediction models.

<i>(Dollars in thousands)</i>	2017		2016		2015		2014		2013	
	Allowance for Credit Losses	% of Loans	Allowance for Credit Losses	% of Loans	Allowance for Credit Losses	% of Loans	Allowance for Credit Losses	% of Loans	Allowance for Credit Losses	% of Loans
Commercial and industrial	\$ 1,408	0.23%	\$ 1,843	0.32%	\$ 1,652	0.32%	\$ 1,218	0.27%	\$ 2,340	0.59%
Real estate – mortgage	1,182	0.20%	1,430	0.25%	1,449	0.28%	1,653	0.36%	1,862	0.47%
RE construction and development	2,903	0.48%	3,378	0.59%	4,629	0.90%	6,278	1.37%	5,533	1.40%
Agricultural	1,631	0.27%	666	0.12%	655	0.13%	482	0.11%	583	0.15%
Installment/other	887	0.15%	888	0.16%	1,258	0.24%	293	0.06%	275	0.07%
Not allocated	1,256	0.21%	697	0.12%	70	0.01%	847	0.18%	395	0.10%
	<u>\$ 9,267</u>	<u>1.54%</u>	<u>\$ 8,902</u>	<u>1.56%</u>	<u>\$ 9,713</u>	<u>1.88%</u>	<u>\$ 10,771</u>	<u>2.35%</u>	<u>\$ 10,988</u>	<u>2.78%</u>

During 2017, reserve allocations as a percentage of loans decreased for commercial and industrial, real estate mortgage, real estate construction and development, and installment loans. These decreases are a result of a combination of factors including decreases in charge-offs, classified and past due loans, and credit quality improvements. Increases in reserve allocation for agricultural loans was primarily due to the growth of the loan segment, adjusted by the change in the qualitative factors related to the nature and volume of the portfolio.

During 2016, reserve allocations as a percentage of loans decreased for real estate mortgage, real estate construction and development, agriculture and installment loans. These decreases are a result of a combination of factors including decreases in charge-offs, classified and past due loans, and credit quality improvements.

During 2015, reserve allocations as a percentage of loans decreased for real estate mortgage and real estate construction and development loans. These decreases are a result of a combination of factors including decreases in charge-offs, classified and past due loans, and credit quality improvements. Increases in reserve allocation for commercial and industrial, agricultural, and installment and other loans was primarily due to the growth of the loan segment, adjusted by the change in the qualitative factors related to the nature and volume of the portfolio.

The following summarizes the Company's allowance for credit losses related to the specific, formula, and unallocated reserves for the year-ends shown:

<i>(In thousands)</i>	December 31,				
	2017	2016	2015	2014	2013
Formula allowance	\$ 6,123	\$ 6,845	\$ 6,546	\$ 9,209	\$ 9,831
Specific allowance	1,888	1,360	3,097	715	762
Unallocated allowance	1,256	697	70	847	395
Total allowance	<u>\$ 9,267</u>	<u>\$ 8,902</u>	<u>\$ 9,713</u>	<u>\$ 10,771</u>	<u>\$ 10,988</u>

The total formula allowance has decreased steadily over the past five years. This downward trend is the result of reduced net charge offs coupled with continued improving economic conditions.

Table of Contents

No loans were classified as doubtful at December 31, 2017. There was one real estate-collateralized installment loan with a recorded investment of \$965,000 classified as doubtful at December 31, 2016.

Although in some instances, the downgrading of a loan resulting from the factors used by the Company in its allowance analysis has been reflected in the formula allowance, management believes that in some instances, the impact of future material events and trends are not reflected in the level of nonperforming loans or the internal risk grading process regarding these loans. Accordingly, the Company's evaluation of probable losses related to these factors may be reflected in the unallocated allowance. The evaluation of the inherent losses concerning these factors involves a higher degree of uncertainty because they are not identified with specific problem credits, and therefore the Company does not allocate the unallocated allowance among segments of the portfolio. At December 31, 2017 and December 31, 2016, the Company had unallocated allowances of \$1,256,000 and \$697,000. Management's estimate of the unallocated allowance are based upon a number of underlying factors including 1) current loan concentrations 2) historical loss history relative to peers during the economic crises 3) the effect of soft real estate markets, and 4) the effects of having a larger number of borrowing relationships which are close to the Company's lending limit, which, if any one were not to perform to contractual terms, would have a material impact on the allowance.

While the Company's loan portfolio has elevated concentrations in commercial real estate, commercial, and construction loans, the portfolio percentages fall within the Company's loan policy guidelines.

It is the Company's policy to discontinue the accrual of interest income on loans for which reasonable doubt exists with respect to the timely collectability of interest or principal due to the inability of the borrower to comply with the terms of the loan agreement. Such loans are placed on nonaccrual status whenever the payment of principal or interest is 90 days past due or earlier when the conditions warrant, and interest collected is thereafter credited to principal to the extent necessary to eliminate doubt as to the collectability of the net carrying amount of the loan. Management may grant exceptions to this policy if the loans are well secured and in the process of collection.

The following table sets forth the Company's nonperforming assets as of the dates indicated:

(Dollars in thousands)	December 31,				
	2017	2016	2015	2014	2013
Nonaccrual loans (1)	\$ 5,296	\$ 7,264	\$ 8,193	\$ 9,935	\$ 12,341
Accruing restructured loans	6,084	5,146	11,028	5,641	5,761
Loans, past due 90 days or more, still accruing	485	1,250	—	—	—
Total non-performing loans	11,865	13,660	19,221	15,576	18,102
Other real estate owned	5,745	6,471	12,873	14,010	13,946
Total non-performing assets	\$ 17,610	\$ 20,131	\$ 32,094	\$ 29,586	\$ 32,048
Non-performing loans to total gross loans	1.95%	2.40%	3.73%	3.40%	4.58%
Non-performing assets to total gross loans	2.90%	3.53%	6.23%	6.47%	8.11%
Allowance for loan losses to nonperforming loans	78.94%	65.17%	50.53%	69.15%	60.70%

(1) Included in nonaccrual loans at December 31, 2017 and 2016 are restructured loans totaling \$5,278 and \$7,264, respectively.

Non-performing assets at December 31, 2017 decreased \$2,646,000 between December 31, 2016 and December 31, 2017, due to a decrease in nonaccrual loans of \$1,968,000 and a decrease of \$726,000 in other real estate owned, offset by an increase of \$938,000 in accruing restructured loans,

Non-performing assets decreased \$11,963,000 between December 31, 2015 and December 31, 2016, due to a decrease of \$929,000 in nonaccrual loans, a decrease of \$5,881,000 in accruing restructured loans, and a decrease of \$6,402,000 in other real estate owned, offset by \$1,250,000 in loans past due 90 days or more but still accruing.

Non-performing assets increased \$2,508,000 between December 31, 2014 and December 31, 2015, due to an increase of \$5,882,000 in accruing restructured loans, partially offset by decrease of \$1,742,000 in nonaccrual loans and \$1,137,000 in other real estate owned.

[Table of Contents](#)

Non-performing assets decreased \$2,462,000 between December 31, 2013 and December 31, 2014, due to a decrease in nonaccrual loans of \$2,406,000, partially offset by an increase in other real estate owned of \$64,000. There were no write-downs to other real estate owned during the year ended December 31, 2014.

The following table summarizes various nonperforming components of the loan portfolio as compared to total loans for the periods shown.

<i>(In thousands)</i>	December 31, 2017	December 31, 2016	December 31, 2015
Recovery of provision for credit losses during period	\$ 24	(21)	\$ (41)
Allowance as % of nonperforming loans	78.94%	65.17%	50.53%
Nonperforming loans as % total loans	1.95%	2.40%	3.73%
Restructured loans as % total loans	1.89%	2.18%	3.59%

Nonperforming assets, which are primarily related to the real estate loans and other real estate owned portfolio, decreased \$2,646,000 from a balance of \$20,131,000 at December 31, 2016 to a balance of \$17,485,000 at December 31, 2017. Nonaccrual loans totaling \$5,296,000 at December 31, 2017, decreased \$1,968,000 from the balance of \$7,264,000 reported at December 31, 2016. In determining the adequacy of the underlying collateral related to these loans, management monitors trends within specific geographical areas, loan-to-value ratios, appraisals, and other credit issues related to the specific loans. Impaired loans decreased \$1,389,000 during the year ended December 31, 2017 to a balance of \$14,790,000 at December 31, 2017 due to a combination of loan payoffs and improved credit quality. Other real estate owned through a sale of property decreased \$726,000 between December 31, 2016 and December 31, 2017. As a result of these events, nonperforming assets as a percentage of total assets decreased from 2.55% at December 31, 2016 to 2.17% at December 31, 2017.

While real estate markets have strengthened over the last few years, management continues to monitor economic conditions in the real estate market for signs of either deterioration or improvement which may impact the level of the allowance for loan losses required to cover identified losses in the loan portfolio. Management continues to monitor and reduce the level of problem assets by working with borrowers to identify options, including loan restructures, in order to work through difficulties a borrower might face. Restructured loans numbers have been greatly reduced over the last four years. Net loan recoveries during the year ended December 31, 2017 totaled \$341,000, as compared to charge offs of \$790,000 for the year ended December 31, 2016. The Company charged-off approximately 6 loans during the year ended December 31, 2017, compared to 13 loans during the year ended December 31, 2016. Net loan recoveries totaling \$341,000 during the year ended December 31, 2017, included \$25,000 in net recoveries during the quarter ended March 31, 2017, \$110,000 in net recoveries during the quarter ended June 30, 2017, \$145,000 in net recoveries during the quarter ended September 30, 2017, and \$61,000 in net recoveries during the fourth quarter of 2017. The percentage of net recoveries to average loans was 0.06%, for the year ended December 31, 2017. The percentages for the years ended December 31, 2016 and 2015 reflected net charge-offs to average loans of 0.15% and net charge-offs of 0.21%, respectively.

The loan portfolio increased from \$515,318,000 at December 31, 2015, to \$569,759,000 at December 31, 2016, and increased to \$601,351,000 at December 31, 2017. Nonperforming loans decreased to \$11,740,000 at December 31, 2017, from \$13,660,000 at December 31, 2016, and \$19,221,000 at December 31, 2015. Nonaccrual loans and accruing restructured loans are included in nonperforming loans. During the same period, total impaired and classified loans decreased from \$29,838,000 at December 31, 2016, to \$27,311,000 at December 31, 2017.

The following table summarizes the nonaccrual totals by loan category for the periods shown:

<i>(In thousands)</i>	Balance			Change from	
	December 31, 2017	December 31, 2016	December 31, 2015	December 31, 2016	December 31, 2015
Commercial and industrial	\$ 212	\$ 565	\$ 328	\$ (353)	\$ (116)
Real estate - mortgage	742	1,126	1,635	(384)	(893)
Real estate - construction	4,342	4,608	5,580	(266)	(1,238)
Agricultural	—	—	—	—	—
Installment/other	—	965	650	(965)	(650)
Total Nonaccrual Loans	\$ 5,296	\$ 7,264	\$ 8,193	\$ (1,968)	\$ (2,897)

Table of Contents

Loans past due more than 30 days are receiving increased management attention and are monitored for increased risk. As of December 31, 2017 and 2016 past due loans more than 30 days totaled \$1,445,000 and \$3,103,000, respectively. The Company continues to move past due loans to nonaccrual status in its ongoing effort to recognize loan problems at an earlier point in time when they may be dealt with more effectively. As impaired loans, nonaccrual and restructured loans are reviewed for specific reserve allocations and the allowance for credit losses is adjusted accordingly.

Except for the loans included in the above tables, there were no loans at December 31, 2017, where the known credit problems of a borrower caused the Company to have serious doubts as to the ability of such borrower to comply with the present loan repayment terms and which would result in such loan being included as a nonaccrual, past due or restructured loan at some future date.

Liquidity and Asset/Liability Management

The primary function of asset/liability management is to provide adequate liquidity and maintain an appropriate balance between interest-sensitive assets and interest-sensitive liabilities.

Liquidity

Liquidity management may be described as the ability to maintain sufficient cash flows to fulfill both on- and off-balance sheet financial obligations, including loan funding commitments and customer deposit withdrawals, without straining the Company's equity structure. To maintain an adequate liquidity position, the Company relies on, in addition to cash and cash equivalents, cash inflows from deposits and short-term borrowings, repayments of principal on loans and investments, and interest income received. The Company's principal cash outflows are for loan origination, purchases of investment securities, depositor withdrawals and payment of operating expenses. Other sources of liquidity not on the balance sheet at December 31, 2017, include unused collateralized and uncollateralized lines of credit from other banks, the Federal Home Loan Bank, Pacific Coast Banker's Bank, Zion's Bank, Union Bank, and from the Federal Reserve Bank totaling \$358,599,000.

Cash and cash equivalents have fluctuated during the three years ended December 31, 2017, 2016, and 2015, with period-end balances as follows (from Consolidated Statements of Cash Flows – in 000's):

	Balance
December 31, 2017	\$ 107,934
December 31, 2016	\$ 113,032
December 31, 2015	\$ 125,751

Cash and cash equivalents decreased \$5,098,000 during the year ended December 31, 2017, and increased \$12,719,000 during the year ended December 31, 2016.

The Company had a net cash inflow from operations of \$7,555,000 for the year ended December 31, 2017, and a positive cash inflow from operations totaling \$9,458,000 for the period ended December 31, 2016. The Company experienced net cash outflows from investing activities totaling \$20,856,000 and net cash outflows of \$77,007,000 during the years ended December 31, 2017 and December 31, 2016, respectively. For the year ended December 31, 2017, increases in loans outweighed principal payments on available for sale securities. For the year ended December 31, 2016, increases in loans outweighed proceeds from sales of OREO and maturities and principal payments on available for sale securities

During the year ended December 31, 2017, the Company experienced net cash inflows from financing activities totaling \$8,203,000, primarily as the result of increases in demand deposit and savings accounts offset by decreases in time deposits. For the year ended December 31, 2016, the Company experienced net cash inflows of \$54,830,000 primarily as the result of increases in demand deposits and savings accounts as well as time deposits.

Liquidity risk arises from the possibility the Company may not be able to satisfy current or future financial commitments, or the Company may become unduly reliant on alternative funding sources. The Company maintains a liquidity risk management policy to address and manage this risk. The policy identifies the primary sources of liquidity, sets wholesale funding limits, establishes procedures for monitoring and measuring liquidity, and establishes minimum liquidity requirements, which comply with regulatory guidance. The liquidity position is continually monitored and reported on a monthly basis to the Board of Directors.

Table of Contents

The policy also includes a contingency funding plan to address liquidity needs in the event of an institution-specific or a systemic financial market crisis. In addition to unused lines of credit from other banks totaling \$358,599,000, the contingency plan includes identified funding sources, and steps that may be taken in the event the total liquidity ratio falls or is projected to fall below policy limits for any extended period of time. One of the primary directives of the contingency funding plan is to limit the Company's overall level of wholesale funding to no more than 40% of deposits. The current funding program uses both asset-based and liability-based principles, and identifies core deposits as the favored funding source when attainable at a reasonable cost. The policy identifies a number of funding sources or methods the Bank ALCO committee may utilize to fulfill the Company's liquidity funding requirements:

- 1) Local core deposits are the Company's primary funding source. The Company works to attract these deposits through service-related and competitive pricing tactics. Other liquidity funding sources are considered if local core deposits are not attractive because of maturity or pricing.
- 2) Unsecured Federal Funds lines with correspondent banks may be used to fund short-term peaks in loan demand or deposit run-off. Currently, unsecured borrowing lines with correspondents are limited and may not be reliable for long periods of time or in times of economic stress.
- 3) Other funding sources such as secured credit lines with the Federal Home Loan Bank or the Federal Reserve may be used for longer periods. The Company collateralized these available lines with a combination of investment securities and pledged loans. The Company has utilized specific loan pledging with both the FHLB and the Federal Reserve to better ensure the continued availability of those lines of credit.
- 4) The Company presently has a Discount Window facility available from the Federal Reserve Bank of San Francisco collateralized with loans as discussed above. At December 31, 2017, the Company had available credit of \$305,236,000 from the Federal Reserve based upon the loans pledged at that date. The Federal Reserve will monitor use of the Discount Window closely given the current status of the Company and the economy as a whole. This credit facility may not be competitively priced under certain economic conditions. As such, the Company does not expect to use this facility except for short periods, but does consider this to be a key contingency funding source.
- 5) As long as the Bank remains "Well Capitalized," the Company may rely on brokered deposits when core deposit rates are higher in the marketplace or maturity structures are not desirable. The Company's current policy limit for brokered deposits is 25% of total deposits. The Company may also utilize other wholesale deposit sources such as memberships that advertise the Bank's time deposit rates to other subscribers, typically banks and credit unions. The Company's current policy limit on other wholesale deposits is 10% of total deposits.
- 6) The Bank may sell whole loans or participations in loans to provide additional liquidity. During economic downturns or other crises events, these funding sources may be difficult to achieve in a short period of time or at a reasonable price. As such, this strategy is better used as a long-term asset/liability management tool to effectively balance assets and liabilities to reduce liquidity risk.
- 7) The Company currently has Bank-Owned Life Insurance (BOLI) and Corporate-Owned Life Insurance (COLI) policies issued by highly rated insurance companies which may be sold to increase liquidity.
- 8) The Company owns certain real estate including its administration building and several of its branches. These may be sold and vacated or leased back from the purchaser after sale to provide additional liquidity if needed. The sales process may require substantial time to complete, and may have an adverse impact on earnings depending on market rates and other factors at the time of sale.
- 9) Investments near maturity may be sold to meet temporary funding needs but may need to be replaced to maintain liquidity ratios within acceptable limits. At the current time approximately half of the investment portfolio is pledged to secure public deposits and borrowing lines. The Company seeks to maintain an investment-grade securities portfolio to ensure quality collateral for pledging against borrowing lines of credit as well as to provide liquidity in times of needs.

The Company's liquid asset base which generally consists of cash and due from banks, federal funds sold, securities purchased under agreements to resell ("reverse repos") and investment securities, are maintained at levels deemed sufficient to provide the cash necessary to fund loan growth as well as projected deposit runoff. Within this framework is the objective of maximizing the yield on earning assets. This is generally achieved by maintaining a high percentage of earning assets in loans, which historically have represented the Company's highest yielding asset. At December 31, 2017, the Bank had 74.75% of total assets in the loan portfolio and a loan to deposit ratio of 86.25%, as compared to 72.44% of total assets in the loan portfolio and a loan to deposit ratio of 83.05% at December 31, 2016. Liquid assets at December 31, 2017 include cash and cash equivalents totaling \$107,934,000, as compared to \$113,032,000 at December 31, 2016.

Table of Contents

Liabilities used to fund liquidity sources include core and non-core deposits as well as short-term borrowings capability. Core deposits, which comprise approximately 97.01% of total deposits at December 31, 2017, provide a significant and stable funding source for the Company. At December 31, 2017, unused lines of credit with the Federal Home Loan Bank, Pacific Coast Banker's Bank, Zion's Bank, Union Bank and the Federal Reserve Bank totaling \$358,599,000 are collateralized in part by certain qualifying loans in the Company's loan portfolio. The carrying value of loans pledged on these used and unused borrowing lines totaled \$473,364,000 at December 31, 2017. For further discussion of the Company's borrowing lines, see "Short Term Borrowings" included previously in the financial condition section of this financial review.

The liquidity of the parent company, United Security Bancshares, is separate from the bank and is primarily dependent on the payment of cash dividends by its subsidiary, United Security Bank, subject to limitations imposed by the Financial Code of the State of California and federal and state banking regulations. During the year ended December 31, 2017, the Bank paid \$4,291,000 in cash dividends to the parent company and paid \$424,000 in cash dividends to the parent company during the year ended December 31, 2016. The Bank paid \$2,416,000 in dividends to the parent company during the year ended December 31, 2015, and \$1,519,000 in dividends during the year ended December 31, 2014.

Regulatory Matters**Capital Adequacy**

The Company (on a consolidated basis) and the Bank are subject to various regulatory capital requirements adopted by the Board of Governors of the Federal Reserve System (the "Board of Governors"). Failure to meet minimum capital requirements can initiate certain mandates and possible additional discretionary actions by regulators that, if undertaken, could have a direct material effect on the Company's consolidated financial statements and results of operations. Under capital adequacy guidelines and the regulatory framework for prompt corrective action, the consolidated Company and the Bank must meet specific capital guidelines that involve quantitative measures of their assets, liabilities, and certain off-balance sheet items as calculated under regulatory accounting practices. The capital amounts and classification are also subject to qualitative judgments by the regulators about components, risk weightings, and other factors. Prompt corrective action provisions are not applicable to bank holding companies.

Quantitative measures established by the capital adequacy guidelines require insured institutions to maintain a minimum leverage ratio of Tier 1 capital (the sum of common stockholders' equity, noncumulative perpetual preferred stock and minority interests in consolidated subsidiaries, minus intangible assets, identified losses and investments in certain subsidiaries, plus unrealized losses or minus unrealized gains on available for sale securities) to total assets. Institutions which have received the highest composite regulatory rating and which are not experiencing or anticipating significant growth are required to maintain a minimum leverage capital ratio of 3% of Tier 1 capital to total assets. All other institutions are required to maintain a minimum leverage capital ratio of at least 100 to 200 basis points above the 3% minimum requirement.

The Company has adopted a capital plan that includes guidelines and trigger points to ensure sufficient capital is maintained at the Bank and the Company, and that capital ratios are maintained at a level deemed appropriate under regulatory guidelines given the level of classified assets, concentrations of credit, ALLL, current and projected growth, and projected retained earnings. The capital plan also contains contingency strategies to obtain additional capital as required to fulfill future capital requirements for both the Bank, as a separate legal entity, and the Company on a consolidated basis.

The following table sets forth the Company's and the Bank's actual capital positions at December 31, 2017 and 2016, as well as the minimum capital requirements and requirements to be well capitalized under prompt corrective action provisions (Bank required only) under the regulatory guidelines discussed above:

	Ratio at December 31, 2017	Ratio at December 31, 2016	Minimum for Capital Adequacy	Minimum requirement to be "Well Capitalized"
Total capital to risk weighted assets				
Company	17.54%	17.26%	8.00%	N/A
Bank	17.31%	17.19%	8.00%	10.00%
Tier 1 capital to risk-weighted assets				
Company	16.29%	16.01%	6.00%	N/A
Bank	16.06%	15.94%	6.00%	8.00%
Common equity tier 1 capital to risk-weighted assets				
Company	14.81%	14.68%	4.50%	N/A
Bank	16.06%	15.94%	4.50%	6.50%
Tier 1 capital to adjusted average assets (leverage)				
Company	13.01%	12.97%	4.00%	N/A
Bank	12.90%	12.99%	4.00%	5.00%

Federal regulations require FDIC-insured depository institutions, including the Bank, to meet several minimum capital standards: a common equity Tier 1 capital to risk-based assets ratio; a Tier 1 capital to risk-based assets ratio; a total capital to risk-based assets; and a Tier 1 capital to total assets leverage ratio. The existing capital requirements were effective January 1, 2015 and are the result of a final rule implementing regulatory amendments based on recommendations of the Basel Committee on Banking Supervision and certain requirements of the Dodd-Frank Act.

Table of Contents

The capital standards require the maintenance of common equity Tier 1 capital, Tier 1 capital and Total capital to risk-weighted assets of at least 4.5%, 6% and 8%, respectively. The regulations also establish a minimum required leverage ratio of at least 4% Tier 1 capital. In addition to establishing the minimum regulatory capital requirements, the regulations limit capital distributions and certain discretionary bonus payments to management if the institution does not hold a "capital conservation buffer" consisting of 2.5% of common equity Tier 1 capital to risk-weighted assets above the amount necessary to meet its minimum risk-based capital requirements. The capital conservation buffer requirement is being phased in beginning January 1, 2016 at 0.625% of risk-weighted assets and increasing each year until fully implemented at 2.5% on January 1, 2019. Institutions that do not maintain the required capital buffer will become subject to progressively most stringent limitations on the percentage of earnings that can be paid out in dividends or used for stock repurchases and on the payment of discretionary bonuses to executive management.

As of December 31, 2017, the Company and the Bank meet all capital adequacy requirements to which they are subject.

Dividends

Dividends paid to shareholders by the Company are subject to restrictions set forth in the California General Corporation Law. As applicable to the Company, the California General Corporation Law provides that the Company may make a distribution to its shareholders if retained earnings immediately prior to the dividend payout are at least equal to the amount of the proposed distribution or if immediately after the distribution, the value of the Company's assets would equal or exceed the sum of its total liabilities. The primary source of funds with which dividends will be paid to shareholders will come from cash dividends received by the Company from the Bank.

During the year ended December 31, 2017, the Bank paid cash dividends of \$4,291,000 to the Company in order to fund the Company's operating costs, payments of interest on its junior subordinated debentures, estimated tax payments, and redemption of junior subordinated debentures. Additionally \$2,870,000 in cash dividends were paid by the company to shareholders. During 2015, \$3.0 million of the Company's \$15.0 million in junior subordinated debt was retired. The balance of junior subordinated debentures remained at \$12.0 million for the years ended December 31, 2016 and December 31, 2017.

The Bank, as a state-chartered bank, is subject to dividend restrictions set forth in California state banking law and administered by the Commissioner of the California Department of Business Oversight ("Commissioner"). Under such restrictions, the Bank may not pay cash dividends in an amount which exceeds the lesser of the retained earnings of the Bank or the Bank's net income for the last three fiscal years (less the amount of distributions to shareholders during that period of time). If the above test is not met, cash dividends may only be paid with the prior approval of the Commissioner, in an amount not exceeding the Bank's net income for its last fiscal year or the amount of its net income for the current fiscal year. Such restrictions do not apply to stock dividends, which generally require neither the satisfaction of any tests nor the approval of the Commissioner. Notwithstanding the foregoing, if the Commissioner finds that the shareholders' equity is not adequate or that the declarations of a dividend would be unsafe or unsound, the Commissioner may order the state bank not to pay any dividend. The FRB may also limit dividends paid by the Bank.

Reserve Balances

The Bank is required to maintain average reserve balances with the Federal Reserve Bank. During 2005, the Company implemented a deposit reclassification program, which allows the Company to reclassify a portion of transaction accounts to non-transaction accounts for reserve purposes. The deposit reclassification program was provided by a third-party vendor, and has been approved by the Federal Reserve Bank. At December 31, 2017, the Bank was not subject to a reserve requirement.

Item 8 - Financial Statements and Supplementary Data

Index to Consolidated Financial Statements:

Management's Report on Internal Control over Financial Reporting

Reports of Independent Registered Public Accounting Firm

Consolidated Balance Sheets - December 31, 2017 and 2016

Consolidated Statements of Income -

Years Ended December 31, 2017, 2016, and 2015

Table of Contents

Consolidated Statements of Shareholders' Equity -
Years Ended December 31, 2017, 2016, and 2015

Consolidated Statements of Comprehensive Income -
Years Ended December 31, 2017, 2016, and 2015

Consolidated Statements of Cash Flows -
Years Ended December 31, 2017, 2016, and 2015

Notes to Consolidated Financial Statements

MANAGEMENT'S REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING

Management of United Security Bancshares and Subsidiaries (the "Company") is responsible for establishing and maintaining adequate internal control over financial reporting as defined in Rules 13a-15(f) and 15d-15(f) under the Securities Exchange Act of 1934, and for performing an assessment of the effectiveness of internal control over financial reporting as of December 31, 2017. The Company's internal control over financial reporting is a process designed under the supervision of the Company's management, including the Chief Executive Officer and Chief Financial Officer, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with accounting principles generally accepted in the United States.

The Company's system of internal control over financial reporting includes policies and procedures that (i) pertain to the maintenance of records that, in reasonable detail, accurately and fairly reflect transactions and dispositions of assets of the Company; (ii) provide reasonable assurance that transactions are recorded as necessary to permit preparation of financial statements in accordance with accounting principles generally accepted in the United States, and that receipts and expenditures of the Company are being made only in accordance with authorizations of management and directors of the Company; and (iii) provide reasonable assurance regarding prevention or timely detection of unauthorized acquisition, use or disposition of the Company's assets that could have a material effect on the financial statements.

Management recognizes that there are inherent limitations in the effectiveness of any system of internal control, and accordingly, even effective internal control can provide only reasonable assurance with respect to financial statement preparation and fair presentation. Further, because of changes in conditions, the effectiveness of internal control may vary over time.

Under the supervision and with the participation of the Company's management, including the Company's Chief Executive Officer and Chief Financial Officer, the Company performed an assessment of the effectiveness of the Company's internal control over financial reporting as of December 31, 2017 based upon criteria in *Internal Control — Integrated Framework (2013)* issued by the Committee of Sponsoring Organizations of the Treadway Commission ("COSO"). As a result of this assessment, management has concluded that the Company's internal control over financial reporting was effective as of December 31, 2017.

Report of Independent Registered Public Accounting Firm

To the Board of Directors and Shareholders
United Security Bancshares and Subsidiaries

Opinions on the Financial Statements and Internal Control over Financial Reporting

We have audited the accompanying consolidated balance sheets of United Security Bancshares and subsidiaries (the “Company”) as of December 31, 2017 and 2016, the related consolidated statements of income, comprehensive income, changes in shareholders’ equity and cash flows for each of the three years in the period ended December 31, 2017, and the related notes (collectively referred to as the “consolidated financial statements”). We also have audited the Company’s internal control over financial reporting as of December 31, 2017, based on criteria established in *Internal Control - Integrated Framework (2013)* issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO).

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the consolidated financial position of the Company as of December 31, 2017 and 2016, and the consolidated results of its operations and its cash flows for each of the three years in the period ended December 31, 2017, in conformity with accounting principles generally accepted in the United States of America. Also in our opinion, the Company maintained, in all material respects, effective internal control over financial reporting as of December 31, 2017, based on criteria established in *Internal Control - Integrated Framework (2013)* issued by COSO.

Basis for Opinions

The Company’s management is responsible for these consolidated financial statements, for maintaining effective internal control over financial reporting, and for its assessment of the effectiveness of internal control over financial reporting, included in the accompanying Management’s Report on Internal Control over Financial Reporting. Our responsibility is to express an opinion on the Company’s consolidated financial statements and an opinion on the Company’s internal control over financial reporting based on our audits. We are a public accounting firm registered with the Public Company Accounting Oversight Board (United States) (“PCAOB”) and are required to be independent with respect to the Company in accordance with the U.S. federal securities laws and the applicable rules and regulations of the Securities and Exchange Commission and the PCAOB.

We conducted our audits in accordance with the standards of the PCAOB. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the consolidated financial statements are free of material misstatement, whether due to error or fraud, and whether effective internal control over financial reporting was maintained in all material respects.

Our audits of the consolidated financial statements included performing procedures to assess the risks of material misstatement of the consolidated financial statements, whether due to error or fraud, and performing procedures to respond to those risks. Such procedures included examining, on a test basis, evidence regarding the amounts and disclosures in the consolidated financial statements. Our audits also included evaluating the accounting principles used and significant estimates made by management, as well as evaluating the overall presentation of the consolidated financial statements. Our audit of internal control over financial reporting included obtaining an understanding of internal control over financial reporting, assessing the risk that a material weakness exists, and testing and evaluating the design and operating effectiveness of internal control based on the assessed risk. Our audits also included performing such other procedures as we considered necessary in the circumstances. We believe that our audits provide a reasonable basis for our opinions.

Definition and Limitations of Internal Control Over Financial Reporting

A company’s internal control over financial reporting is a process designed to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles. A company’s internal control over financial reporting includes those policies and procedures that (1) pertain to the maintenance of records that, in reasonable detail, accurately and fairly reflect the transactions and dispositions of the assets of the company; (2) provide reasonable assurance that transactions are recorded as necessary to permit preparation of financial statements in accordance with generally accepted accounting principles, and that receipts and expenditures of the company are being made only in accordance with authorizations of management and directors of the company; and (3) provide reasonable assurance regarding prevention or timely detection of unauthorized acquisition, use, or disposition of the company’s assets that could have a material effect on the financial statements.

Table of Contents

Because of its inherent limitations, internal control over financial reporting may not prevent or detect misstatements. Also, projections of any evaluation of effectiveness to future periods are subject to the risk that controls may become inadequate because of changes in conditions, or that the degree of compliance with the policies or procedures may deteriorate.

/s/ Moss Adams LLP

Sacramento, California
March 2, 2018

We have served as the Company's auditor since 1999.

[Table of Contents](#)

United Security Bancshares and Subsidiaries
Consolidated Balance Sheets
December 31, 2017 and 2016

<i>(In thousands except shares)</i>	December 31, 2017	December 31, 2016
Assets		
Cash and non-interest bearing deposits in other banks	\$ 35,237	\$ 25,781
Cash and due from Federal Reserve Bank	72,697	87,251
Cash and cash equivalents	107,934	113,032
Interest-bearing deposits in other banks	—	650
Investment securities available for sale (at fair value)	45,722	57,491
Loans	601,351	569,759
Unearned fees and unamortized loan origination costs, net	1,039	1,075
Allowance for credit losses	(9,267)	(8,902)
Net loans	593,123	561,932
Accrued interest receivable	6,526	3,895
Premises and equipment – net	10,165	10,445
Other real estate owned	5,745	6,471
Goodwill	4,488	4,488
Cash surrender value of life insurance	19,752	19,047
Investment in limited partnerships	1,601	757
Deferred tax assets - net	2,389	3,298
Other assets	8,391	6,466
Total assets	\$ 805,836	\$ 787,972
Liabilities & Shareholders' Equity		
Liabilities		
Deposits		
Noninterest bearing	\$ 307,299	\$ 262,697
Interest bearing	380,394	413,932
Total deposits	687,693	676,629
Accrued interest payable	44	76
Accounts payable and other liabilities	7,017	5,781
Junior subordinated debentures (at fair value)	9,730	8,832
Total liabilities	704,484	691,318
Shareholders' Equity		
Common stock, no par value 20,000,000 shares authorized, 16,885,615 issued and outstanding at December 31, 2017, and 16,705,594 at December 31, 2016	57,880	56,557
Retained earnings	44,182	40,701
Accumulated other comprehensive loss	(710)	(604)
Total shareholders' equity	101,352	96,654
Total liabilities and shareholders' equity	\$ 805,836	\$ 787,972

See notes to consolidated financial statements

[Table of Contents](#)

United Security Bancshares and Subsidiaries
Consolidated Statements of Income
Years Ended December 31, 2017, 2016, and 2015

<i>(In thousands except shares and EPS)</i>	December 31, 2017	December 31, 2016	December 31, 2015
Interest Income			
Loans, including fees	\$ 30,817	\$ 28,182	\$ 26,469
Investment securities – AFS – taxable	901	825	722
Interest on deposits in FRB	1,207	458	213
Interest on deposits in other banks	5	8	6
Total interest income	<u>32,930</u>	<u>29,473</u>	<u>27,410</u>
Interest Expense			
Interest on deposits	1,426	1,167	1,056
Interest on other borrowings	304	242	225
Total interest expense	<u>1,730</u>	<u>1,409</u>	<u>1,281</u>
Net Interest Income Before Recovery of Provision for Credit Losses	31,200	28,064	26,129
Provision (recovery of provision) for Credit Losses	24	(21)	(41)
Net Interest Income after Provision for Credit Losses	31,176	28,085	26,170
Noninterest Income			
Customer service fees	3,851	3,792	3,620
Increase in cash surrender value of bank owned life insurance	534	530	519
Loss on fair value of financial liability	(882)	(518)	(73)
Gain on redemption of JR subordinated debentures	—	—	78
Gain on sale of premises and equipment	73	—	10
Gain (loss) on sale of other investment	3	—	(23)
Other	727	710	604
Total noninterest income	<u>4,306</u>	<u>4,514</u>	<u>4,735</u>
Noninterest Expense			
Salaries and employee benefits	10,821	10,628	9,921
Occupancy expense	4,254	4,222	4,042
Data processing	119	148	126
Professional fees	1,433	1,493	1,137
Regulatory assessments	391	767	959
Director fees	289	284	277
Loss on California tax credit partnership	109	158	73
Net (gain) cost on operation and sale of OREO	(150)	263	619
Other	2,537	2,382	2,444
Total noninterest expense	<u>19,803</u>	<u>20,345</u>	<u>19,598</u>
Income Before Provision for Taxes	15,679	12,254	11,307
Provision for Taxes on Income	7,039	4,869	4,497
Net Income	\$ 8,640	\$ 7,385	\$ 6,810
Net Income per common share			
Basic	\$ 0.51	\$ 0.44	\$ 0.40
Diluted	\$ 0.51	\$ 0.44	\$ 0.40
Shares on which net income per common share were based			
Basic	16,885,587	16,881,379	16,880,563
Diluted	16,904,915	16,889,027	16,882,797

See notes to consolidated financial statements

[Table of Contents](#)

United Security Bancshares and Subsidiaries
Consolidated Statements of Comprehensive Income
Years Ended December 31, 2017, 2016, and 2015

	Year Ended December 31,		
<i>(In thousands)</i>	2017	2016	2015
Net Income	\$ 8,640	\$ 7,385	\$ 6,810
Unrealized holdings gains (losses) on securities	16	(648)	(265)
Unrealized losses on unrecognized post retirement costs	(6)	(22)	224
Other comprehensive income (loss), before tax	10	(670)	(41)
Tax (expense) benefit related to securities	(6)	259	106
Tax (expense) benefit related to unrecognized post-retirement costs	3	9	(92)
Total other comprehensive loss	7	(402)	(27)
Comprehensive income	\$ 8,647	\$ 6,983	\$ 6,783

See notes to consolidated financial statements

[Table of Contents](#)

United Security Bancshares and Subsidiaries
Consolidated Statements of Changes in Shareholders' Equity
Years Ended December 31, 2017, 2016, and 2015

Common stock					
<i>(In thousands except shares)</i>	Number of Shares	Amount	Retained Earnings	Accumulated Other Comprehensive Loss	Total
Balance January 1, 2015 (1)	15,425,086	\$ 49,271	\$ 33,730	\$ (175)	\$ 82,826
(1) Excludes 0 unvested restricted shares					
Other comprehensive loss				(27)	(27)
Common stock dividends	626,320	3,275	(3,275)		
Stock-based compensation expense		26			26
Net Income			6,810		6,810
Balance December 31, 2015 (2)	16,051,406	\$ 52,572	\$ 37,265	\$ (202)	\$ 89,635
(2) Excludes 15,019 unvested restricted shares					
Other comprehensive loss				(402)	(402)
Common stock dividends	651,725	3,949	(3,949)		—
Stock options exercised	2,463	6			6
Stock-based compensation expense		30			30
Net Income			7,385		7,385
Balance December 31, 2016 (3)	16,705,594	\$ 56,557	\$ 40,701	\$ (604)	\$ 96,654
(3) Excludes 12,015 unvested restricted shares					
Other comprehensive income				7	7
Reclassification of income tax effects from accumulated other comprehensive income			113	(113)	—
Common stock dividends	167,082	1,220	(1,220)		—
Dividends on common stock			(2,870)		(2,870)
Dividends payable			(1,182)		(1,182)
Stock options exercised	2,514	6			6
Restricted stock units released	10,425				
Stock-based compensation expense		97			97
Net Income			8,640		8,640
Balance December 31, 2017 (4)	16,885,615	\$ 57,880	\$ 44,182	\$ (710)	\$ 101,352
(4) Excludes 46,511 unvested restricted shares					
See notes to consolidated financial statements					

[Table of Contents](#)

United Security Bancshares and Subsidiaries
Consolidated Statements of Cash Flows
Years Ended December 31, 2017, 2016, and 2015

<i>(In thousands)</i>	December 31, 2017	December 31, 2016	December 31, 2015
Cash Flows From Operating Activities:			
Net Income	\$ 8,640	\$ 7,385	\$ 6,810
Adjustments to reconcile net income to cash provided by operating activities:			
Provision (recovery of provision) for credit losses	24	(21)	(41)
Depreciation and amortization	1,335	1,428	1,462
Amortization of investment securities	534	481	266
Accretion of investment securities	(8)	(28)	(44)
Increase in accrued interest receivable	(2,631)	(1,676)	(293)
(Decrease) increase in accrued interest payable	(32)	47	(11)
Decrease (increase) in unearned fees	36	(1,017)	(382)
(Increase) decrease in income taxes receivable	(734)	957	(229)
Stock-based compensation expense	97	30	26
Provision for deferred income taxes	906	2,199	1,640
(Decrease) increase in accounts payable and accrued liabilities	(39)	(146)	29
(Gain) loss on sale of investment in limited partnership	(3)	—	23
Gain on sale of other real estate owned	(336)	(37)	(16)
Impairment loss on other real estate owned	—	—	188
Loss on fair value option of financial liabilities	882	518	73
Gain on redemption of junior subordinated debentures	—	—	(78)
Increase in surrender value of life insurance	(534)	(530)	(519)
Loss on tax credit limited partnership interest	109	158	73
(Gain) on disposal of premises and equipment	(73)	—	(10)
Net decrease (increase) in other assets	(618)	(290)	297
Net cash provided by operating activities	7,555	9,458	9,264
Cash Flows From Investing Activities:			
Net increase (decrease) in interest-bearing deposits with banks	650	878	(6)
Purchase of correspondent bank stock	(495)	(101)	(147)
Maturities and calls on available-for-sale securities	—	2,600	11,000
Principal payments on available-for-sale securities	11,260	4,687	5,922
Purchases of available-for-sale securities	—	(34,987)	—
Purchase of bank-owned life insurance/company-owned life insurance	—	(220)	(220)
Net increase in loans	(31,251)	(51,465)	(58,642)
Cash proceeds from sales of other real estate owned	1,062	3,378	1,192
Payoff of senior liens on other real estate owned	—	(705)	—
Cash proceeds from sale of premises and equipment	—	—	23
Capital expenditures for premises and equipment	(1,128)	(1,073)	(725)
(Investment in) distributions from limited partnership	(954)	1	(119)
Net cash used in investing activities	(20,856)	(77,007)	(41,722)
Cash Flows From Financing Activities:			
Net increase in demand deposit and savings accounts	49,226	20,993	65,418
Net (decrease) increase in certificates of deposit	(38,159)	33,831	(8,986)
Proceeds from exercise of stock options	6	6	—
Cash dividend	(2,870)	—	—
Redemption of junior subordinated debentures	—	—	(1,800)
Net cash provided by financing activities	8,203	54,830	54,632
Net (decrease) increase in cash and cash equivalents	(5,098)	(12,719)	22,174
Cash and cash equivalents at beginning of year	113,032	125,751	103,577
Cash and cash equivalents at end of year	\$ 107,934	\$ 113,032	\$ 125,751

Notes to Consolidated Financial Statements

1. *Organization and Summary of Significant Accounting and Reporting Policies*

Basis of Presentation – The consolidated financial statements have been prepared in accordance with accounting principles generally accepted in the United States and with prevailing practices within the banking industry. The consolidated financial statements include the accounts of United Security Bancshares, and its wholly owned subsidiaries, United Security Bank and subsidiary (the “Bank”) and USB Capital Trust II (the “Trust”). The Trust is deconsolidated pursuant to ASC 810. As a result, the Trust Preferred Securities are not presented on the Company’s consolidated financial statements as equity, but instead they are presented as Junior Subordinated Debentures are presented as a separate liability category. (see Note 8 to the Company’s consolidated financial statements). Intercompany accounts and transactions have been eliminated in consolidation. In the following notes, references to the Bank are references to United Security Bank. References to the Company are references to United Security Bancshares, (including the Bank). United Security Bancshares operates as one business segment providing banking services to commercial establishments and individuals primarily in the San Joaquin Valley of California.

Nature of Operations – United Security Bancshares is a bank holding company, incorporated in the state of California for the purpose of acquiring all the capital stock of the Bank through a holding company reorganization (the “Reorganization”) of the Bank. The Reorganization, which was accounted for in a manner similar to a pooling of interests, was completed on June 12, 2001. Management believes the Reorganization has provided the Company greater operating and financial flexibility and has permitted expansion into a broader range of financial services and other business activities.

During July 2007 the Company formed USB Capital Trust II and issued \$15.0 million in Trust Preferred Securities with terms similar to those originally issued under USB Capital Trust I. During 2015, the Bank purchased \$3.0 million of the Company's junior subordinated debentures related to the Company's trust preferred securities at a fair value discount of 40%. Subsequently, the Company purchased those shares from the Bank and canceled \$3.0 million in par value of the junior subordinated debentures, realizing a \$78,000 gain on redemption. The contractual principal balance of the Company's debentures relating to its trust preferred securities is \$12.0 million as of December 31, 2017. (See Note 8. “Junior Subordinated Debt/Trust Preferred Securities”).

USB Investment Trust Inc was incorporated effective December 31, 2001, as a special purpose real estate investment trust (“REIT”) under Maryland law. The REIT is a subsidiary of the Bank and was funded with \$133.0 million in real estate-secured loans contributed by the Bank. USB Investment Trust was originally formed to give the Bank flexibility in raising capital, and reduce the expenses associated with holding the assets contributed to USB Investment Trust.

The Bank was founded in 1987 and currently operates eleven branches and one construction lending office in an area from eastern Madera County to western Fresno County, as well as Taft and Bakersfield in Kern County, and Campbell in Santa Clara County. The Bank also operates one financial services department located in Fresno, California. The Bank’s primary source of revenue is interest income through providing loans to customers, who are predominantly small and middle-market businesses and individuals. The Bank engages in a full compliment of lending activities, including real estate mortgage, commercial and industrial, real estate construction, agricultural and consumer loans, with particular emphasis on short and medium term obligations.

The Bank offers a wide range of deposit instruments. These include personal and business checking accounts and savings accounts, interest-bearing negotiable order of withdrawal (NOW) accounts, money market accounts and time certificates of deposit. Most of the Bank's deposits are attracted from individuals and from small and medium-sized business-related sources.

The Bank also offers a wide range of specialized services designed to attract and service the needs of commercial customers and account holders. These services include cashiers checks, travelers checks, money orders, and foreign drafts. In addition, the Bank offers Internet banking services to its commercial and retail customers, and offers certain financial and wealth management services through its financial services department. The Bank does not operate a trust department, however it makes arrangements with its correspondent bank to offer trust services to its customers upon request.

Use of Estimates in the Preparation of Financial Statements - The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the reporting period. Actual results could differ from those estimates.

Table of Contents

Material estimates that are particularly susceptible to significant change, relate to the determination of the allowance for loan losses, determination of goodwill, fair value of junior subordinated debt and certain collateralized mortgage obligations, and the valuation of real estate acquired in connection with foreclosures or in satisfaction of loans.

Subsequent events—The Company has evaluated events and transactions for potential recognition or disclosure through the day the financial statements were issued.

Significant Accounting Policies - The Company follows accounting standards set by the Financial Accounting Standards Board, commonly referred to as "FASB." FASB sets generally accepted accounting principles (GAAP) that the Company follows to ensure the consistent reporting of its consolidated financial condition, consolidated results of operations, and consolidated cash flows. References to GAAP issued by FASB in these footnotes are to *FASB Accounting Standards Codification*, sometimes referred to as the Codification or ASC. The following is a summary of significant policies:

- a. **Cash and cash equivalents** – Cash and cash equivalents include cash on hand, amounts due from banks, federal funds sold and repurchase agreements. At times throughout the year, balances can exceed FDIC insurance limits. Generally, federal funds sold and repurchase agreements are sold for one-day periods. The Bank did not have any repurchase agreements during 2017 or 2016, or at December 31, 2017 and 2016. All cash and cash equivalents have maturities when purchased of three months or less.
- b. **Securities** - Debt and equity securities classified as available for sale are reported at fair value, with unrealized gains and losses excluded from net income and reported, net of tax, as a separate component of comprehensive income and shareholders' equity. Debt securities classified as held to maturity are carried at amortized cost. Gains and losses on disposition are reported using the specific identification method for the adjusted basis of the securities sold. Premiums and discounts are recognized in interest income using the interest method over the period to maturity.

The Company classifies its securities as available for sale or held to maturity, and periodically reviews its investment portfolio on an individual security basis. Securities that are to be held for indefinite periods of time (including, but not limited to, those that management intends to use as part of its asset/liability management strategy, those which may be sold in response to changes in interest rates, changes in prepayments or any such other factors) are classified as securities available for sale. Securities which the Company has the ability and intent to hold to maturity are classified as held to maturity.

Investments with fair values that are less than amortized cost are considered impaired. Impairment may result from either a decline in the financial condition of the issuing entity or, in the case of fixed interest rate investments, from rising interest rates. At each financial statement date, management assesses each investment to determine if impaired investments are temporarily impaired or if the impairment is other-than-temporary based upon the positive and negative evidence available. Evidence evaluated includes, but is not limited to, industry analyst reports, credit market conditions, and interest rate trends. Management also assesses whether it intends to sell, or it is more likely than not that it will be required to sell, a security in an unrealized loss position before recovery of its amortized cost basis. If either of the criteria regarding intent or requirement to sell is met, the entire difference between the amortized cost and fair value is recognized as impairment through earnings. For debt securities that do not meet the aforementioned criteria, the amount of impairment is split into two components as follows: (1) OTTI related to credit loss, which must be recognized in the income statement; and (2) OTTI related to other factors, which is recognized in other comprehensive income. The credit loss is defined as the difference between the present value of the cash flows expected to be collected and the amortized cost basis. For equity securities, the entire amount of impairment is recognized through earnings.

- c. **Loans** - Interest income on loans is credited to income as earned and is calculated by using the simple interest method on the daily balance of the principal amounts outstanding. Loans are placed on non-accrual status when principal or interest is past due for 90 days and/or when management believes the collection of amounts due is doubtful. For loans placed on nonaccrual status, the accrued and unpaid interest receivable may be reversed at management's discretion based upon management's assessment of collectability, and interest is thereafter credited to principal to the extent necessary to eliminate doubt as to the collectability of the net carrying amount of the loan.

Nonrefundable fees and related direct costs associated with the origination or purchase of loans are deferred and netted against outstanding loan balances. The net deferred fees and costs are generally amortized into interest income over the loan term using the interest method. Other credit-related fees, such as standby letter of credit fees, loan placement fees and annual credit card fees are recognized as noninterest income during the period the related service is performed.

Table of Contents

- d. *Allowance for Credit Losses and Reserve for Unfunded Loan Commitments* - The allowance for credit losses is maintained to provide for losses that can reasonably be anticipated. The allowance is based on ongoing quarterly assessments of the probable losses inherent in the loan portfolio, and to a lesser extent, unfunded loan commitments. The reserve for unfunded loan commitments is a liability on the Company's consolidated financial statements and is included in other liabilities. The liability is computed using a methodology similar to that used to determine the allowance for credit losses, modified to take into account the probability of a drawdown on the commitment.

The allowance for credit losses is increased by provisions charged to operations during the current period and reduced by negative provisions and loan charge-offs, net of recoveries. Loans are charged against the allowance when management believes that the collection of the principal is unlikely. The allowance is an amount that management believes will be adequate to absorb losses inherent in existing loans, based on evaluations of the probability of collection. In evaluating the probability of collection, management is required to make estimates and assumptions that affect the reported amounts of loans, allowance for credit losses and the provision for credit losses charged to operations. Actual results could differ significantly from those estimates. These evaluations take into consideration such factors as the composition of the portfolio, overall portfolio quality, loan concentrations, specific problem loans, and current economic conditions that may affect the borrowers' ability to pay.

The Company's methodology for assessing the adequacy of the allowance for credit losses consists of several key elements, which include:

- the formula allowance
- specific allowances for problem graded loans identified as impaired
- and the unallocated allowance

The formula allowance is calculated by applying loss factors to outstanding loans. Loss factors are based on the Company's historical loss experience and on the internal risk grade of those loans and, may be adjusted for significant factors, including economic factors that, in management's judgment, affect the collectability of the portfolio as of the evaluation date. Management determines the loss factors for problem graded loans (substandard, doubtful, and loss), special mention loans, and pass graded loans, based on a loss migration model. The migration analysis incorporates loan losses over the previous quarters as determined by management (time horizons adjusted as business cycles or environment changes) and loss factors are adjusted to recognize and quantify the loss exposure from changes in market conditions and trends in the Company's loan portfolio. Those factors include 1) trends in delinquent and nonaccrual loans, 2) trends in loan volume and terms, 3) effects of changes in lending policies, 4) concentrations of credit, 5) competition, 6) national and local economic trends and conditions, 7) experience of lending staff, 8) loan review and Board of Directors oversight, 9) high balance loan concentrations, and 10) other business conditions. For purposes of this analysis, loans are grouped by internal risk classifications, which are "pass," "special mention," "substandard," "doubtful," and "loss." Certain loans are homogeneous in nature and are therefore pooled by risk grade. These homogeneous loans include consumer installment and home equity loans.

Specific allowances are established based on management's periodic evaluation of loss exposure inherent in impaired loans. For impaired loans, specific allowances are determined based on the collateralized value of the underlying properties, the net present value of the anticipated cash flows, or the market value of the underlying assets.

A loan is considered impaired when management determines that it is probable that the Company will be unable to collect all amounts due according to the original contractual terms of the loan agreement. Impairment is measured by the difference between the original recorded investment in the loan and the estimated present value of the total expected future cash flows, discounted at the loan's effective rate, or the fair value of the collateral, less estimated selling costs, if the loan is collateral dependent.

The unallocated portion of the allowance is based upon management's evaluation of various conditions that are not directly measured in the determination of the formula and specific allowances. The conditions may include, but are not limited to, general economic and business conditions affecting the key lending areas of the Company, credit quality trends, collateral values, loan volumes and concentrations, and other business conditions.

- e. *Premises and Equipment* - Premises and equipment are carried at cost less accumulated depreciation. Depreciation expense is computed principally on the straight-line method over the estimated useful lives of the assets. Estimated useful lives are as follows:

Buildings	31 years	Furniture and equipment	3-7 Years
-----------	----------	-------------------------	-----------

Table of Contents

- f. *Other Real Estate Owned* - Real estate properties acquired through, or in lieu of, loan foreclosure are to be sold and are initially recorded at fair value of the property, less estimated costs to sell. The excess, if any, of the loan amount over the fair value is charged to the allowance for credit losses. Subsequent declines in the fair value of other real estate owned, along with related revenue and expenses from operations, are charged to noninterest expense.
- g. *Intangible Assets and Goodwill* - Intangible assets are comprised of core deposit intangibles, other specific identifiable intangibles, and goodwill acquired in branch acquisitions where the consideration given exceeded the fair value of the net assets acquired. Intangible assets and goodwill are reviewed at least annually for impairment. All core deposit intangibles related to previous mergers have been fully amortized. During 2017 and 2016, the Company recognized no impairment losses on the core deposit intangible related to the deposits purchased in the Legacy merger consummated during February 2007. The Company estimates no aggregate amortization expense related to intangible assets for the next five years.

Goodwill amounts resulting from the acquisitions of Taft National Bank during April 2004, and Legacy Bank during February 2007 are considered to have an indefinite life and are not amortized. At December 31, 2017, goodwill related to Taft National Bank totaled \$1.6 million, and goodwill related to Legacy Bank totaled \$2.9 million. Impairment testing of goodwill is performed at the reporting level during December of each year for Taft, and during March of each year for Legacy. During 2017 and 2016, the Company did not recognize impairment adjustments on the goodwill related to the Legacy or Taft Bank mergers (see Note 19 to the Company's consolidated financial statements contained herein for details of the goodwill impairment.)

- h. *Income Taxes* - Deferred income taxes are provided for the temporary differences between the financial reporting basis and the tax basis of the Company's assets and liabilities using the liability method, and are reflected at currently enacted income tax rates applicable to the period in which the deferred tax assets or liabilities are expected to be realized or settled. For the use in estimates the enacted tax rate of the period is utilized.
- i. *Net Income per Share* - Basic income per common share is computed based on the weighted average number of common shares outstanding. Diluted income per share includes the effect of stock options and other potentially dilutive securities using the treasury stock method to the extent they have a dilutive impact. Net income per share has been retroactively adjusted for all stock dividends declared. The number of potentially dilutive common shares included in quarterly diluted income per share is computed using the average market prices during the three months included in the reporting period under the treasury stock method. The number of potentially dilutive common shares included in year-to-date diluted income per share is a year-to-date weighted average of potentially dilutive common shares included in each quarterly diluted net income per share computation.
- j. *Cash Flow Reporting* - For purposes of reporting cash flows, cash and cash equivalents include cash on hand, noninterest-bearing amounts due from banks, federal funds sold and securities purchased under agreements to resell. Federal funds and securities purchased under agreements to resell are generally sold for one-day periods. Net cash flows are reported for interest-bearing deposits with other banks, loans to customers, and deposits held for customers.
- k. *Transfers of Financial Assets* - Transfers of financial assets are accounted for as sales when control over the assets has been surrendered. Control over transferred assets is deemed to be surrendered when (1) the assets have been isolated from the Company, (2) the transferee obtains the right (free of conditions that constrain it from taking advantage of that right) to pledge or exchange the transferred assets, and (3) the Company does not maintain effective control over the transferred assets through an agreement to repurchase them before their maturity.
- l. *Advertising Costs* - The Company expenses marketing costs as they are incurred. Advertising expense was \$154,000, \$126,000, and \$127,000 for the years ended December 31, 2017, 2016, and 2015, respectively.
- m. *Stock Based Compensation* - The Company has a stock-based employee compensation plan, which is described more fully in Note 10. The Company accounts for all share-based payments to employees, including grants of employee stock options and restricted stock units and awards, to be recognized in the financial statements based on the grant date fair value of the award. The fair value is amortized over the requisite service period (generally the vesting period). Included in salaries and employee benefits for the years ended December 31, 2017, 2016, and 2015 are \$97,000, \$30,000, and \$26,000, respectively, of share-based compensation. The related tax benefit, recorded in the provision for income taxes, was not significant. All share data contained within the financial statements has been retroactively restated for stock based transactions (i.e. stock splits and stock dividends.)
- n. *Federal Home Loan Bank stock and Federal Reserve Stock* - As a member of the Federal Home Loan Bank (FHLB), the Company is required to maintain an investment in capital stock of the FHLB. In addition, as a member of the Federal

Table of Contents

Reserve Bank (FRB), the Company is required to maintain an investment in capital stock of the FRB. The investments in both the FHLB and the FRB are carried at cost, which approximates their fair value, in the accompanying consolidated balance sheets under other assets and are subject to certain redemption requirements by the FHLB and FRB. Stock redemptions are at the discretion of the FHLB and FRB.

While technically these are considered equity securities, there is no market for the FHLB or FRB stock. Therefore, the shares are considered as restricted investment securities. Management periodically evaluates the stock for other-than-temporary impairment. Management's determination of whether these investments are impaired is based on its assessment of the ultimate recoverability of cost rather than by recognizing temporary declines in value. The determination of whether a decline affects the ultimate recoverability of cost is influenced by criteria such as (1) the significance of any decline in net assets of the FHLB or FRB as compared to the capital stock amount of the FHLB or FRB and the length of time this situation has persisted, (2) commitments by the FHLB or FRB to make payments required by law or regulation and the level of such payments in relation to the operating performance of the FHLB or FRB, (3) the impact of legislative and regulatory changes on institutions and, accordingly, the customer base of the FHLB or FRB, and (4) the liquidity position of the FHLB or FRB.

- o. *Comprehensive Income* - Comprehensive income is comprised of net income and other comprehensive income. Other comprehensive income includes items recorded directly to equity, such as unrealized gains and losses on securities available-for-sale and unrecognized costs of salary continuation defined benefit plans. Comprehensive income is presented in the Consolidated Statements of Other Comprehensive Income.
- p. *Segment Reporting* - The Company's operations are solely in the financial services industry and include providing to its customers traditional banking and other financial services. The Company operates primarily in the San Joaquin Valley region of California. Management makes operating decisions and assesses performance based on an ongoing review of the Company's consolidated financial results. Therefore, the Company has a single operating segment for financial reporting purposes.
- q. *New Accounting Standards:*

In May 2014, the Financial Accounting Standard Board (FASB) issued Accounting Standard Update (ASU) 2014-9 (ASU 2014-09), Revenue from Contracts with Customers. The core principle of ASU 2014-09 is that an entity should recognize revenue to depict the transfer of promised goods or services to customers in an amount that reflects the consideration to which the entity expects to be entitled in exchange for those goods or services. The guidance also specifies the accounting for some costs to obtain or fulfill a contract with a customer, as well as enhanced disclosure requirements. In August 2015, the FASB issued ASU 2015-14 which deferred the effective date of ASU 2014-09 to fiscal years, and interim reporting periods within those fiscal years, beginning after December 15, 2017. In March 2016, the FASB issued ASU 2016-08 which clarified the revenue recognition implementation guidance on principal versus agent considerations and is effective during the same period as ASU 2014-09. In April 2016, the FASB issued ASU 2016-10 which clarified the revenue recognition guidance regarding the identification of performance obligations and the licensing implementation and is effective during the same period as ASU 2014-09. In May 2016, the FASB issued ASU 2016-12 which narrowly amended the revenue recognition guidance regarding collectability, noncash consideration, presentation of sales tax and transition. ASU 2016-12 is effective during the same period as ASU 2014-09.

The majority of the Company's revenue consists of net interest income on financial assets and financial liabilities, which is explicitly excluded from the scope of ASU 2014-09. The Company adopted the new standard beginning January 1, 2018. The Company completed its analysis for determining the extent ASU 2014-09 will affect its noninterest income, primarily in the area of fees and service charges on deposit accounts. Based on the analysis performed, the Company did not have a material change in the timing or measurement of revenues related to noninterest income. The Company will continue to evaluate the effect that this guidance will have on other revenue streams within its scope, as well as changes in disclosures required by the new guidance. However, the Company do not expect this to have a material impact on the Company's consolidated financial statements.

In January 2016, the Financial Accounting Standards Board (FASB) issued Accounting Standards Update (ASU) No. 2016-01 *Financial Instruments-Overall: Recognition and Measurements of Financial Assets and Financial Liabilities*. This ASU requires equity investments to be measured at fair value, with changes in fair value recognized in net income. The amendment also simplifies the impairment assessment of equity investments for which fair value is not readily determinable by requiring an entity to perform a qualitative assessment to identify impairment. Further, this ASU eliminates the requirement to disclose the methods and significant assumptions used to estimate the fair value that is

Table of Contents

required to be disclosed for financial instruments measured at amortized cost on the balance sheet, requires the use of the exit price notion when measuring the fair value of financial instruments for disclosure purposes, and requires an entity to present separately in other comprehensive income the portion of the total change in the fair value of a liability resulting from a change in the instrument-specific credit risk when the entity has elected to measure the liability at fair value in accordance with the fair value option for financial instruments. The ASU is effective for fiscal years beginning after December 15, 2017, and interim periods therein. The Company notes the impact of this standard was to recognize as of January 1, 2018 \$262,000 in previously unrealized losses, related to its equity investments classified as available-for-sale, as an adjustment to retained earnings, and to reclassify \$2,103,000 from retained earnings to accumulated other comprehensive income related to the instrument-specific credit risk of the Company's trust preferred securities (TRUPS). The Company does not expect any other significant impact from this ASU.

In February 2016, FASB issued ASU 2016-02, Leases (Topic 842). The FASB is issuing this Update to increase transparency and comparability among organizations by recognizing lease assets and lease liabilities on the balance sheet and disclosing key information about leasing arrangements. To meet that objective, the FASB is amending the FASB Accounting Standards Codification® and creating Topic 842, Leases. This Update, along with IFRS 16, Leases, are the results of the FASB's and the International Accounting Standards Board's (IASB's) efforts to meet that objective and improve financial reporting. This ASU will be effective for public business entities for annual periods beginning after December 15, 2018 (i.e., calendar periods beginning on January 1, 2019), and interim periods therein. Although an estimate of the impact of the new leasing standard has not yet been determined, the Company expects a significant new lease asset and related lease liability on the balance sheet due to the number of leased branches and standalone ATM sites the Bank currently has that are accounted for under current operating lease guidance.

In June 2016, FASB issued ASU 2016-13, Financial Instruments- Credit Losses (Topic 326). The FASB is issuing this Update to improve financial reporting by requiring timelier recording of credit losses on loans and other financial instruments held by financial institutions and other organizations. The Update requires enhanced disclosures and judgments in estimating credit losses and also amends the accounting for credit losses on available-for-sale debt securities and purchased financial assets with credit deterioration. This amendment is effective for fiscal years beginning after December 15, 2019, including interim periods within those fiscal years. The Company has established a project team for the implementation of this new standard. The team has started by working with a vendor to put a new Allowance for Loan Loss software in place and is collecting additional historical data to estimate the impact of this standard. An estimate of the impact of this standard has not yet been determined, however, the impact is expected to be significant.

As of January 1, 2017, the Company adopted the Financial Accounting Standards Board's (FASB) Accounting Standard Update ("ASU") No. 2016-09, Compensation - Stock Compensation (Topic 718): Improvements to Employee Share-Based Payment Accounting. ASU 2016-09, seeks to simplify several aspects of the accounting for employee share-based payment transactions, including income tax consequences, classification of awards as either equity or liabilities, and classification on the statement of cash flows. As required by ASU 2016-09, all adjustments are reflected as of the beginning of the fiscal year, January 1, 2016. By applying this ASU, the Company no longer adjusts common stock for the tax impact of shares released, instead the tax impact is recognized as tax expense in the period the shares are released. This simplifies the tracking of the excess tax benefits and deficiencies, but could cause volatility in tax expense for the periods presented. The statement of cash flows has been adjusted to reflect the provisions of this ASU. The application of this ASU did not have a material impact on the consolidated financial statements.

In January 2017, FASB issued ASU 2017-04, Intangibles - Goodwill and Other (Topic 350). The FASB is issuing this Update to eliminate the requirement to calculate the implied fair value of goodwill to measure a goodwill impairment charge. Instead, entities will record an impairment charge based on the excess of a reporting unit's carrying amount over its fair value. This ASU will be effective for public business entities for annual periods beginning after December 15, 2019 (i.e. calendar periods beginning on January 1, 2020, and interim periods therein). The Company does not expect any impact on the Company's consolidated financial statements resulting from the adoption of this Update.

In March 2017, FASB issued ASU 2017-08 - Receivables - Nonrefundable Fees and Other Costs (Subtopic 310-20): Premium Amortization on Purchased Callable Debt Securities. The provisions of the update require premiums recognized upon the purchase of callable debt securities to be amortized to the earliest call date in order to avoid losses recognized upon call. For public business entities that are SEC filers the amendments of the update will become effective in fiscal years beginning after December 15, 2018. The Company does not expect the requirements of this Update to have a material impact on the Company's financial position, results of operations or cash flows.

In February 2018, FASB issued ASU 2018-02 - Income Statement - Reporting Comprehensive Income (Topic 220). The provisions of this Update allow a reclassification from accumulated other comprehensive income to retained earnings for

[Table of Contents](#)

stranded tax effects resulting from the Tax Cuts and Jobs Act. The Company has elected to adopt this Update as of December 31, 2017, and notes that the resulting effect of adoption has had an immaterial impact on these financial statements.

- r. *Reclassifications* - Certain reclassifications have been made to prior year financial statements to conform to the classifications used in 2017. None of the reclassifications had an impact on equity or net income.

2. Investment Securities

Following is a comparison of the amortized cost and approximate fair value of investment securities at December 31, 2017 and December 31, 2016:

(In thousands)

December 31, 2017	Amortized Cost	Gross Unrealized Gains	Gross Unrealized Losses	Fair Value (Carrying Amount)
December 31, 2017				
<i>Securities available for sale:</i>				
U.S. Government agencies	\$ 19,683	\$ 312	(41)	\$ 19,954
U.S. Government sponsored entities & agencies collateralized by mortgage obligations	22,391	56	(416)	22,031
Mutual Funds	4,000	—	(263)	3,737
Total securities available for sale	<u>\$ 46,074</u>	<u>\$ 368</u>	<u>\$ (720)</u>	<u>\$ 45,722</u>
December 31, 2016				
<i>Securities available for sale:</i>				
U.S. Government agencies	\$ 22,992	\$ 280	\$ (69)	\$ 23,203
U.S. Government sponsored entities & agencies collateralized by mortgage obligations	30,867	107	(402)	30,572
Mutual Funds	4,000	—	(284)	3,716
Total securities available for sale	<u>\$ 57,859</u>	<u>\$ 387</u>	<u>\$ (755)</u>	<u>\$ 57,491</u>

There were no sales of securities and no gross realized losses on available-for-sale securities and no gross gains during the years ended December 31, 2017, 2016, and 2015. There were no other-than-temporary impairment losses during the years ended December 31, 2017, 2016, and 2015.

The amortized cost and fair value of securities available for sale at December 31, 2017, by contractual maturity, are shown below. Actual maturities may differ from contractual maturities because issuers have the right to call or prepay obligations with or without call or prepayment penalties. Contractual maturities on collateralized mortgage obligations cannot be anticipated due to allowed paydowns. Mutual funds are included in the "due in one year or less" category below.

	December 31, 2017	
<i>(In thousands)</i>	Amortized Cost	Fair Value (Carrying Amount)
Due in one year or less	\$ 4,000	\$ 3,737
Due after one year through five years	—	—
Due after five years through ten years	688	699
Due after ten years	18,995	19,255
U.S. Government sponsored entities & agencies collateralized by mortgage obligations	22,391	22,031
	<u>\$ 46,074</u>	<u>\$ 45,722</u>

At December 31, 2017 and 2016, available-for-sale securities with an amortized cost of approximately \$34,780,746 and \$19,653,625 (fair value of \$34,542,543 and \$16,670,290) were pledged as collateral for FHLB borrowings and public funds balances, respectively.

The Company had no held-to-maturity or trading securities at December 31, 2017 and 2016.

[Table of Contents](#)

Management periodically evaluates each available-for-sale investment security in an unrealized loss position to determine if the impairment is temporary or other-than-temporary.

The following summarizes temporarily impaired investment securities at December 31, 2017 and 2016:

(In thousands)	Less than 12 Months		12 Months or More		Total	
	Fair Value (Carrying Amount)	Unrealized Losses	Fair Value (Carrying Amount)	Unrealized Losses	Fair Value (Carrying Amount)	Unrealized Losses
December 31, 2017						
Securities available for sale:						
U.S. Government agencies	\$ 1,728	\$ (3)	\$ 6,625	\$ (38)	\$ 8,353	\$ (41)
U.S. Government sponsored entities & agencies collateralized by mortgage obligations	7,483	(154)	13,583	(262)	21,066	(416)
Mutual Funds	—	—	3,737	(263)	3,737	(263)
Total impaired securities	\$ 9,211	\$ (157)	\$ 23,945	\$ (563)	\$ 33,156	\$ (720)
December 31, 2016						
Securities available for sale:						
U.S. Government agencies	\$ 12,281	\$ (69)	\$ —	\$ —	\$ 12,281	\$ (69)
U.S. Government sponsored entities & agencies collateralized by mortgage obligations	25,904	(402)	—	—	25,904	(402)
Mutual Funds	—	—	3,716	(284)	3,716	(284)
Total impaired securities	\$ 38,185	\$ (471)	\$ 3,716	\$ (284)	\$ 41,901	\$ (755)

Temporarily impaired securities at December 31, 2017, were comprised of three U.S. Government agency security, eleven U.S. Government sponsored entities & agencies collateralized by mortgage obligations and one mutual fund with an undefined maturity date. Temporarily impaired securities at December 31, 2016, were comprised of four U.S. Government agency security, eleven U.S. Government sponsored entities & agencies collateralized by mortgage obligations and one mutual fund, with an undefined maturity date.

The Company evaluates investment securities for other-than-temporary impairment (“OTTI”) at least quarterly, and more frequently when economic or market conditions warrant such an evaluation. The investment securities portfolio is evaluated for OTTI by segregating the portfolio into two general segments and applying the appropriate OTTI model. Investment securities of high credit quality are generally evaluated for OTTI under ASC Topic 320-10, “Investments – Debt and Equity Instruments.” Certain purchased beneficial interests, including non-agency mortgage-backed securities, asset-backed securities, and collateralized debt obligations, are evaluated under ASC Topic 325-40, “Beneficial Interest in Securitized Financial Assets.”

In the first segment, the Company considers many factors in determining OTTI, including: (1) the length of time and the extent to which the fair value has been less than cost, (2) the financial condition and near-term prospects of the issuer, (3) whether the market decline was affected by macroeconomic conditions, and (4) whether the Company has the intent to sell the debt security or more likely than not will be required to sell the debt security before its anticipated recovery. The assessment of whether an other-than-temporary decline exists involves a high degree of subjectivity and judgment and is based on the information available to the Company at the time of the evaluation.

The second segment of the portfolio uses the OTTI guidance that is specific to purchased beneficial interests including private label mortgage-backed securities. Under this model, the Company compares the present value of the remaining cash flows as estimated at the preceding evaluation date to the current expected remaining cash flows. An OTTI is deemed to have occurred if there has been an adverse change in the remaining expected future cash flows.

Other-than-temporary-impairment occurs when the Company intends to sell the security or more likely than not will be required to sell the security before recovery of its amortized cost basis. If an entity intends to sell or more likely than not will be required to sell the security before recovery of its amortized cost basis, the other-than-temporary-impairment shall be recognized in earnings equal to the entire difference between the investment’s amortized cost basis and its fair value at the balance sheet date. If an entity does not intend to sell the security and it is not more likely than not that the entity will be

Table of Contents

required to sell the security before recovery of its amortized cost basis, the other-than-temporary-impairment shall be separated into the amount representing the credit loss and the amount related to all other factors. The amount of the total other-than-temporary-impairment related to the credit loss is recognized in earnings, and is determined based on the difference between the present value of cash flows expected to be collected and the current amortized cost of the security. The amount of the total other-than-temporary-impairment related to other factors shall be recognized in other comprehensive (loss) income, net of applicable taxes. The previous amortized cost basis less the other-than-temporary-impairment recognized in earnings shall become the new amortized cost basis of the investment.

At December 31, 2017, the decline in fair value of the impaired mutual fund and U.S. government agency security is attributable to changes in interest rates, and not credit quality. Because the Company does not have the intent to sell these impaired securities, and it is not more likely than not that it will be required to sell these securities before its anticipated recovery, the Company does not consider these securities to be other-than-temporarily impaired at December 31, 2017.

3. Loans

Loans are comprised of the following:

<i>In thousands)</i>	December 31, 2017	December 31, 2016
Commercial and Business loans	\$ 46,065	\$ 47,464
Government Program Loans	961	1,541
Total Commercial and Industrial	47,026	49,005
Real estate – Mortgage:		
Commercial Real Estate	221,032	200,213
Residential Mortgages	84,804	87,388
Home Improvement and Home Equity loans	457	599
Total Real Estate Mortgage	306,293	288,200
Real Estate Construction and Development	122,970	130,687
Agricultural	59,481	56,918
Installment	65,581	44,949
Total Loans	\$ 601,351	\$ 569,759

The Company's loans are predominantly in the San Joaquin Valley, and the greater Oakhurst/East Madera County area, as well as the Campbell area of Santa Clara County, although the Company does participate in loans with other financial institutions, primarily in the state of California.

Commercial and industrial loans represent 7.8% of total loans at December 31, 2017, and are generally made to support the ongoing operations of small-to-medium sized commercial businesses. Commercial and industrial loans have a high degree of industry diversification and provide, working capital, financing for the purchase of manufacturing plants and equipment, or funding for growth and general expansion of businesses. A substantial portion of commercial and industrial loans are secured by accounts receivable, inventory, leases or other collateral including real estate. The remainder are unsecured; however, extensions of credit are predicated upon the financial capacity of the borrower. Repayment of real estate mortgage loans generally comes from the cash flow of the borrower.

Real estate mortgage loans, representing 50.9% of total loans at December 31, 2017, are secured by trust deeds on primarily commercial property, but are also secured by trust deeds on single family residences. Repayment of real estate mortgage loans is generally from the cash flow of the borrower.

- Commercial real estate mortgage loans comprise the largest segment of this loan category and are available on all types of income producing and commercial properties, including: office buildings, shopping centers; apartments and motels; owner occupied buildings; manufacturing facilities and more. Commercial real estate mortgage loans can also be used to refinance existing debt. Although real estate associated with the business is the primary collateral for commercial real estate mortgage loans, the underlying real estate is not the source of repayment. Commercial real estate loans are made under the premise that the loan will be repaid from the borrower's business operations, rental income associated with the real property, or personal assets.

Table of Contents

- Residential mortgage loans are provided to individuals to finance or refinance single-family residences. Residential mortgages are not a primary business line offered by the Company, and a majority are conventional mortgages that were purchased as a pool. Most residential mortgages originated by the Company are of a shorter term than conventional mortgages, with maturities ranging from three to fifteen years on average.
- Home Improvement and Home Equity loans comprise a relatively small portion of total real estate mortgage loans, and are offered to borrowers for the purpose of home improvements, although the proceeds may be used for other purposes. Home equity loans are generally secured by junior trust deeds, but may be secured by 1st trust deeds.

Real estate construction and development loans, representing 20.4% of total loans at December 31, 2017, consist of loans for residential and commercial construction projects, as well as land acquisition and development, or land held for future development. Loans in this category are secured by real estate including improved and unimproved land, as well as single-family residential, multi-family residential, and commercial properties in various stages of completion. All real estate loans have established equity requirements. Repayment on construction loans is generally from long-term mortgages with other lending institutions obtained at completion of the project.

Agricultural loans represent 9.9% of total loans at December 31, 2017, and are generally secured by land, equipment, inventory and receivables. Repayment is from the cash flow of the borrower.

Installment loans represent 10.9% of total loans at December 31, 2017 and generally consist of loans to individuals for household, family, student loans, and other personal expenditures such as credit cards, automobiles or other consumer items. Included in installment loans are \$60,595,000 in student loans made to medical and pharmacy school students. Upon graduation the loan is automatically placed on deferment for 6 months. This may be extended up to 48 months for graduates enrolling in Internship, Medical Residency or Fellowship. As approved the student may receive additional deferment for hardship or administrative reasons in the form of forbearance for a maximum of 24 months throughout the life of the loan. These loans are typically insured through a Surety Bond issued by ReliaMax Surety Company and provide the Company reasonable expectation of collection. Accrued interest on loans that have not entered repayment status totaled \$4,261,000 at December 31, 2017. At December 31, 2017 there were 180 loans within repayment, deferment, and forbearance which represented \$6,473,000, \$1,128,000, and \$1,981,000 respectively.

In the normal course of business, the Company is party to financial instruments with off-balance sheet risk to meet the financing needs of its customers. At December 31, 2017 and 2016, these financial instruments include commitments to extend credit of \$99,958,000 and \$120,485,000, respectively, and standby letters of credit of \$2,058,000 and \$1,201,000, respectively. These instruments involve elements of credit risk in excess of the amount recognized on the balance sheet. The contract amounts of these instruments reflect the extent of the involvement the Company has in off-balance sheet financial instruments.

The Company's exposure to credit loss in the event of nonperformance by the counterparty to the financial instrument for commitments to extend credit and standby letters of credit is represented by the contractual amounts of those instruments. The Company uses the same credit policies as it does for on-balance sheet instruments.

Commitments to extend credit are agreements to lend to a customer, as long as there is no violation of any condition established in the contract. Substantially all of these commitments are at floating interest rates based on the Prime rate. Commitments generally have fixed expiration dates. The Company evaluates each customer's creditworthiness on a case-by-case basis. The amount of collateral obtained, if deemed necessary, is based on management's credit evaluation. Collateral held varies but includes accounts receivable, inventory, leases, property, plant and equipment, residential real estate and income-producing properties.

Standby letters of credit are generally unsecured and are issued by the Company to guarantee the performance of a customer to a third party. The credit risk involved in issuing letters of credit is essentially the same as that involved in extending loans to customers.

Loans to directors, officers, principal shareholders and their affiliates are summarized below:

Table of Contents

(In thousands)	December 31,		
	2017	2016	2015
Aggregate amount outstanding, beginning of year	\$ 5,838	\$ 3,754	\$ 2,120
New loans or advances during year	440	3,788	3,946
Repayments during year	(2,549)	(1,704)	(2,312)
Aggregate amount outstanding, end of year	\$ 3,729	\$ 5,838	\$ 3,754
Undisbursed commitments, end of year	\$ 7,470	\$ 4,891	\$ 7,431

Past Due Loans

The Company monitors delinquency and potential problem loans on an ongoing basis through weekly reports to the Loan Committee and monthly reports to the Board of Directors.

The following is a summary of delinquent loans at December 31, 2017 (in thousands):

December 31, 2017	Loans 30-60 Days Past Due	Loans 61-89 Days Past Due	Loans 90 or More Days Past Due	Total Past Due Loans	Current Loans	Total Loans	Accruing Loans 90 or More Days Past Due
Commercial and Business Loans	\$ —	\$ —	\$ 212	\$ 212	\$ 45,853	\$ 46,065	\$ —
Government Program Loans	—	—	—	—	961	961	—
Total Commercial and Industrial	—	—	212	212	46,814	47,026	—
Commercial Real Estate Loans	779	—	—	779	220,253	221,032	—
Residential Mortgages	—	—	94	94	84,710	84,804	—
Home Improvement and Home Equity Loans	—	—	—	—	457	457	—
Total Real Estate Mortgage	779	—	94	873	305,420	306,293	—
Real Estate Construction and Development Loans	—	—	360	360	122,610	122,970	360
Agricultural Loans	—	—	—	—	59,481	59,481	—
Consumer Loans	—	—	—	—	65,446	65,446	125
Overdraft protection Lines	—	—	—	—	38	38	—
Overdrafts	—	—	—	—	97	97	—
Total Installment	—	—	—	—	65,581	65,581	125
Total Loans	\$ 779	\$ —	\$ 666	\$ 1,445	\$ 599,906	\$ 601,351	\$ 485

[Table of Contents](#)

The following is a summary of delinquent loans at December 31, 2016 (in thousands):

December 31, 2016	Loans 30-60 Days Past Due	Loans 61-89 Days Past Due	Loans 90 or More Days Past Due	Total Past Due Loans	Current Loans	Total Loans	Accruing Loans 90 or More Days Past Due
Commercial and Business Loans	\$ —	\$ 432	\$ —	\$ 432	\$ 48,009	\$ 48,441	\$ —
Government Program Loans	—	—	290	290	1,251	1,541	—
Total Commercial and Industrial	—	432	290	722	49,260	49,982	—
Commercial Real Estate Loans	—	—	—	—	199,810	199,810	—
Residential Mortgages	—	—	—	—	87,388	87,388	—
Home Improvement and Home Equity Loans	—	—	—	—	599	599	—
Total Real Estate Mortgage	—	—	—	—	287,797	287,797	—
Real Estate Construction and Development Loans	166	—	1,250	1,416	128,697	130,113	1,250
Agricultural Loans	—	—	—	—	56,918	56,918	—
Consumer Loans	—	—	965	965	43,785	44,750	—
Overdraft protection Lines	—	—	—	—	48	48	—
Overdrafts	—	—	—	—	151	151	—
Total Installment	—	—	965	965	43,984	44,949	—
Total Loans	\$ 166	\$ 432	\$ 2,505	\$ 3,103	\$ 566,656	\$ 569,759	\$ 1,250

Table of Contents

Nonaccrual Loans

Commercial, construction and commercial real estate loans are placed on non-accrual status under the following circumstances:

- When there is doubt regarding the full repayment of interest and principal.
- When principal and/or interest on the loan has been in default for a period of 90-days or more, unless the asset is both well secured and in the process of collection that will result in repayment in the near future.
- When the loan is identified as having loss elements and/or is risk rated "8" Doubtful.

Other circumstances which jeopardize the ultimate collectability of the loan including certain troubled debt restructurings, identified loan impairment, and certain loans to facilitate the sale of OREO.

Loans meeting any of the preceding criteria are placed on non-accrual status and the accrual of interest for financial statement purposes is discontinued. Previously accrued but unpaid interest is reversed and charged against interest income.

For student loans there is a reasonable expectation of collection, principal and accrued interest, as these loans are typically insured through a Surety Bond issued by ReliaMax Surety Company. If a loan were to be delinquent 120 days a claim would be filed through ReliaMax and typically paid within 180 days. At that point in time if a student loan is due and unpaid for 180 days or more it would be placed on non-accrual and the accrual of interest for financial statement purposes would be discontinued.

All other loans where principal or interest is due and unpaid for 90 days or more are placed on non-accrual, provided they are not well secured and in the process of collection, and the accrual of interest for financial statement purposes is discontinued. Previously accrued but unpaid interest is reversed and charged against interest income.

When a loan is placed on non-accrual status and subsequent payments of interest (and principal) are received, the interest received may be accounted for in two separate ways.

Cost recovery method: If the loan is in doubt as to full collection, the interest received in subsequent payments is diverted from interest income to a valuation reserve and treated as a reduction of principal for financial reporting purposes.

Cash basis: This method is only used if the recorded investment or total contractual amount is expected to be fully collectible, under which circumstances the subsequent payments of interest is credited to interest income as received.

Loans on non-accrual status are usually not returned to accruing status unless and until all delinquent principal and/or interest has been brought current, there is no identified element of loss, and current and continued satisfactory performance is expected (loss of the contractual amount not the carrying amount of the loan). Repayment ability is generally demonstrated through the timely receipt of at least six monthly payments on a loan with monthly amortization.

There were no remaining undisbursed commitments to extend credit on nonaccrual loans at December 31, 2017 and 2016.

The following is a summary of nonaccrual loan balances at December 31, 2017 and 2016 (in thousands).

Table of Contents

	December 31, 2017	December 31, 2016
Commercial and Business Loans	\$ 212	\$ 275
Government Program Loans	—	290
Total Commercial and Industrial	212	565
Commercial Real Estate Loans	454	1,126
Residential Mortgages	288	—
Home Improvement and Home Equity Loans	—	—
Total Real Estate Mortgage	742	1,126
Real Estate Construction and Development Loans	4,342	4,608
Agricultural Loans	—	—
Consumer Loans	—	965
Total Installment	—	965
Total Loans	\$ 5,296	\$ 7,264

Impaired Loans

A loan is considered impaired when based on current information and events, it is probable that the Company will be unable to collect all amounts due, including principal and interest, according to the contractual terms of the loan agreement.

The Company applies its normal loan review procedures in making judgments regarding probable losses and loan impairment. The Company evaluates for impairment those loans on nonaccrual status, graded doubtful, graded substandard or those that are troubled debt restructures. The primary basis for inclusion in impaired status under generally accepted accounting pronouncements is that it is probable that the Bank will be unable to collect all amounts due according to the contractual terms of the loan agreement.

A loan is not considered impaired if there is merely an insignificant delay or shortfall in the amounts of payments and the Company expects to collect all amounts due, including interest accrued, at the contractual interest rate for the period of the delay.

Review for impairment does not include large groups of smaller balance homogeneous loans that are collectively evaluated to estimate the allowance for loan losses. The Company's present allowance for loan losses methodology, including migration analysis, captures required reserves for these loans in the formula allowance.

For loans determined to be impaired, the Company evaluates impairment based upon either the fair value of underlying collateral, discounted cash flows of expected payments, or observable market price.

- For loans secured by collateral including real estate and equipment, the fair value of the collateral less selling costs will determine the carrying value of the loan. The difference between the recorded investment in the loan and the fair value, less selling costs, determines the amount of impairment. The Company uses the measurement method based on fair value of collateral when the loan is collateral dependent and foreclosure is probable. For loans that are not considered collateral dependent, a discounted cash flow methodology is used.
- The discounted cash flow method of measuring the impairment of a loan is used for impaired loans that are not considered to be collateral dependent. Under this method, the Company assesses both the amount and timing of cash flows expected from impaired loans. The estimated cash flows are discounted using the loan's effective interest rate. The difference between the amount of the loan on the Bank's books and the discounted cash flow amounts determines the amount of impairment to be provided. This method is used for most of the Company's troubled debt restructurings or other impaired loans where some payment stream is being collected.
- The observable market price method of measuring the impairment of a loan is only used by the Company when the sale of loans or a loan is in process.

Table of Contents

The method for recognizing interest income on impaired loans is dependent on whether the loan is on nonaccrual status or is a troubled debt restructure. For income recognition, the existing nonaccrual and troubled debt restructuring policies are applied to impaired loans. Generally, except for certain troubled debt restructurings which are performing under the restructure agreement, the Company does not recognize interest income received on impaired loans, but reduces the carrying amount of the loan for financial reporting purposes.

Loans other than certain homogeneous loan portfolios are reviewed on a quarterly basis for impairment. Impaired loans are written down to estimated realizable values by the establishment of specific reserves for loan utilizing the discounted cash flow method, or charge-offs for collateral-based impaired loans, or those using observable market pricing.

The following is a summary of impaired loans at December 31, 2017 (in thousands).

December 31, 2017	Unpaid Contractual Principal Balance	Recorded Investment With No Allowance (1)	Recorded Investment With Allowance (1)	Total Recorded Investment	Related Allowance	Average Recorded Investment (2)	Interest Recognized (2)
Commercial and Business Loans	\$ 3,255	\$ 381	\$ 2,887	\$ 3,268	\$ 534	\$ 3,791	\$ 229
Government Program Loans	49	50	—	50	—	219	5
Total Commercial and Industrial	3,304	431	2,887	3,318	534	4,010	234
Commercial Real Estate Loans	1,233	—	1,245	1,245	385	1,138	79
Residential Mortgages	3,040	1,199	1,852	3,051	103	2,745	142
Home Improvement and Home Equity Loans	—	—	—	—	—	—	—
Total Real Estate Mortgage	4,273	1,199	3,097	4,296	488	3,883	221
Real Estate Construction and Development Loans	5,951	5,972	—	5,972	—	6,660	418
Agricultural Loans	1,200	1	1,203	1,204	866	1,179	48
Consumer Loans	—	—	—	—	—	241	—
Total Installment	—	—	—	—	—	241	—
Total Impaired Loans	\$ 14,728	\$ 7,603	\$ 7,187	\$ 14,790	\$ 1,888	\$ 15,973	\$ 921

(1) The recorded investment in loans includes accrued interest receivable of \$62.

(2) Information is based on the twelve month period ended December 31, 2017.

[Table of Contents](#)

The following is a summary of impaired loans at December 31, 2016 (in thousands).

December 31, 2016	Unpaid Contractual Principal Balance	Recorded Investment With No Allowance (1)	Recorded Investment With Allowance (1)	Total Recorded Investment	Related Allowance	Average Recorded Investment (2)	Interest Recognized (2)
Commercial and Business Loans	\$ 4,635	\$ 495	\$ 4,158	\$ 4,653	\$ 757	\$ 5,050	\$ 302
Government Program Loans	356	356	—	356	—	372	20
Total Commercial and Industrial	4,991	851	4,158	5,009	757	5,422	322
Commercial Real Estate Loans	1,454	—	1,456	1,456	450	1,503	89
Residential Mortgages	2,467	526	1,949	2,475	153	2,874	138
Home Improvement and Home Equity Loans	—	—	—	—	—	—	—
Total Real Estate Mortgage	3,921	526	3,405	3,931	603	4,377	227
Real Estate Construction and Development Loans	6,267	6,274	—	6,274	—	8,794	361
Agricultural Loans	—	—	—	—	—	5	8
Consumer Loans	965	965	—	965	—	968	35
Total Installment	965	965	—	965	—	968	35
Total Impaired Loans	\$ 16,144	\$ 8,616	\$ 7,563	\$ 16,179	\$ 1,360	\$ 19,566	\$ 953

(1) The recorded investment in loans includes accrued interest receivable of \$35.

(2) Information is based on the twelve month period ended December 31, 2016.

Table of Contents

The following is a summary of impaired loans at December 31, 2015 (in thousands).

December 31, 2015	Unpaid Contractual Principal Balance	Recorded Investment With No Allowance (1)	Recorded Investment With Allowance (1)	Total Recorded Investment	Related Allowance	Average Recorded Investment (2)	Interest Recognized (2)
Commercial and Business Loans	\$ 4,855	\$ 541	\$ 4,333	\$ 4,874	\$ 530	\$ 2,537	\$ 302
Government Program Loans	327	327	—	327	—	358	29
Total Commercial and Industrial	5,182	868	4,333	5,201	530	2,895	331
Commercial Real Estate Loans	1,243	—	1,243	1,243	477	1,618	74
Residential Mortgages	4,032	1,051	2,999	4,050	158	4,092	185
Home Improvement and Home Equity Loans	—	—	—	—	—	11	—
Total Real Estate Mortgage	5,275	1,051	4,242	5,293	635	5,721	259
Real Estate Construction and Development Loans	12,489	5,340	7,179	12,519	1,282	7,781	820
Agricultural Loans	16	16	—	16	—	22	9
Consumer Loans	650	—	650	650	650	1,043	21
Overdraft protection Lines	—	—	—	—	—	—	—
Overdrafts	—	—	—	—	—	—	—
Total Installment	650	—	650	650	650	1,043	21
Total Impaired Loans	\$ 23,612	\$ 7,275	\$ 16,404	\$ 23,679	\$ 3,097	\$ 17,462	\$ 1,440

(1) The recorded investment in loans includes accrued interest receivable of \$67.

(2) Information is based on the twelve month period ended December 31, 2015.

In most cases, the Company uses the cash basis method of income recognition for impaired loans. In the case of certain troubled debt restructuring for which the loan is performing under the current contractual terms for a reasonable period of time, income is recognized under the accrual method.

Troubled Debt Restructurings

Under the circumstances, when the Company grants a concession to a borrower as part of a loan restructuring, the restructuring is accounted for as a troubled debt restructuring (TDR). TDRs are reported as a component of impaired loans.

A TDR is a type of restructuring in which the Company, for economic or legal reasons related to the borrower's financial difficulties, grants a concession (either imposed by court order, law, or agreement between the borrower and the Bank) to the borrower that it would not otherwise consider. Although the restructuring may take different forms, the Company's objective is to maximize recovery of its investment by granting relief to the borrower.

A TDR may include, but is not limited to, one or more of the following:

- A transfer from the borrower to the Company of receivables from third parties, real estate, other assets, or an equity interest in the borrower is granted to fully or partially satisfy the loan.
- A modification of terms of a debt such as one or a combination of:
 - The reduction (absolute or contingent) of the stated interest rate.

Table of Contents

- The extension of the maturity date or dates at a stated interest rate lower than the current market rate for new debt with similar risk.
- The reduction (absolute or contingent) of the face amount or maturity amount of debt as stated in the instrument or agreement.
- The reduction (absolute or contingent) of accrued interest.

For a restructured loan to return to accrual status there needs to be, among other factors, at least 6 months successful payment history. In addition, the Company performs a financial analysis of the credit to determine whether the borrower has the ability to continue to meet payments over the remaining life of the loan. This includes, but is not limited to, a review of financial statements and cash flow analysis of the borrower. Only after determination that the borrower has the ability to perform under the terms of the loans, will the restructured credit be considered for accrual status. Although the Company does not have a policy which specifically addresses when a loan may be removed from TDR classification, as a matter of practice, loans classified as TDRs generally remain classified as such until the loan either reaches maturity or its outstanding balance is paid off.

The following tables illustrate TDR activity for the periods indicated (dollars in thousands):

	Year ended December 31, 2017				
	Number of Contracts	Pre-Modification Outstanding Recorded Investment	Post-Modification Outstanding Recorded Investment	Number of Contracts in Default	Recorded Investment on Defaulted TDRs
Troubled Debt Restructurings					
Commercial and Business Loans	1	\$ 69	\$ 69	—	\$ —
Government Program Loans	1	178	178	—	—
Commercial Real Estate Term Loans	—	—	—	—	—
Single Family Residential Loans	2	404	404	—	—
Home Improvement and Home Equity Loans	—	—	—	—	—
Real Estate Construction and Development Loans	1	790	790	1	288
Agricultural Loans	3	2,112	2,112	—	—
Consumer Loans	—	—	—	—	—
Overdraft protection Lines	—	—	—	—	—
Total Loans	8	\$ 3,553	\$ 3,553	1	\$ 288

Year ended December 31, 2016

	Number of Contracts	Pre- Modification Outstanding Recorded Investment	Post- Modification Outstanding Recorded Investment	Number of Contracts in Default	Recorded Investment on Defaulted TDRs
Troubled Debt Restructurings					
Commercial and Business Loans	5	\$ 1,295	\$ 1,024	1	\$ 290
Government Program Loans	1	100	100	—	—
Commercial Real Estate Term Loans	—	—	—	—	—
Single Family Residential Loans	—	—	—	—	—
Home Improvement and Home Equity Loans	—	—	—	—	—
Real Estate Construction and Development Loans	1	1,246	1,246	—	—
Agricultural Loans	—	—	—	—	—
Consumer Loans	—	—	—	—	—
Overdraft protection Lines	—	—	—	—	—
Total Loans	7	\$ 2,641	\$ 2,370	1	\$ 290

December 31, 2015

	Number of Contracts	Pre- Modification Outstanding Recorded Investment	Post- Modification Outstanding Recorded Investment	Number of Contracts in Default	Recorded Investment on Defaulted TDRs
Troubled Debt Restructurings					
Commercial and Business Loans	1	\$ 81	\$ 76	—	\$ —
Government Program Loans	—	—	—	—	—
Commercial Real Estate Term Loans	—	—	—	—	—
Single Family Residential Loans	1	258	248	—	—
Home Improvement and Home Equity Loans	—	—	—	—	—
Real Estate Construction and Development Loans	1	6,446	6,446	—	—
Agricultural Loans	—	—	—	—	—
Consumer Loans	—	—	—	—	—
Overdraft protection Lines	—	—	—	—	—
Total Loans	3	\$ 6,785	\$ 6,770	—	\$ —

Table of Contents

The following tables summarize TDR activity by loan category for the years ended December 31, 2017, 2016, and 2015 (in thousands).

Twelve Months Ended December 31, 2017	Commercial and Industrial	Commercial Real Estate	Residential Mortgages	Home Equity	Real Estate Construction and Development	Agricultural	Installment & Other	Total
Beginning balance	\$ 1,356	\$ 1,454	\$ 2,368	\$ —	\$ 6,267	\$ —	\$ 965	\$ 12,410
Defaults	—	—	—	—	(288)	—	—	(288)
Additions	247	—	404	—	790	2,112	—	3,553
Principal reductions	(1,139)	(221)	(221)	—	(818)	(912)	(965)	(4,276)
Charge-offs	(28)	—	(9)	—	—	—	—	(37)
Ending balance	\$ 436	\$ 1,233	\$ 2,542	\$ —	\$ 5,951	\$ 1,200	\$ —	\$ 11,362
Allowance for loan loss	\$ 9	\$ 385	\$ 109	\$ —	\$ —	\$ 866	\$ —	\$ 1,369

Twelve Months Ended December 31, 2016	Commercial and Industrial	Commercial Real Estate	Residential Mortgages	Home Equity	Real Estate Construction and Development	Agricultural	Installment & Other	Total
Beginning balance	\$ 898	\$ 1,243	\$ 3,533	\$ —	\$ 12,168	\$ 16	\$ 650	\$ 18,508
Defaults	(290)	—	—	—	—	—	—	(290)
Additions	1,579	1,246	—	—	—	—	—	2,825
Principal reductions	—	(1,035)	(1,144)	—	(5,901)	(16)	315	(7,781)
Charge-offs	(831)	—	(21)	—	—	—	—	(852)
Ending balance	\$ 1,356	\$ 1,454	\$ 2,368	\$ —	\$ 6,267	\$ —	\$ 965	\$ 12,410
Allowance for loan loss	\$ 104	\$ 453	\$ 157	\$ —	\$ —	\$ —	\$ —	\$ 714

Twelve Months Ended December 31, 2015	Commercial and Industrial	Commercial Real Estate	Residential Mortgages	Home Equity	Real Estate Construction and Development	Agricultural	Installment & Other	Total
Beginning balance	\$ 1,306	\$ 2,713	\$ 4,225	\$ —	\$ 6,029	\$ 32	\$ 695	\$ 15,000
Defaults	—	—	—	—	—	—	—	—
Additions	76	—	248	—	6,446	—	—	6,770
Principal reductions	(448)	(1,470)	(940)	—	(307)	(16)	(45)	(3,226)
Charge-offs	(36)	—	—	—	—	—	—	(36)
Ending balance	\$ 898	\$ 1,243	\$ 3,533	\$ —	\$ 12,168	\$ 16	\$ 650	\$ 18,508
Allowance for loan loss	\$ 32	\$ 477	\$ 149	\$ —	\$ 384	\$ —	\$ 650	\$ 1,692

Table of Contents

The Company makes various types of concessions when structuring TDRs including rate reductions, payment extensions, and forbearance. At December 31, 2017, the Company had 25 restructured loans totaling \$11,362,000, as compared to 28 restructured loans totaling \$12,410,000 at December 31, 2016. The Company had no unfunded commitments standing for TDRs at December 31, 2017 and December 31, 2016,

Credit Quality Indicators

As part of its credit monitoring program, the Company utilizes a risk rating system which quantifies the risk the Company estimates it has assumed during the life of a loan. The system rates the strength of the borrower and the facility or transaction, and is designed to provide a program for risk management and early detection of problems.

For each new credit approval, credit extension, renewal, or modification of existing credit facilities, the Company assigns risk ratings utilizing the rating scale identified in this policy. In addition, on an on-going basis, loans and credit facilities are reviewed for internal and external influences impacting the credit facility that would warrant a change in the risk rating. Each loan credit facility is to be given a risk rating that takes into account factors that materially affect credit quality.

When assigning risk ratings, the Company evaluates two risk rating approaches, a facility rating and a borrower rating as follows.

Facility Rating:

The facility rating is determined by the analysis of positive and negative factors that may indicate that the quality of a particular loan or credit arrangement requires that it be rated differently from the risk rating assigned to the borrower. The Company assesses the risk impact of these factors:

Collateral - The rating may be affected by the type and quality of the collateral, the degree of coverage, the economic life of the collateral, liquidation value and the Company's ability to dispose of the collateral.

Guarantees - The value of third party support arrangements varies widely. Unconditional guaranties from persons with demonstrable ability to perform are more substantial than that of closely related persons to the borrower who offer only modest support.

Unusual Terms - Credit may be extended on terms that subject the Company to a higher level of risk than indicated in the rating of the borrower.

Borrower Rating:

The borrower rating is a measure of loss possibility based on the historical, current and anticipated financial characteristics of the borrower in the current risk environment. To determine the rating, the Company considers at least the following factors:

- Quality of management
- Liquidity
- Leverage/capitalization
- Profit margins/earnings trend
- Adequacy of financial records
- Alternative funding sources
- Geographic risk
- Industry risk
- Cash flow risk
- Accounting practices
- Asset protection
- Extraordinary risks

The Company assigns risk ratings to loans other than consumer loans and other homogeneous loan pools based on the following scale. The risk ratings are used when determining borrower ratings as well as facility ratings. When the borrower rating and the facility ratings differ, the lowest rating applied is:

Table of Contents

- *Grades 1 and 2* – These grades include loans which are given to high quality borrowers with high credit quality and sound financial strength. Key financial ratios are generally above industry averages and the borrower’s strong earnings history or net worth. These may be secured by deposit accounts or high-grade investment securities.
- *Grade 3* – This grade includes loans to borrowers with solid credit quality with minimal risk. The borrower’s balance sheet and financial ratios are generally in line with industry averages, and the borrower has historically demonstrated the ability to manage economic adversity. Real estate and asset-based loans assigned this risk rating must have characteristics, which place them well above the minimum underwriting requirements for those departments. Asset-based borrowers assigned this rating must exhibit extremely favorable leverage and cash flow characteristics, and consistently demonstrate a high level of unused borrowing capacity.
- *Grades 4 and 5* – These include “pass” grade loans to borrowers of acceptable credit quality and risk. The borrower’s balance sheet and financial ratios may be below industry averages, but above the lowest industry quartile. Leverage is above and liquidity is below industry averages. Inadequacies evident in financial performance and/or management sufficiency are offset by readily available features of support, such as adequate collateral, or good guarantors having the liquid assets and/or cash flow capacity to repay the debt. The borrower may have recognized a loss over three or four years, however recent earnings trends, while perhaps somewhat cyclical, are improving and cash flows are adequate to cover debt service and fixed obligations. Real estate and asset-borrowers fully comply with all underwriting standards and are performing according to projections would be assigned this rating. These also include grade 5 loans which are “leveraged” or on management’s “watch list.” While still considered pass loans (loans given a grade 5), the borrower’s financial condition, cash flow or operations evidence more than average risk and short term weaknesses, these loans warrant a higher than average level of monitoring, supervision and attention from the Company, but do not reflect credit weakness trends that weaken or inadequately protect the Company’s credit position. Loans with a grade rating of 5 are not normally acceptable as new credits unless they are adequately secured or carry substantial endorser/guarantors.
- *Grade 6* – This grade includes “special mention” loans which are loans that are currently protected but are potentially weak. This generally is an interim grade classification and should usually be upgraded to an Acceptable rating or downgraded to Substandard within a reasonable time period. Weaknesses in special mention loans may, if not checked or corrected, weaken the asset or inadequately protect the Company’s credit position at some future date. Special mention loans are often loans with weaknesses inherent from the loan origination, loan servicing, and perhaps some technical deficiencies. The main theme in special mention credits is the distinct probability that the classification will deteriorate to a more adverse class if the noted deficiencies are not addressed by the loan officer or loan management.
- *Grade 7* – This grade includes “substandard” loans which are inadequately supported by the current sound net worth and paying capacity of the borrower or of the collateral pledged, if any. Substandard loans have a well-defined weakness or weaknesses that may impair the regular liquidation of the debt. Substandard loans exhibit a distinct possibility that the Company will sustain some loss if the deficiencies are not corrected. Substandard loans also include impaired loans.
- *Grade 8* - This grade includes “doubtful” loans which exhibit the same characteristics as the Substandard loans with the added characteristic that the weaknesses make collection or liquidation in full, on the basis of currently existing facts, conditions and values, highly questionable and improbable. The possibility of loss is extremely high, but because of certain important and reasonably specific pending factors, which may work to the advantage and strengthening of the loan, its classification as an estimated loss is deferred until its more exact status may be determined. Pending factors include a proposed merger, acquisition, or liquidation procedures, capital injection, perfecting liens on additional collateral and refinancing plans.
- *Grade 9* - This grade includes loans classified “loss” which are considered uncollectible and of such little value that their continuance as bankable assets is not warranted. This classification does not mean that the asset has absolutely no recovery or salvage value, but rather it is not practical or desirable to defer writing off the asset even though partial recovery may be achieved in the future.

The following tables summarize the credit risk ratings for commercial, construction, and other non-consumer related loans for December 31, 2017 and 2016. The Company did not carry any loans graded as loss at December 31, 2017 or December 31, 2016.

Table of Contents

December 31, 2017 <i>(In thousands)</i>	Commercial and Industrial	Commercial RE	Real Estate Construction and Development	Agricultural	Total
Grades 1 and 2	\$ 342	\$ 2,954	\$ —	\$ 70	\$ 3,366
Grade 3	251	1,569	—	—	1,820
Grades 4 and 5 – pass	43,264	207,568	104,549	56,817	412,198
Grade 6 – special mention	—	8,487	720	994	10,201
Grade 7 – substandard	3,169	454	17,701	1,600	22,924
Grade 8 – doubtful	—	—	—	—	—
Total	\$ 47,026	\$ 221,032	\$ 122,970	\$ 59,481	\$ 450,509

December 31, 2016 <i>(In thousands)</i>	Commercial and Industrial	Commercial RE	Real Estate Construction and Development	Agricultural	Total
Grades 1 and 2	\$ 340	\$ —	\$ —	\$ 75	\$ 415
Grade 3	4,823	5,767	—	—	10,590
Grades 4 and 5 – pass	34,921	192,699	110,992	56,843	395,455
Grade 6 – special mention	4,416	621	928	—	5,965
Grade 7 – substandard	4,505	1,126	18,767	—	24,398
Grade 8 – doubtful	—	—	—	—	—
Total	\$ 49,005	\$ 200,213	\$ 130,687	\$ 56,918	\$ 436,823

The Company follows consistent underwriting standards outlined in its loan policy for consumer and other homogeneous loans but, does not specifically assign a risk rating when these loans are originated. Consumer loans are monitored for credit risk and are considered “pass” loans until some issue or event requires that the credit be downgraded to special mention or worse. Unlike other consumer loans, student loans are typically insured. As a consequence, an adverse classification would be triggered if the insurance company failed to pay-off a delinquent loan aged 180 days.

The following tables summarize the credit risk ratings for consumer related loans and other homogeneous loans for December 31, 2017 and 2016 (in thousands).

	December 31, 2017				December 31, 2016			
	Residential Mortgages	Home Improvement and Home Equity	Installment	Total	Residential Mortgages	Home Improvement and Home Equity	Installment	Total
Not graded	\$ 69,249	\$ 433	\$ 63,565	\$ 133,247	\$ 69,955	\$ 573	\$ 41,855	\$ 112,383
Pass	13,899	24	2,011	15,934	15,669	26	2,120	17,815
Special Mention	643	—	—	643	—	—	—	—
Substandard	1,013	—	5	1,018	1,764	—	9	1,773
Doubtful	—	—	—	—	—	—	965	965
Total	\$ 84,804	\$ 457	\$ 65,581	\$ 150,842	\$ 87,388	\$ 599	\$ 44,949	\$ 132,936

Allowance for Loan Losses

The Company analyzes risk characteristics inherent in each loan portfolio segment as part of the quarterly review of the adequacy of the allowance for loan losses. The following summarizes some of the key risk characteristics for the eleven segments of the loan portfolio (Consumer loans include three segments):

Table of Contents

Commercial and industrial loans – Commercial loans are subject to the effects of economic cycles and tend to exhibit increased risk as economic conditions deteriorate, or if the economic downturn is prolonged. The Company considers this segment to be one of higher risk given the size of individual loans and the balances in the overall portfolio.

Government program loans – This is a relatively a small part of the Company’s loan portfolio, but has historically had a high percentage of loans that have migrated from pass to substandard given their vulnerability to economic cycles.

Commercial real estate loans – This segment is considered to have more risk in part because of the vulnerability of commercial businesses to economic cycles as well as the exposure to fluctuations in real estate prices because most of these loans are secured by real estate. Losses in this segment have however been historically low because most of the loans are real estate secured, and the bank maintains appropriate loan-to-value ratios.

Residential mortgages – This segment is considered to have low risk factors both from the Company and peer statistics. These loans are secured by first deeds of trust. The losses experienced over the past sixteen quarters are isolated to approximately six loans and are generally the result of short sales.

Home improvement and home equity loans – Because of their junior lien position, these loans have an inherently higher risk level. Because residential real estate has been severely distressed in the recent past, the anticipated risk for this loan segment has increased.

Real estate construction and development loans – This segment of loans is considered to have a higher risk profile due to construction and market value issues in conjunction with normal credit risks.

Agricultural loans – This segment is considered to have risks associated with weather, insects, and marketing issues. In addition, concentrations in certain crops or certain agricultural areas can increase risk. Additionally, from time to time, California experiences severe droughts, which could significantly harm the business of our customers and the credit quality of the loans to those customers. We closely monitor the water resources and the related issues affecting our customers, and will remain vigilant for signs of deterioration within the loan portfolio in an effort to manage credit quality and work with borrowers where possible to mitigate any losses.

Installment loans (Includes consumer loans, overdrafts, and overdraft protection lines) – This segment is higher risk because many of the loans are unsecured. Additionally, in the case of student loans, there are increased risks associated with liquidity as there is a significant time lag between funding of a student loan and eventual repayment.

The following summarizes the activity in the allowance for credit losses by loan category for the years ended December 31, 2017, 2016, and 2015 (in thousands).

Table of Contents

December 31, 2017

	Commercial and Industrial	Real Estate Mortgage	Real Estate Construction and Development Loans	Agricultural	Installment & Other	Unallocated	Total
Beginning balance	\$ 1,843	\$ 1,430	\$ 3,378	\$ 666	\$ 888	\$ 697	\$ 8,902
Provision (recovery of provision) for credit losses	(493)	(320)	(475)	944	(209)	577	24
Charge-offs	(122)	(23)	—	—	—	(18)	(163)
Recoveries	180	95	—	21	208	—	504
Net recoveries(charge- offs)	58	72	—	21	208	(18)	341
Ending balance	\$ 1,408	\$ 1,182	\$ 2,903	\$ 1,631	\$ 887	\$ 1,256	\$ 9,267
Period-end amount allocated to:							
Loans individually evaluated for impairment	534	488	—	866	—	—	1,888
Loans collectively evaluated for impairment	874	694	2,903	765	887	1,256	7,379
Ending balance	\$ 1,408	\$ 1,182	\$ 2,903	\$ 1,631	\$ 887	\$ 1,256	\$ 9,267

December 31, 2016

	Commercial and Industrial	Real Estate Mortgage	Real Estate Construction and Development Loans	Agricultural	Installment & Other	Unallocated	Total
Beginning balance	\$ 1,652	\$ 1,449	\$ 4,629	\$ 655	\$ 1,258	\$ 70	\$ 9,713
Provision for credit losses	980	(15)	(1,281)	32	(388)	651	(21)
Charge-offs	(849)	(29)	—	(21)	—	(24)	(923)
Recoveries	60	25	30	0	18	—	133
Net recoveries (charge-offs)	(789)	(4)	30	(21)	18	(24)	(790)
Ending balance	\$ 1,843	\$ 1,430	\$ 3,378	\$ 666	\$ 888	\$ 697	\$ 8,902
Period-end amount allocated to:							
Loans individually evaluated for impairment	757	603	—	—	—	—	1,360
Loans collectively evaluated for impairment	1,086	827	3,378	666	888	697	7,542
Ending balance	\$ 1,843	\$ 1,430	\$ 3,378	\$ 666	\$ 888	\$ 697	\$ 8,902

December 31, 2015

	Commercial and Industrial	Real Estate Mortgage	Real Estate Construction and Development Loans	Agricultural	Installment & Other	Unallocated	Total
Beginning balance	\$ 1,218	\$ 1,653	\$ 6,278	\$ 482	\$ 293	\$ 847	\$ 10,771
Provision for credit losses	1,201	(369)	(1,709)	173	1,422	(759)	(41)
Charge-offs	(1,397)	—	—	—	(467)	(22)	(1,886)
Recoveries	630	165	60	—	10	4	869
Net recoveries (charge-offs)	(767)	165	60	—	(457)	(18)	(1,017)
Ending balance	\$ 1,652	\$ 1,449	\$ 4,629	\$ 655	\$ 1,258	\$ 70	\$ 9,713
Period-end amount allocated to:							
Loans individually evaluated for impairment	530	635	1,282	—	650	—	3,097
Loans collectively evaluated for impairment	1,122	814	3,347	655	608	70	6,616
Ending balance	\$ 1,652	\$ 1,449	\$ 4,629	\$ 655	\$ 1,258	\$ 70	\$ 9,713

The following summarizes information with respect to the loan balances at December 31, 2017, 2016, and 2015.

	December 31, 2017		
(In thousands)	Loans Individually Evaluated for Impairment	Loans Collectively Evaluated for Impairment	Total Loans
Commercial and Business Loans	\$ 3,268	\$ 42,797	\$ 46,065
Government Program Loans	50	911	961
Total Commercial and Industrial	3,318	43,708	47,026
Commercial Real Estate Loans	1,245	219,787	221,032
Residential Mortgage Loans	3,051	81,753	84,804
Home Improvement and Home Equity Loans	—	457	457
Total Real Estate Mortgage	4,296	301,997	306,293
Real Estate Construction and Development Loans	5,972	116,998	122,970
Agricultural Loans	1,204	58,277	59,481
Installment Loans	—	65,581	65,581
Total Loans	\$ 14,790	\$ 586,561	\$ 601,351

December 31, 2016

<i>(In thousands)</i>	Loans Individually Evaluated for Impairment	Loans Collectively Evaluated for Impairment	Total Loans
Commercial and Business Loans	\$ 4,653	\$ 42,811	\$ 47,464
Government Program Loans	356	1,185	1,541
Total Commercial and Industrial	5,009	43,996	49,005
Commercial Real Estate Loans	1,456	198,757	200,213
Residential Mortgage Loans	2,475	84,913	87,388
Home Improvement and Home Equity Loans	—	599	599
Total Real Estate Mortgage	3,931	284,269	288,200
Real Estate Construction and Development Loans	6,274	124,413	130,687
Agricultural Loans	—	56,918	56,918
Installment Loans	965	43,984	44,949
Total Loans	\$ 16,179	\$ 553,580	\$ 569,759

December 31, 2015

<i>(In thousands)</i>	Loans Individually Evaluated for Impairment	Loans Collectively Evaluated for Impairment	Total Loans
Commercial and Business Loans	\$ 4,874	\$ 49,629	\$ 54,503
Government Program Loans	327	996	1,323
Total Commercial and Industrial	5,201	50,625	55,826
Commercial Real Estate Loans	1,243	181,311	182,554
Residential Mortgage Loans	4,050	64,761	68,811
Home Improvement and Home Equity Loans	—	867	867
Total Real Estate Mortgage	5,293	246,939	252,232
Real Estate Construction and Development Loans	12,519	118,077	130,596
Agricultural Loans	16	52,121	52,137
Installment Loans	650	23,877	24,527
Total Loans	\$ 23,679	\$ 491,639	\$ 515,318

4. Premises and Equipment

[Table of Contents](#)

The components of premises and equipment are as follows:

<i>(In thousands)</i>	December 31, 2017		December 31, 2016	
Land	\$	968	\$	968
Buildings and improvements		15,648		14,841
Furniture and equipment		9,642		9,501
		26,258		25,310
Less accumulated depreciation and amortization		(16,093)		(14,865)
Total premises and equipment	\$	10,165	\$	10,445

Total depreciation expense on Company premises and equipment totaled \$1,335,000, \$1,428,000, and \$1,462,000 for the years ended December 31, 2017, 2016, and 2015, respectively, and is included in occupancy expense in the accompanying consolidated statements of operations.

5. Investment in Limited Partnership

The Bank owns limited interests in private limited partnerships that acquire affordable housing properties in California that generate Low Income Housing Tax Credits under Section 42 of the Internal Revenue Code of 1986, as amended. The Bank's limited partnership investment is accounted for under the equity method. The Bank's noninterest expense associated with the utilization and expiration of these tax credits for the years ended December 31, 2017, 2016, and 2015 was \$109,000, \$158,000, and \$73,000 respectively. These limited partnership investments are expected to generate tax credits of approximately \$1.8 million over the life of the investment. No tax credits were available for income tax purposes for the years ended December 31, 2017, 2016, and 2015.

The Bank owns a 9.14% interest in a limited partnership which provides private capital for small to mid-sized businesses used to finance later stage growth, strategic acquisitions, ownership transitions, and recapitalizations, or mezzanine capital. At December 31, 2017, the total investment in limited partnerships was \$1,601,000, which was accounted for under the equity method. Income for the years ended December 31, 2017, 2016, and 2015 was \$7,000, \$900, and \$0 respectively.

6. Deposits

Deposits include the following:

<i>(In thousands)</i>	December 31, 2017		December 31, 2016	
Noninterest-bearing deposits	\$	307,299	\$	262,697
Interest-bearing deposits:				
NOW and money market accounts		234,154		235,873
Savings accounts		81,408		75,068
Time deposits:				
Under \$250,000		51,687		87,419
\$250,000 and over		13,145		15,572
Total interest-bearing deposits		380,394		413,932
Total deposits	\$	687,693	\$	676,629

At December 31, 2017, the scheduled maturities of all certificates of deposit and other time deposits are as follows:

<i>(In thousands)</i>	December 31, 2017	
One year or less	\$	48,704
More than one year, but less than or equal to two years		13,460
More than two years, but less than or equal to three years		738
More than three years, but less than or equal to four years		508
More than four years, but less than or equal to five years		1,422
More than five years		—
	\$	<u>64,832</u>

The Company may utilize brokered deposits as an additional source of funding. At December 31, 2017 and 2016, the Company held brokered time deposits totaling \$7,421,000 and \$28,132,000, respectively. All brokered time deposits are include in time deposits of less than \$250,000. Included in brokered time deposits at December 31, 2017 are balances totaling \$6,535,000 maturing in three months or less and \$485,000 maturing in 3 months to a year.

Deposit balances representing overdrafts reclassified as loan balances totaled \$293,000 and \$283,000 as of December 31, 2017 and 2016, respectively.

Deposits of directors, officers and other related parties to the Bank totaled \$8,747,000 and \$9,299,000 at December 31, 2017 and 2016, respectively. The rates paid on these deposits were similar to those customarily paid to the Bank's customers in the normal course of business.

7. Short-term Borrowings/Other Borrowings

At December 31, 2017, the Company had collateralized lines of credit with the Federal Reserve Bank of San Francisco totaling \$305,236,000, as well as Federal Home Loan Bank ("FHLB") lines of credit totaling \$13,363,000. At December 31, 2017, the Company had an uncollateralized line of credit with Pacific Coast Bankers Bank ("PCBB") and Union Bank totaling \$10,000,000 each and a Fed Funds line of \$20,000,000 with Zions First National Bank. At December 31, 2017, and for the year then ended, the Company had no outstanding borrowing balances. All lines of credit are on an "as available" basis and can be revoked by the grantor at any time. These lines of credit have interest rates that are generally tied to the Federal Funds rate or are indexed to short-term U.S. Treasury rates or LIBOR. FHLB advances are collateralized by the Company's stock in the FHLB, investment securities, and certain qualifying mortgage loans. As of December 31, 2017, \$17,049,000 in investment securities at FHLB were pledged as collateral for FHLB advances. Additionally, \$473,364,000 in real estate-secured loans were pledged at December 31, 2017, as collateral for used and unused borrowing lines with the Federal Reserve Bank totaling \$305,236,000.

The Company had collateralized lines of credit with the Federal Reserve Bank of San Francisco totaling \$323,162,000, as well as Federal Home Loan Bank ("FHLB") lines of credit totaling \$2,037,000 at December 31, 2016. At December 31, 2016, the Company had an uncollateralized line of credit with Pacific Coast Bankers Bank ("PCBB") totaling \$10,000,000 and a Fed Funds line of \$20,000,000 with Zions First National Bank. These lines of credit generally have interest rates tied to the Federal Funds rate or are indexed to short-term U.S. Treasury rates or LIBOR. FHLB advances are collateralized by the Company's stock in the FHLB, investment securities, and certain qualifying mortgage loans. As of December 31, 2016, \$2,152,000 in investment securities at FHLB were pledged as collateral for FHLB advances. Additionally, \$470,881,000 in secured and unsecured loans were pledged at December 31, 2016, as collateral for used and unused borrowing lines with the Federal Reserve Bank totaling \$323,162,000. At December 31, 2016, and for the year then ended, the Company had no outstanding borrowing balances.

All lines of credit are on an "as available" basis and can be revoked by the grantor at any time.

8. Junior Subordinated Debt/Trust Preferred Securities

During July 2007, the Company formed USB Capital Trust II, a wholly-owned special purpose entity, for the purpose of issuing Trust Preferred Securities. USB Capital Trust II is a Variable Interest Entity (VIE) and a deconsolidated entity pursuant to ASC 810. On July 23, 2007, USB Capital Trust II issued \$15 million in Trust Preferred securities. The securities have a thirty-year maturity and bear a floating rate of interest (repricing quarterly) of 1.29% over the three-month LIBOR rate (initial coupon rate of 6.65%). Interest will be paid quarterly. Concurrent with the issuance of the Trust Preferred securities, USB Capital Trust II used the proceeds of the Trust Preferred securities offering to purchase a like amount of junior subordinated

Table of Contents

debentures of the Company. The Company will pay interest on the junior subordinated debentures to USB Capital Trust II, which represents the sole source of dividend distributions to the holders of the Trust Preferred securities. The Company may redeem the junior subordinated debentures at anytime at par.

The Company elected the fair value measurement option for all the Company's new junior subordinated debentures issued under USB Capital Trust II.

Effective September 30, 2009 and beginning with the quarterly interest payment due October 1, 2009, the Company elected to defer interest payments on the Company's \$15.0 million of junior subordinated debentures relating to its trust preferred securities. The terms of the debentures and trust indentures allow for the Company to defer interest payments for up to 20 consecutive quarters without default or penalty. During the period that the interest deferrals were elected, the Company continued to record interest expense associated with the debentures. As of June 30, 2014, the Company ended the extension period, paid all accrued and unpaid interest, and is currently making quarterly interest payments. At December 31, 2017 and 2016, the Company had \$80,000 and \$64,000, respectively, in accrued and unpaid interest on the junior subordinated debt.

During August 2015, the Bank purchased \$3.0 million of the Company's junior subordinated debentures related to the Company's trust preferred securities at a fair value discount of 40%. Subsequently, in September 2015, the Company purchased those shares from the Bank and canceled \$3.0 million in par value of the junior subordinated debentures, realizing a \$78,000 gain on redemption. The contractual principal balance of the Company's debentures relating to its trust preferred securities is \$12.0 million as of December 31, 2017.

At December 31, 2017, as with previous periods, the Company performed a fair value measurement analysis on its junior subordinated debt using a discounted cash flow valuation model approach to determine the present value of those cash flows. The cash flow model utilizes the forward 3-month LIBOR curve to estimate future quarterly interest payments due over the life of the debt instrument. These cash flows were discounted at a rate which incorporates a current market rate for similar-term debt instruments, adjusted for additional credit and liquidity risks associated with the junior subordinated debt. We believe the 5.81% discount rate used represents what a market participant would consider under the circumstances based on current market assumptions. At December 31, 2017, the total cumulative gain recorded on the debt is \$2,814,000.

The fair value calculation performed resulted in realized losses of \$882,000, \$518,000, and \$73,000 for the years ended December 31, 2017, 2016, and 2015, respectively. Fair value gains and losses are reflected as a component of noninterest income.

[Table of Contents](#)

9. Taxes on Income

The tax effects of significant items comprising the Company's net deferred tax assets (liabilities) are as follows:

(In thousands)	December 31,	
	2017	2016
Deferred tax assets:		
Credit losses not currently deductible	\$ 3,055	\$ 4,151
Deferred compensation	1,300	1,782
Depreciation	324	51
Accrued reserves	90	200
Write-down on other real estate owned	35	534
Unrealized gain on AFS	196	415
Unrealized gain on retirement obligation	104	—
Interest on nonaccrual loans	29	36
Other	361	1,897
Total deferred tax assets	5,494	9,066
Deferred tax liabilities:		
State Tax	(152)	(1,087)
FHLB dividend	(46)	(65)
Loss on limited partnership investment	(873)	(1,222)
Deferred gain ASC 825 – fair value option	(896)	(1,657)
Fair value adjustments for purchase accounting	(99)	(139)
Deferred loan costs	(835)	(1,318)
Specific reserve charge-offs	(43)	—
Prepaid expenses	(161)	(280)
Total deferred tax liabilities	(3,105)	(5,768)
Net deferred tax assets	\$ 2,389	\$ 3,298

The Company periodically evaluates its deferred tax assets to determine whether a valuation allowance is required based upon a determination that some or all of the deferred assets may not be ultimately realized. The Company did not record a valuation allowance at December 31, 2017 or December 31, 2016.

Income tax expense for the years ended December 31, consist of the following:

(In thousands)			
	Federal	State	Total
2017			
Current	\$ 4,745	\$ 1,388	\$ 6,133
Deferred	(881)	1,787	906
	\$ 3,864	\$ 3,175	\$ 7,039
2016			
Current	\$ 2,642	\$ 28	\$ 2,670
Deferred	941	1,258	2,199
	\$ 3,583	\$ 1,286	\$ 4,869
2015			
Current	\$ 2,847	\$ 10	\$ 2,857
Deferred	465	1,175	1,640
	\$ 3,312	\$ 1,185	\$ 4,497

A reconciliation of the statutory federal income tax rate to the effective income tax rate is as follows:

	Year Ended December 31,		
	2017	2016	2015
Statutory federal income tax rate	35.0 %	34.0 %	34.0 %
State franchise tax, net of federal income tax benefit	6.2	6.9	6.9
Tax Cuts and Jobs Act impact on deferred re-measurement	6.3	0.0	0.0
Other	(2.6)	(1.2)	(1.1)
	44.9 %	39.7 %	39.8 %

At December 31, 2017, the Company has no remaining federal and state net operating loss carry-forwards.

The Company periodically reviews its tax positions under the accounting standards related to uncertainty in income taxes, which defines the criteria that an individual tax position would have to meet for some or all of the income tax benefit to be recognized in a taxable entity's financial statements. Under the guidelines, an entity should recognize the financial statement benefit of a tax position if it determines that it is *more likely than not* that the position will be sustained on examination. The term, "more likely than not", means a likelihood of more than 50 percent. In assessing whether the more-likely-than-not criterion is met, the entity should assume that the tax position will be reviewed by the applicable taxing authority and all available information is known to the taxing authority.

The Company's 2017 results include the impact of the enactment of the Tax Cuts and Jobs Act, which was signed into law on December 22, 2017. The law includes significant changes to the U.S. corporate tax system, including a Federal corporate rate change reduction from 34% to 21%. In 2017, the Company applies this newly enacted corporate federal income tax of 21%, resulting in approximately a \$986,000 increase to tax expense. The final impact of the tax rate change may differ due to changes in assumptions made by the Company or actions the Company may take as a result of tax reform.

The Company and its subsidiary file income tax returns in the U.S federal jurisdiction, and several states within the U.S. There are no filings in foreign jurisdictions. During 2014, the Company began the process to amend its state tax returns for the years 2009 through 2012 to file a combined report on a unitary basis with the Company and USB Investment Trust. The amended return for 2009 was filed during 2014, the 2010 return was filed during 2015, and the amended returns for 2011 and 2012 were filed in 2016. The Company is no longer subject to examination for years before 2013.

During the third quarter of 2016, the IRS notified the Company it would be conducting an examination of the Company's 2014 federal return, to which the Company received notification that no changes were being recommended. The Company's policy is to recognize interest and penalties related to taxes in income tax expense. Interest and penalties recognized during the years ended December 31, 2017 and 2016 were insignificant.

10. Stock Based Compensation

Options and restricted stock units and awards have been granted to officers and key employees at an exercise price equal to estimated fair value at the date of grant as determined by the Board of Directors. All options, units, and awards granted are service awards, and as such are based solely upon fulfilling a requisite service period (the vesting period). On December 31, 2017, the Company had two stock based compensation plans.

In May 2005, the Company adopted the United Security Bancshares 2005 Stock Option Plan (2005 Plan) for which 34,601 shares remain reserved for issuance for options already granted to employees and directors under incentive and nonstatutory agreements. The 2005 plan expired in May 2015. While outstanding arrangements to issue shares under this plan, including options, continue in force until their expiration, no new options will be granted under this plan.

In May 2015, the Company adopted the United Security Bancshares 2015 Equity Incentive Award Plan (2015 Plan). The 2015 Plan provides for the granting of up to 758,000 shares of authorized and unissued shares of common stock in the form of stock options, restricted stock units, and restricted stock awards. The 2015 Plan requires that the exercise price may not be less than the fair value of the stock at the date the option is granted, and that the option price must be paid in full at the time it is exercised.

The options granted (incentive stock options for employees and non-qualified stock options for Directors) have an exercise price at the prevailing market price on the date of grant. All options granted are exercisable 20% each year commencing one

[Table of Contents](#)

year after the date of grant and expire ten years after the date of grant. Restricted stock awards are granted at the prevailing market price of the Company's stock and typically vest over a five-year period. Restricted stock awards are subject to forfeiture if employment terminates prior to vesting. The cost of these awards is recognized over the vesting period of the awards based on the fair value of our common stock on the date of the grant.

Under the 2005 Plan, 34,601 granted options are outstanding (34,601 incentive stock options and 0 nonqualified stock options) as of December 31, 2017, of which 26,565 are vested. No options were granted under this plan during the year ended December 31, 2017.

Under the 2015 Plan, 106,511 granted shares are outstanding as of December 31, 2017, of which none are exercisable. 46,511 outstanding granted shares under the 2015 Plan are restricted stock units.

A summary of the status of the Company's stock option plan and changes during the year are presented below:

	Shares (a)	Weighted Average Exercise Price
Options outstanding December 31, 2016 (a)	37,115	\$ 3.83
Granted during the year	60,000	10.15
Exercised during the year	2,514	2.55
Forfeited during the year	—	—
Options outstanding December 31, 2017	94,601	\$ 7.87

(a) Options have been adjusted for stock dividends

A summary of the status of the Company's restricted stock and changes during the year are presented below:

	Shares (a)	Weighted Average Grant-Date Fair Value
Non-vested units at December 31, 2016 (b)	12,015	\$ 5.13
Granted during the year	41,917	10.92
Vested during the year	7,421	7.24
Canceled during the year	—	—
Non-vested units at December 31, 2017	46,511	\$ 9.57

(b) Shares have been adjusted for stock dividends

Included in total outstanding options at December 31, 2017, are 26,565 exercisable shares at a weighted average price of \$3.87, a weighted average remaining contract term of 5.7 years and intrinsic value of \$189,000.

Included in salaries and employee benefits for the years ended December 31, 2017, 2016, and 2015, is \$97,000, \$30,000, and \$26,000 of share-based compensation, respectively. The related tax benefit on share-based compensation recorded in the provision for income taxes was not material to either year.

As of December 31, 2017, 2016, and 2015, there was \$418,000, \$30,000, and \$48,000, respectively, of total unrecognized compensation expense related to nonvested stock options. This cost is expected to be recognized over a weighted average period of approximately 4.6 years. 2,513 options were exercised during 2016, while 2,514 options were exercised during 2017.

	December 31, 2017	December 31, 2016	December 31, 2015
Weighted average grant-date fair value per share of stock options granted	\$ 7.18	\$ —	\$ —
Total fair value of stock options vested	\$ 17,845	\$ 19,650	\$ 19,640
Total intrinsic value of stock options exercised	\$ 12,383	\$ 4,500	\$ —

Table of Contents

For the year ended December 31, 2017, the Company granted 41,917 shares of restricted stock. As of December 31, 2017, 2016, and 2015, there was \$439,000, \$35,000, and \$44,000, respectively, of total unrecognized compensation expense related to restricted stock. This cost is expected to be recognized over a weighted-average period of approximately 1.1 years.

The Bank determines fair value of stock options at grant date using the Black-Scholes-Merton pricing model that takes into account the stock price at the grant date, the exercise price, the expected life of the option, the volatility of the underlying stock and the expected dividend yield and the risk-free interest rate over the expected life of the option. The Bank determines fair value of restricted stock based on the quoted stock price as of the grant date.

The weighted average assumptions used in the pricing model are noted in the table below. The expected term of options granted is derived from management's experience, which is based upon historical data on employee exercise and post-vesting behavior. The risk free rate for periods within the contractual life of the option is based on the U.S. Treasury yield curve in effect at the time of the grant. Expected volatility is based on the historical volatility of the Bank's stock over a period commensurate with the expected term of the options. The Company believes that historical volatility is indicative of expectations about its future volatility over the expected term of the options.

The Bank expenses the fair value of the option on a straight-line basis over the vesting period for each separately vesting portion of the award. The Bank estimates forfeitures and only recognizes expense for those shares expected to vest. Based upon historical evidence, the Company has determined that because options are granted to a limited number of key employees rather than a broad segment of the employee base, expected forfeitures, if any, are not material. The Company granted 41,917 restricted stock units and 60,000 options during 2017. The Company did not grant any restricted stock units or options in 2016, while the Company granted 14,290 shares in restricted stock units and no stock options during 2015.

The assumptions used for the 2017, 2016, and 2015 awards are as follows:

	Year Ended December 31, 2017	Year Ended December 31, 2016	Year Ended December 31, 2015
Risk Free Interest Rate	1.94%	—%	—%
Expected Dividend Yield	—%	—%	—%
Expected Life in Years	10 years	0 years	0 years
Expected Price Volatility	62.60%	—%	—%

The Black-Scholes-Merton option valuation model requires the input of highly subjective assumptions, including the expected life of the stock based award and stock price volatility. The assumptions listed above represent management's best estimates, but these estimates involve inherent uncertainties and the application of management judgment. As a result, if other assumptions had been used, the Bank's recorded stock-based compensation expense could have been materially different from that previously reported in proforma disclosures. In addition, the Bank is required to estimate the expected forfeiture rate and only recognize expense for those shares expected to vest. If the Bank's actual forfeiture rate is materially different from the estimate, the share-based compensation expense could be materially different.

11. Employee Benefit Plans

401K Plan

The Company has a Cash or Deferred 401(k) Stock Ownership Plan (the "401(k) Plan") organized under Section 401(k) of the Code. All employees of the Company are initially eligible to participate in the 401(k) Plan upon the first day of the month after date of hire. Under the terms of the plan, the participants may elect to make contributions to the 401(k) Plan as determined by the Board of Directors. Participants are automatically vested 100% in all employee contributions. Participants may direct the investment of their contributions to the 401(k) Plan in any of several authorized investment vehicles. The Company contributes funds to the Plan up to 4% of the employees' eligible annual compensation. Company contributions are immediately 100% vested at the time of contribution. The Company made matching contributions of \$255,000, \$280,000, and \$240,000 to the 401(k) Plan for the years ended December 31, 2017, 2016, and 2015, respectively.

Salary Continuation Plan

The Company has an unfunded, non-qualified Salary Continuation Plan for senior executive officers and certain other key officers of the Company, which provides additional compensation benefits upon retirement for a period of at least 15 years.

Table of Contents

Future compensation under the Plan is earned by the employees for services rendered through retirement and vests over a period of 12 to 32 years. In 2015, the Company entered into Salary Continuation agreements with three officers of the Bank. The Company purchased company owned life insurance (COLI) policies on the life of the officers in connection with the Salary Continuation agreements. Life insurance premium expense totaled \$49,000 for the insurance policies purchased. The Company accrues for the salary continuation liability based on anticipated years of service and vesting schedules provided under the Plan. The Company's current benefit liability is determined based upon vesting and the present value of the benefits at a corresponding discount rate. The discount rate used is an equivalent rate for high-quality investment-grade bonds with lives matching those of the service periods remaining for the salary continuation contracts, which averages approximately 20 years. At December 31, 2017 and 2016, \$4,084,000 and \$3,975,000, respectively, had been accrued to date, based on a discounted cash flow using an average discount rate of 3.04% and 3.21%, respectively, and is included in other liabilities. In connection with the implementation of the Salary Continuation Plans, the Company purchased single premium universal life insurance policies on the life of each of the key employees covered under the Plan. The Company is the owner and beneficiary of these insurance policies. The cash surrender value of the policies was \$6,817,000 and \$6,452,000 at December 31, 2017 and 2016, respectively, and is included on the consolidated balance sheet in cash surrender value of life insurance. Income on these policies, net of expense, totaled approximately \$485,000, \$465,000, and \$399,000 for the years ended December 31, 2017, 2016, and 2015, respectively. Although the Plan is unfunded, the Company intends to utilize the proceeds of such policies to settle the Plan obligations. Under Internal Revenue Service regulations, the life insurance policies are the property of the Company and are available to satisfy the Company's general creditors.

Pursuant to the guidance contained in ASC Topic 715 "Compensation," the Company is required to recognize in accumulated other comprehensive (loss) income, the amounts that have not yet been recognized as components of net periodic benefit costs. These unrecognized costs arise from changes in estimated interest rates used in the calculation of net liabilities under the Plan.

As of December 31, 2017, 2016, and 2015, the Company had approximately \$462,000, \$383,000, and \$371,000, respectively in unrecognized net periodic benefit costs arising from changes in interest rates used in calculating the current post-retirement liability required under the Plan. This amount represents the difference between the plan liabilities calculated under net present value calculations, and the net plan liabilities actually recorded on the Company's books at December 31, 2017 and 2016.

Salary continuation expense is included in salaries and benefits expense, and totaled \$223,000, \$137,000, and \$193,000 for the years ended December 31, 2017, 2016, and 2015, respectively.

Officer Supplemental Life Insurance Plan

The Company owns single premium Bank-owned life insurance policies (BOLI) and Company owned life insurance policies (COLI) on certain officers with a portion of the death benefits available to the officers' beneficiaries. The BOLI and COLI initial net cash surrender value is equivalent to the premium paid, and it adds income through non-taxable increases in its cash surrender value, net of the cost of insurance, plus any death benefits ultimately received by the Company. The cash surrender value of these insurance policies totaled \$12,935,000 and \$12,595,000 at December 31, 2017 and 2016, and is included on the consolidated balance sheet in cash surrender value of life insurance. These policies resulted in a income, net of expense, of approximately \$485,000, \$465,000, and \$399,000 for the years ended December 31, 2017, 2016, and 2015, respectively.

12. Commitments and Contingent Liabilities

Lease Commitments: The Company leases land and premises for its branch banking offices and administration facilities. The initial terms of these leases expire at various dates through 2025. Under the provisions of most of these leases, the Company has the option to extend the leases beyond their original terms at rental rates adjusted for changes reported in certain economic indices or as reflected by market conditions. The total expense on land and premises leased under operating leases was \$922,000, \$862,000, and \$782,000 for the years ended December 31, 2017, 2016, and 2015, respectively. Total rent expense for the years ended December 31, 2017, 2016, and 2015 included approximately \$1,000, \$8,000, and \$16,000 in reductions, respectively, related to adjustments made pursuant to ASC Topic 840, "Leases." The adjustments represent the difference between contractual rent amounts paid and rent amounts actually expensed under the straight-line method pursuant to ASC 840.

Future minimum rental commitments under existing non-cancelable leases as of December 31, 2017 are as follows:

Table of Contents

(In thousands):

2018	\$	710
2019		534
2020		484
2021		288
2022		282
Thereafter		806
	\$	<u>3,104</u>

Financial Instruments with Off-Balance Sheet Risk: The Company is party to financial instruments with off-balance sheet risk which arise in the normal course of business. These instruments may contain elements of credit risk, interest rate risk and liquidity risk, and include commitments to extend credit and standby letters of credit. The credit risk associated with these instruments is essentially the same as that involved in extending credit to customers and is represented by the contractual amount indicated in the table below:

(In thousands)	Contractual amount – December 31,	
	2017	2016
Commitments to extend credit	\$ 99,958	\$ 120,485
Standby letters of credit	2,058	1,201

Commitments to extend credit are agreements to lend to a customer, as long as there is no violation of any condition established in the contract. Substantially all of these commitments are at floating interest rates based on the Prime rate, and most have fixed expiration dates. The Company evaluates each customer's creditworthiness on a case-by-case basis, and the amount of collateral obtained, if deemed necessary, is based on management's credit evaluation. Collateral held varies but includes accounts receivable, inventory, leases, property, plant and equipment, residential real estate and income-producing properties. Many of the commitments are expected to expire without being drawn upon and, as a result, the total commitment amounts do not necessarily represent future cash requirements of the Company.

Standby letters of credit are generally unsecured and are issued by the Company to guarantee the performance of a customer to a third party. The credit risk involved in issuing letters of credit is essentially the same as that involved in extending loans to customers. The Company's letters of credit are short-term guarantees and generally have terms from less than one month to approximately 3 years. At December 31, 2017, the maximum potential amount of future undiscounted payments the Company could be required to make under outstanding standby letters of credit totaled \$2,058,000.

In the ordinary course of business, the Company becomes involved in litigation arising out of its normal business activities. Management, after consultation with legal counsel, believes that the ultimate liability, if any, resulting from the disposition of such claims would not be material to the financial position of the Company.

13. Fair Value Measurements and Disclosure

The following summary disclosures are made in accordance with the guidance provided by ASC Topic 825 "*Fair Value Measurements and Disclosures*" (formerly Statement of Financial Accounting Standards No. 107, "Disclosures about Fair Value of Financial Instruments,") which requires the disclosure of fair value information about both on- and off-balance sheet financial instruments where it is practicable to estimate that value.

Generally accepted accounting guidance clarifies the definition of fair value, describes methods used to appropriately measure fair value in accordance with generally accepted accounting principles and expands fair value disclosure requirements. This guidance applies whenever other accounting pronouncements require or permit fair value measurements.

The fair value hierarchy prioritizes the inputs to valuation techniques used to measure fair value into three broad levels (Level 1, Level 2, and Level 3). Level 1 inputs are unadjusted quoted prices in active markets (as defined) for identical assets or liabilities that the reporting entity has the ability to access at the measurement date. Level 2 inputs are inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly. Level 3 inputs are unobservable inputs for the asset or liability, and reflect the reporting entity's own assumptions about the assumptions that market participants would use in pricing the asset or liability (including assumptions about risk).

[Table of Contents](#)

The table below is a summary of fair value estimates for financial instruments and the level of the fair value hierarchy within which the fair value measurements are categorized at the periods indicated:

December 31, 2017						
(In thousands)	Carrying Amount	Estimated Fair Value	Quoted Prices In Active Markets for Identical Assets Level 1	Significant Other Observable Inputs Level 2	Significant Unobservable Inputs Level 3	
Financial Assets:						
Cash and cash equivalents	\$ 107,934	\$ 107,934	\$ 107,934	\$ —	\$ —	
Investment securities	45,722	45,722	3,737	41,985	—	
Loans	593,123	588,938	—	—	588,938	
Accrued interest receivable	6,526	6,526	—	6,526	—	
Financial Liabilities:						
Deposits:						
Noninterest-bearing	307,299	307,299	307,299	—	—	
NOW and money market	234,154	234,154	234,154	—	—	
Savings	81,408	81,408	81,408	—	—	
Time deposits	64,832	64,387	—	—	64,387	
Total deposits	687,693	687,248	622,861	—	64,387	
Junior subordinated debt	9,730	9,730	—	—	9,730	
Accrued interest payable	44	44	—	44	—	

December 31, 2016						
(In thousands)	Carrying Amount	Estimated Fair Value	Quoted Prices In Active Markets for Identical Assets Level 1	Significant Other Observable Inputs Level 2	Significant Unobservable Inputs Level 3	
Financial Assets:						
Cash and cash equivalents	\$ 113,032	\$ 113,032	\$ 113,032	\$ —	\$ —	
Interest-bearing deposits	650	650	—	650	—	
Investment securities	57,491	57,491	3,716	53,775	—	
Loans	561,932	557,914	—	—	557,914	
Accrued interest receivable	3,895	3,895	—	3,895	—	
Financial Liabilities:						
Deposits:						
Noninterest-bearing	262,697	262,697	262,697	—	—	
NOW and money market	235,873	235,873	235,873	—	—	
Savings	75,068	75,068	75,068	—	—	
Time deposits	102,991	102,743	—	—	102,743	
Total deposits	676,629	676,381	573,638	—	102,743	
Junior subordinated debt	8,832	8,832	—	—	8,832	
Accrued interest payable	76	76	—	76	—	

The Company performs fair value measurements on certain assets and liabilities as the result of the application of current accounting guidelines. Some fair value measurements, such as available-for-sale securities (AFS) and junior subordinated debt

Table of Contents

are performed on a recurring basis, while others, such as collateral dependent impaired loans, other real estate owned, goodwill and other intangibles, are performed on a nonrecurring basis.

The Company's Level 1 financial assets consist of money market funds and highly liquid mutual funds for which fair values are based on quoted market prices. The Company's Level 2 financial assets include highly liquid debt instruments of U.S. government agencies, collateralized mortgage obligations, and debt obligations of states and political subdivisions, whose fair values are obtained from readily-available pricing sources for the identical or similar underlying security that may, or may not, be actively traded. The Company's Level 3 financial assets include certain impaired loans, other real estate owned, goodwill, and intangible assets where the assumptions may be made by us or third parties about assumptions that market participants would use in pricing the asset or liability. From time to time, the Company recognizes transfers between Level 1, 2, and 3 when a change in circumstances warrants a transfer. There were no transfers in or out of Level 1 and Level 2 fair value measurements during the year ended December 31, 2017.

The following tables summarize the Company's assets and liabilities that were measured at fair value on a recurring and non-recurring basis as of December 31, 2017 (in 000's):

Description of Assets	December 31, 2017	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
AFS Securities (2):				
U.S. Government agencies	\$ 19,954	\$ —	\$ 19,954	\$ —
U.S Govt collateralized mortgage obligations	22,031	—	22,031	—
Mutual Funds	3,737	3,737	—	—
Total AFS securities	45,722	3,737	41,985	—
Impaired Loans (1):				
Commercial and industrial	—	—	—	—
Real estate mortgage	—	—	—	—
RE construction & development	—	—	—	—
Agricultural	—	—	—	—
Installment/Other	—	—	—	—
Total impaired loans	—	—	—	—
Other real estate owned (1)	—	—	—	—
Total	\$ 45,722	\$ 3,737	\$ 41,985	\$ —

Description of Liabilities	December 31, 2017	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Junior subordinated debt (2)	\$ 9,730	\$ —	\$ —	\$ 9,730
Total	\$ 9,730	\$ —	\$ —	\$ 9,730

(1) Nonrecurring

(2) Recurring

The following tables summarize the Company's assets and liabilities that were measured at fair value on a recurring and non-recurring basis as of December 31, 2016 (in 000's):

Description of Assets	December 31, 2016	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
AFS Securities (2):				
U.S. Government agencies	\$ 23,203	\$ —	\$ 23,203	\$ —
U.S Govt collateralized mortgage obligations	30,572	—	30,572	—
Mutual Funds	3,716	3,716	—	—
Total AFS securities	57,491	3,716	53,775	—
Impaired Loans (1):				
Commercial and industrial	301	—	—	301
Real estate mortgage	—	—	—	—
RE construction & development	—	—	—	—
Agricultural	—	—	—	—
Installment/Other	—	—	—	—
Total impaired loans	301	—	—	301
Other real estate owned (1)	—	—	—	—
Total	\$ 57,792	\$ 3,716	\$ 53,775	\$ 301

Description of Liabilities	December 31, 2016	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Junior subordinated debt (2)	\$ 8,832	\$ —	\$ —	\$ 8,832
Total	\$ 8,832	\$ —	\$ —	\$ 8,832

- (1) Nonrecurring
(2) Recurring

The Company did not record a write-down on other real estate owned during the years ended December 31, 2017 and 2016. A write-down of \$188,000 was recorded during the year ended December 31, 2015.

The following table presents quantitative information about Level 3 fair value measurements for the Company's assets measured at fair value on a non-recurring basis at December 31, 2016 (in 000's). There were no assets measured at fair value on a non-recurring basis at December 31, 2017.

December 31, 2016				
Financial Instrument	Fair Value	Valuation Technique	Unobservable Input	Range, Weighted Average
Impaired Loans:				
Commercial and industrial	\$301	Sales Comparison Approach	Adjustment for difference between comparable sales	7%-29%, 19.1%

The following methods and assumptions were used in estimating the fair values of financial instruments:

Cash and Cash Equivalents - The carrying amounts reported in the balance sheets for cash and cash equivalents approximate their estimated fair values.

Interest-bearing Deposits - Interest bearing deposits in other banks consist of fixed-rate certificates of deposits. Accordingly, fair value has been estimated based upon interest rates currently being offered on deposits with similar characteristics and maturities.

Table of Contents

Investments – Available for sale securities are valued based upon open-market price quotes obtained from reputable third-party brokers that actively make a market in those securities. Market pricing is based upon specific CUSIP identification for each individual security. To the extent there are observable prices in the market, the mid-point of the bid/ask price is used to determine fair value of individual securities. If that data is not available for the last 30 days, a Level 2-type matrix pricing approach based on comparable securities in the market is utilized. Level-2 pricing may include using a forward spread from the last observable trade or may use a proxy bond like a TBA mortgage to come up with a price for the security being valued. Changes in fair market value are recorded through other comprehensive loss as the securities are available for sale.

Loans - Fair values of variable rate loans, which reprice frequently and with no significant change in credit risk, are based on carrying values adjusted for credit risk. Fair values for all other loans, except impaired loans, are estimated using discounted cash flows over their remaining maturities, using interest rates at which similar loans would currently be offered to borrowers with similar credit ratings and for the same remaining maturities. The allowance for loan loss is considered to be a reasonable estimate of loan discount for credit quality concerns.

Impaired Loans - Fair value measurements for collateral dependent impaired loans are performed pursuant to authoritative accounting guidance and are based upon either collateral values supported by appraisals and observed market prices. Collateral dependent loans are measured for impairment using the fair value of the collateral. Changes are recorded directly as an adjustment to current earnings.

Other Real Estate Owned - Nonrecurring adjustments to certain commercial and residential real estate properties classified as other real estate owned (OREO) are measured at the lower of carrying amount or fair value, less costs to sell. Fair values are generally based on third party appraisals of the property, resulting in a Level 3 classification. In cases where the carrying amount exceeds the fair value, less costs to sell, an impairment loss is recognized.

Deposits – In accordance with authoritative accounting guidance, fair values for transaction and savings accounts are equal to the respective amounts payable on demand at December 31, 2017 and 2016 (i.e. carrying amounts). The Company believes that the fair value of these deposits is clearly greater than that prescribed under authoritative accounting guidance. Fair values of fixed-maturity certificates of deposit were estimated using the rates currently offered for deposits with similar remaining maturities.

Junior Subordinated Debt – The fair value of the junior subordinated debt was determined based upon a discounted cash flows model utilizing observable market rates and credit characteristics for similar debt instruments. In its analysis, the Company used characteristics that market participants generally use, and considered factors specific to (a) the liability, (b) the principal (or most advantageous) market for the liability, and (c) market participants with whom the reporting entity would transact in that market. For the year ended December 31, 2017, cash flows were discounted at a rate which incorporates a current market rate for similar-term debt instruments, adjusted for credit and liquidity risks associated with similar junior subordinated debt and circumstances unique to the Company. The Company believes that the subjective nature of these inputs, due primarily to the current economic environment, require the junior subordinated debt to be classified as a Level 3 fair value.

Accrued Interest Receivable and Payable - The carrying value of these instruments is a reasonable estimate of fair value.

Off-balance sheet Instruments - Off-balance sheet instruments consist of commitments to extend credit, standby letters of credit and derivative contracts. The contract amounts of commitments to extend credit and standby letters of credit are disclosed in Note 12. Fair values of commitments to extend credit are estimated using the interest rate currently charged to enter into similar agreements, taking into account the remaining terms of the agreements and the present counterparties' credit standing. There was no material difference between the contractual amount and the estimated value of commitments to extend credit at December 31, 2017 and 2016.

Fair values of standby letters of credit are based on fees currently charged for similar agreements. The fair value of commitments generally approximates the fees received from the customer for issuing such commitments. These fees are not material to the Company's consolidated balance sheet and results of operations.

The following tables provide a reconciliation of liabilities at fair value using significant unobservable inputs (Level 3) on a recurring basis during the period (in 000's):

	December 31, 2017	December 31, 2016	December 31, 2015
	Junior Subordinated Debt	Junior Subordinated Debt	Junior Subordinated Debt
Reconciliation of Liabilities:			
Beginning balance	\$ 8,832	\$ 8,300	\$ 10,115
Total losses included in earnings	882	518	73
Canceled debt	—	—	(1,122)
Gain on redemption of liability	—	—	78
Capitalized interest	16	1,050	(698)
Ending balance	\$ 9,730	\$ 8,832	\$ 8,300
The amount of total losses for the period included in earnings attributable to the change in unrealized gains or losses relating to liabilities still held at the reporting date	\$ 882	\$ 518	\$ 73

The following table provides a description of the valuation technique, unobservable input, and qualitative information about the unobservable inputs for the Company's liabilities classified as Level 3 and measured at fair value on a recurring basis at December 31, 2017 and 2016:

December 31, 2017				December 31, 2016			
Financial Instrument	Valuation Technique	Unobservable Input	Weighted Average	Financial Instrument	Valuation Technique	Unobservable Input	Weighted Average
Subordinated Debt	Discounted cash flow	Discount Rate	5.81%	Subordinated Debt	Discounted cash flow	Discount Rate	6.46%

Management believes that the credit risk adjusted spread utilized in the fair value measurement of the junior subordinated debentures carried at fair value is indicative of the nonperformance risk premium a willing market participant would require under current market conditions, that is, the inactive market. Management attributes the change in fair value of the junior subordinated debentures during the period to market changes in the nonperformance expectations and pricing of this type of debt, and not as a result of changes to our entity-specific credit risk. The narrowing of the credit risk adjusted spread above the Company's contractual spreads has primarily contributed to the negative fair value adjustments. Generally, an increase in the credit risk adjusted spread and/or a decrease in the three month LIBOR swap curve will result in positive fair value adjustments (and decrease the fair value measurement). Conversely, a decrease in the credit risk adjusted spread and/or an increase in the three month LIBOR swap curve will result in negative fair value adjustments (and increase the fair value measurement).

14. Regulatory Matters

Capital Adequacy - The Company (on a consolidated basis) and the Bank are subject to various regulatory capital requirements adopted by the Board of Governors of the Federal Reserve System (the "Board of Governors"). Failure to meet minimum capital requirements can initiate certain mandates and possible additional discretionary actions by regulators that, if undertaken, could have a direct material effect on the Company's consolidated financial statements and results of operations. Under capital adequacy guidelines and the regulatory framework for prompt corrective action, the consolidated Company and the Bank must meet specific capital guidelines that involve quantitative measures of their assets, liabilities, and certain off-balance sheet items as calculated under regulatory accounting practices. The capital amounts and classification are also subject to qualitative judgments by the regulators about components, risk weightings, and other factors. Prompt corrective action provisions are not applicable to bank holding companies.

Quantitative measures established by the capital adequacy guidelines require insured institutions to maintain a minimum leverage ratio of Tier 1 capital (the sum of common stockholders' equity, noncumulative perpetual preferred stock and minority interests in consolidated subsidiaries, minus intangible assets, identified losses and investments in certain subsidiaries, plus unrealized losses or minus unrealized gains on available for sale securities) to total assets. Institutions which have received the highest composite regulatory rating and which are not experiencing or anticipating significant growth are required to maintain a minimum leverage capital ratio of 3% of Tier 1 capital to total assets. All other institutions are required to maintain a minimum leverage capital ratio of at least 100 to 200 basis points above the 3% minimum requirement.

[Table of Contents](#)

The Company has adopted a capital plan that includes guidelines and trigger points to ensure sufficient capital is maintained at the Bank and the Company, and that capital ratios are maintained at a level deemed appropriate under regulatory guidelines given the level of classified assets, concentrations of credit, ALLL, current and projected growth, and projected retained earnings. The capital plan also contains contingency strategies to obtain additional capital as required to fulfill future capital requirements for both the Bank, as a separate legal entity, and the Company on a consolidated basis.

The following table shows the Company's and the Bank's regulatory capital and regulatory capital ratios at December 31, 2017 and 2016, as compared to the applicable capital adequacy guidelines:

<i>(In thousands)</i>	To Be Well Capitalized Under					
	Actual		For Capital Adequacy Purposes		Prompt Corrective Action Provisions	
	Amount	Ratio	Amount	Ratio	Amount	Ratio
As of December 31, 2017 (Company):						
Total Capital (to Risk Weighted Assets)	\$ 115,265	17.54%	\$ 52,560	8.00%	N/A	N/A
Tier 1 Capital (to Risk Weighted Assets)	107,043	16.29%	39,420	6.00%	N/A	N/A
Common Equity Tier 1 (to Risk Weighted Assets)	97,313	14.81%	29,565	4.50%	N/A	N/A
Tier 1 Leverage (to Average Assets)	107,043	13.01%	32,899	4.00%	N/A	N/A
As of December 31, 2017 (Bank):						
Total Capital (to Risk Weighted Assets)	\$ 113,653	17.31%	\$ 52,511	8.00%	\$ 65,638	10.00%
Tier 1 Capital (to Risk Weighted Assets)	105,431	16.06%	39,383	6.00%	52,511	8.00%
Common Equity Tier 1 (to Risk Weighted Assets)	105,431	16.06%	29,537	4.50%	42,665	6.50%
Tier 1 Leverage (to Average Assets)	105,431	12.90%	32,732	4.00%	40,865	5.00%
As of December 31, 2016 (Company):						
Total Capital (to Risk Weighted Assets)	\$ 108,868	17.26%	\$ 50,454	8.00%	N/A	N/A
Tier 1 Capital (to Risk Weighted Assets)	100,968	16.01%	37,840	6.00%	N/A	N/A
Common Equity Tier 1 (to Risk Weighted Assets)	92,600	14.68%	30,630	4.50%	N/A	N/A
Tier 1 Leverage (to Average Assets)	100,968	12.97%	30,956	4.00%	N/A	N/A
As of December 31, 2016 (Bank):						
Total Capital (to Risk Weighted Assets)	\$ 108,400	17.19%	\$ 50,454	8.00%	\$ 63,068	10.00%
Tier 1 Capital (to Risk Weighted Assets)	100,500	15.94%	37,840	6.00%	50,454	8.00%
Common Equity Tier 1 (to Risk Weighted Assets)	100,500	15.94%	30,630	4.50%	40,994	6.50%
Tier 1 Leverage (to Average Assets)	100,500	12.99%	30,956	4.00%	38,695	5.00%
As of December 31, 2015 (Company):						
Total Capital (to Risk Weighted Assets)	\$ 100,659	16.65%	\$ 48,358	8.00%	N/A	N/A
Tier 1 Capital (to Risk Weighted Assets)	93,073	15.40%	36,269	6.00%	N/A	N/A
Common Equity Tier 1 (to Risk Weighted Assets)	85,237	14.10%	27,201	4.50%	N/A	N/A
Tier 1 Leverage (to Average Assets)	93,073	12.95%	28,747	4.00%	N/A	N/A
As of December 31, 2015 (Bank):						
Total Capital (to Risk Weighted Assets)	\$ 100,544	16.69%	\$ 48,204	8.00%	\$ 71,870	10.00%
Tier 1 Capital (to Risk Weighted Assets)	92,981	15.43%	36,153	6.00%	57,496	8.00%
Common Equity Tier 1 (to Risk Weighted Assets)	92,981	15.43%	27,115	4.50%	46,716	6.50%
Tier 1 Leverage (to Average Assets)	92,981	12.94%	28,748	4.00%	35,935	5.00%

Federal regulations require FDIC-insured depository institutions, including the Bank, to meet several minimum capital standards: a common equity Tier 1 capital to risk-based assets ratio; a Tier 1 capital to risk-based assets ratio; a total capital to risk-based assets; and a Tier 1 capital to total assets leverage ratio. The existing capital requirements were effective January 1, 2015 and are the result of a final rule implementing regulatory amendments based on recommendations of the Basel Committee on Banking Supervision and certain requirements of the Dodd-Frank Act.

Table of Contents

The capital standards require the maintenance of common equity Tier 1 capital, Tier 1 capital and Total capital to risk-weighted assets of at least 4.5%, 6% and 8%, respectively. The regulations also establish a minimum required leverage ratio of at least 4% Tier 1 capital. Common equity Tier 1 capital is generally defined as common stockholders' equity and retained earnings. Tier 1 capital is generally defined as common equity Tier 1 and Additional Tier 1 capital. Additional Tier 1 capital generally includes certain noncumulative perpetual preferred stock and related surplus and minority interests in equity accounts of consolidated subsidiaries. Total capital includes Tier 1 capital (common equity Tier 1 capital plus Additional Tier 1 capital) and Tier 2 capital. Tier 2 capital is comprised of capital instruments and related surplus meeting specified requirements, and may include cumulative preferred stock and long-term perpetual preferred stock, mandatory convertible securities, intermediate preferred stock and subordinated debt. Also included in Tier 2 capital is the allowance for loan and lease losses limited to a maximum of 1.25% of risk-weighted assets and, for institutions that have exercised an opt-out election regarding the treatment of Accumulated Other Comprehensive Income ("AOCI"), up to 45% of net unrealized gains on available-for-sale equity securities with readily determinable fair market values. Institutions that have not exercised the AOCI opt-out have AOCI incorporated into common equity Tier 1 capital (including unrealized gains and losses on available-for-sale securities). Calculation of all types of regulatory capital is subject to deductions and adjustments specified in the regulations.

In determining the amount of risk-weighted assets for purposes of calculating risk-based capital ratios, an institution's assets, including certain off-balance sheet assets (e.g., recourse obligations, direct credit substitutes, residual interests), are multiplied by a risk weight factor assigned by the regulations based on the risk deemed inherent in the type of asset. Higher levels of capital are required for asset categories believed to present greater risk. For example, a risk weight of 0% is assigned to cash and U.S. government securities, a risk weight of 50% is generally assigned to prudently underwritten first lien one to four-family residential mortgages, a risk weight of 100% is assigned to commercial and consumer loans, a risk weight of 150% is assigned to certain past due loans and a risk weight of between 0% to 600% is assigned to permissible equity interests, depending on certain specified factors.

In addition to establishing the minimum regulatory capital requirements, the regulations limit capital distributions and certain discretionary bonus payments to management if the institution does not hold a "capital conservation buffer" consisting of 2.5% of common equity Tier 1 capital to risk-weighted assets above the amount necessary to meet its minimum risk-based capital requirements. The capital conservation buffer requirement is being phased in beginning January 1, 2016 at 0.625% of risk-weighted assets and increasing each year until fully implemented at 2.5% on January 1, 2019. Institutions that do not maintain the required capital buffer will become subject to progressively most stringent limitations on the percentage of earnings that can be paid out in dividends or used for stock repurchases and on the payment of discretionary bonuses to executive management.

Under regulatory guidelines, the \$15 million in Trust Preferred Securities issued by USB Capital Trust II in July of 2007 qualifies as Tier 1 capital up to 25% of Tier 1 capital. Any additional portion of Trust Preferred Securities qualifies as Tier 2 capital. During 2015, a redemption of \$3.0 million junior subordinated debt took place. The current balance of Trust Preferred Securities is \$12 million. As of December 31, 2017, the Company and the Bank meets all capital adequacy requirements to which they are subject.

Dividends – Cash dividends, if any, paid to shareholders are paid by the Company, subject to restrictions set forth in the California Corporations Code and the terms of the Federal Reserve informal supervisory agreement. Dividends paid by the Company during 2017 were in the form of stock and cash dividends. In 2016 dividends were in the form of stock rather than cash dividends.

The primary source of funds with which cash dividends are paid to shareholders comes from cash dividends received by the Company from the Bank. The Bank's ability to pay dividends is subject to the restrictions set forth in the California Financial Code. Under the Financial Code, the Bank may not pay cash dividends in an amount which exceeds the lesser of the retained earnings of the Bank or the Bank's net income for the last three fiscal years (less the amount of distributions to shareholders during that period of time). If the above test is not met, cash dividends may only be paid with the prior approval of the DBO, in an amount not exceeding the greater of: (i) the Bank's retained earnings; (ii) its net income for the last fiscal year; or (iii) its net income for the current fiscal year. During the year ended December 31, 2017, the Bank's cash dividends of \$4,291,000 paid to the Company were approved by the Federal Reserve and the DBO and funded the Company's operating costs and payments of interest on its junior subordinated debentures. The approval by the Federal Reserve and the DBO was required for the dividend issued during the first quarter 2017, but subsequently deemed unnecessary alongside the termination of the informal agreements. During the year ended December 31, 2015, a redemption of \$3.0 million junior subordinated debt was approved by both agencies.

[Table of Contents](#)

Cash Restrictions - The Bank is required to maintain average reserve balances with the Federal Reserve. During 2005, the Company implemented a deposit reclassification program, which allows the Company to reclassify a portion of transaction accounts to non-transaction accounts for reserve purposes. The deposit reclassification program is provided by a third-party vendor, and has been approved by the Federal Reserve Bank.

15. Supplemental Cash Flow Disclosures

<i>(In thousands)</i>	Year Ended December 31,		
	2017	2016	2015
Cash paid during the period for:			
Interest	\$ 1,762	\$ 1,362	\$ 1,243
Income Taxes	6,863	1,710	3,080
Noncash activities:			
Loans transferred to foreclosed property	—	—	226
OREO financed	—	3,766	—
Unrealized gains (losses) on securities	16	(648)	(265)
Unrealized (losses) gains on unrecognized post retirement costs	(6)	(22)	224

16. Dividends on Common Stock

The Company declared one-percent (1)% common stock dividends for the quarter ended March 31, 2017. All 1% stock dividends were considered “small stock dividends” resulting in a transfer between retained earnings and common stock an amount equal to the number of shares issued in the stock dividend multiplied by the stock’s closing price at the date of declaration. Other than for earnings-per-share calculations and share-based compensation disclosures, shares issued for the stock dividend have been treated prospectively for financial reporting purposes. For purposes of earnings per share calculations, the Company’s weighted average shares outstanding and potentially dilutive shares used in the computation of earnings per share have been restated after giving retroactive effect to a 1% stock dividend to shareholders for all periods presented.

On April 25, 2017, the Company’s Board of Directors declared a cash dividend of \$0.05 per share on the Company’s common stock. The dividend was payable on May 17, 2017, to shareholders of record as of May 8, 2017. Approximately \$844,000 was transferred from retained earnings to cash to allow for distribution of the dividend to shareholders. The Board of Directors also authorized the repurchase of up to \$3 million of the outstanding common stock of the Company. The timing of the purchases will depend on certain factors, including but not limited to, market conditions and prices, available funds, and alternative uses of capital. The stock repurchase program may be carried out through open-market purchases, block trades, or negotiated private transactions.

On June 27, 2017, the Company’s Board of Directors declared a cash dividend of \$0.05 per share on the Company’s common stock. The dividend was payable on July 21, 2017, to shareholders of record as of July 7, 2017. Approximately \$844,000 was transferred from retained earnings to cash to allow for distribution of the dividend to shareholders.

On September 26, 2017, the Company’s Board of Directors declared a cash dividend of \$0.07 per share on the Company’s common stock. The dividend was payable on October 19, 2017, to shareholders of record as of October 10, 2017. Approximately \$1,182,000 was transferred from retained earnings to other liabilities to allow for distribution of the dividend to shareholders.

On December 19, 2017, the Company’s Board of Directors declared a cash dividend of \$0.07 per share on the Company’s common stock. The dividend was payable on January 16, 2018, to shareholders of record as of January 4, 2018. Approximately \$1,182,000 was transferred from retained earnings to other liabilities to allow for distribution of the dividend to shareholders.

The Company declared one-percent (1)% common stock dividends during each of the four quarters ended December 31, 2016, September 30, 2016, June 30, 2016, and March 31, 2016. All 1% stock dividends were considered “small stock dividends” resulting in a transfer between retained earnings and common stock an amount equal to the number of shares issued in the stock dividend multiplied by the stock’s closing price at the date of declaration. Other than for earnings-per-share calculations,

[Table of Contents](#)

shares issued for the stock dividend have been treated prospectively for financial reporting purposes. For purposes of earnings per share calculations, the Company's weighted average shares outstanding and potentially dilutive shares used in the computation of earnings per share have been restated after giving retroactive effect to a 1% stock dividend to shareholders for all periods presented.

17. Net Income Per Share

The following table provides a reconciliation of the numerator and the denominator of the basic net income per share computation with the numerator and the denominator of the diluted net income per share computation. Prior year amounts have been restated to reflect the impact of stock dividends.

<i>(In thousands, except earnings per share data)</i>	Year Ended December 31,		
	2017	2016	2015
Net income available to common shareholders	\$ 8,640	\$ 7,385	\$ 6,810
Weighted average shares outstanding	16,885,587	16,881,379	16,880,563
Add: dilutive effect of stock options	19,328	7,648	2,234
Weighted average shares outstanding adjusted for potential dilution	16,904,915	16,889,027	16,882,797
Basic earnings per share	\$ 0.51	\$ 0.44	\$ 0.40
Diluted earnings per share	\$ 0.51	\$ 0.44	\$ 0.40
Anti-dilutive shares excluded from earnings per share calculation	98,000	21,000	132,000

Dilutive income per share includes the effect of stock options and other potentially dilutive securities using the treasury stock method. There are two forms of outstanding common stock: common stock and unvested restricted stock awards. Holders of unvested restricted stock awards receive non-forfeitable dividends at the same rate as common shareholders and they both share equally in undistributed earnings. Under the two-class method, the difference in EPS is not significant for these participating securities.

18. Common Stock Repurchase Plan

On May 16, 2007, the Company's Board of Directors approved a plan to repurchase, as conditions warrant, up to 846,127 shares of the Company's common stock on the open market or in privately negotiated transactions. The repurchase plan represents approximately 5.00% of the Company's currently outstanding common stock. The duration of the program is open-ended and the timing of purchases will depend on market conditions. As of December 31, 2017, there were 732,556 shares available for repurchase.

On April 25, 2017, the Company's Board of Directors approved the repurchase of up to \$3 million of the outstanding common stock of the Company. The timing of the purchases will depend on certain factors, including but not limited to, market conditions and prices, available funds, and alternative uses of capital. The stock repurchase program may be carried out through open-market purchases, block trades, or negotiated private transactions.

The Company did not repurchase any common shares during the years ended December 31, 2017, 2016, and 2015.

19. Goodwill and Intangible Assets

At December 31, 2017, the Company had goodwill in the amount of \$4,488,000 in connection with various business combinations and purchases. This amount was unchanged from the balance of \$4,488,000 at December 31, 2016. While goodwill is not amortized, the Company does conduct periodic impairment analysis on goodwill at least annually or more often as conditions require. The Company performed its analysis of goodwill impairment and concluded goodwill was not impaired at December 31, 2017.

20. Parent Company Only Financial Statements

The following are the condensed financial statements of United Security Bancshares and should be read in conjunction with the consolidated financial statements:

[Table of Contents](#)

United Security Bancshares – (parent only)

Balance Sheets - December 31, 2017 and 2016

<i>(In thousands)</i>	2017	2016
Assets		
Cash and equivalents	\$ 1,656	\$ 148
Investment in bank subsidiary	109,472	104,554
Other assets	1,136	2,525
Total assets	112,264	107,227
Liabilities & Shareholders' Equity		
Liabilities:		
Junior subordinated debt securities (at fair value)	9,730	8,832
Deferred taxes	—	1,741
Dividends declared	1,182	—
Total liabilities	10,912	10,573
Shareholders' Equity:		
Common stock, no par value 20,000,000 shares authorized, 16,885,615 and 16,705,594 issued and outstanding, at December 31, 2017 and December 31, 2016, respectively	57,880	56,557
Retained earnings	44,182	40,701
Accumulated other comprehensive loss	(710)	(604)
Total shareholders' equity	101,352	96,654
Total liabilities and shareholders' equity	\$ 112,264	\$ 107,227

United Security Bancshares – (parent only)

Income Statements

Year ended December 31,

<i>(In thousands)</i>	2017	2016	2015
Income			
Loss on fair value of financial liability	\$ (882)	\$ (518)	\$ (73)
Gain on redemption of JR subordinated debentures	—	—	78
Dividends from subsidiary	4,291	424	2,416
Total income	3,409	(94)	2,421
Expense			
Interest expense	302	240	225
Other expense	269	241	256
Total expense	571	481	481
Income (loss) before taxes and equity in undistributed income of subsidiary	2,838	(575)	1,940
Income tax benefit	(989)	(411)	(196)
Undistributed income of subsidiary	4,813	7,549	4,674
Net Income	\$ 8,640	\$ 7,385	\$ 6,810

United Security Bancshares – (parent only)

Statement of Cash Flows

Year ended December 31,

<i>(In thousands)</i>	2017	2016	2015
Cash Flows From Operating Activities			
Net income	\$ 8,640	\$ 7,385	\$ 6,810
Adjustments to reconcile net income to cash provided by operating activities:			
Equity in undistributed income of subsidiary	(4,813)	(7,549)	(4,674)
Provision for deferred income taxes	(751)	(169)	(518)
Loss on fair value option of financial liability	882	518	73
Gain on redemption of junior subordinated debentures	—	—	(78)
Decrease (increase) in income tax receivable	391	(198)	117
Net change in other assets/liabilities	23	15	(14)
Net cash provided by operating activities	4,372	2	1,716
Cash Flows From Financing Activities			
Proceeds from exercise of stock options	6	6	—
Dividends paid	(2,870)	—	—
Redemption of junior subordinated debenture	—	—	(1,800)
Net cash (used in) provided by financing activities	(2,864)	6	(1,800)
Net increase (decrease) increase in cash and cash equivalents	1,508	8	(84)
Cash and cash equivalents at beginning of year	148	140	224
Cash and cash equivalents at end of year	\$ 1,656	\$ 148	\$ 140

21. Summary of Quarterly Results of Operations (unaudited)

The following table sets forth the results of operations for the four quarters of 2017 and 2016, and is unaudited; however, in the opinion of Management, it reflects all adjustments (which include only normal recurring adjustments) necessary to present fairly the summarized results for such periods.

	2017 Quarters Ended			
	December 31,	September 30,	June 30,	March 31,
	<i>(dollars in thousands, except per share data)</i>			
Interest Income:				
Loans, including fees	\$ 8,035	\$ 7,978	\$ 7,579	\$ 7,225
Investment securities, interest bearing cash at Banks	560	614	531	408
Total interest income	8,595	8,592	8,110	7,633
Interest Expense	451	435	438	405
Net Interest Income	8,144	8,157	7,672	7,228
Provision (recovery of provision) for Credit Losses	48	7	(52)	21
Net Interest Income after Provision for Credit Losses	8,096	8,150	7,724	7,207
Noninterest Income	1,155	1,176	1,066	909
Noninterest Expense	5,260	4,746	4,607	5,190
Income Before Provision for Taxes	3,991	4,580	4,183	2,926
Provision for Taxes on Income	2,354	1,840	1,691	1,155
Net Income	\$ 1,637	\$ 2,740	\$ 2,492	\$ 1,771
Net Income per common share				
Basic	\$ 0.10	\$ 0.16	\$ 0.15	\$ 0.10
Diluted	\$ 0.10	\$ 0.16	\$ 0.15	\$ 0.10

	2016 Quarters Ended			
	December 31,	September 30,	June 30,	March 31,
	<i>(dollars in thousands, except per share data)</i>			
Interest Income:				
Loans, including fees	\$ 7,460	\$ 7,435	\$ 6,658	\$ 6,631
Investment securities, interest bearing cash at Banks	319	318	338	315
Total interest income	7,779	7,753	6,996	6,946
Interest Expense	395	349	330	335
Net Interest Income	7,384	7,404	6,666	6,611
Provision (recovery of provision) for Credit Losses	(14)	4	12	(22)
Net Interest Income after Provision for Credit Losses	7,398	7,400	6,654	6,633
Noninterest Income	741	786	1,427	1,561
Noninterest Expense	5,358	4,864	4,824	5,300
Income Before Provision for Taxes	2,781	3,322	3,257	2,894
Provision for Taxes on Income	1,226	1,282	1,236	1,125
Net Income	\$ 1,555	\$ 2,040	\$ 2,021	\$ 1,769
Net Income per common share				
Basic	\$ 0.09	\$ 0.12	\$ 0.12	\$ 0.10
Diluted	\$ 0.09	\$ 0.12	\$ 0.12	\$ 0.10

22. Subsequent Events

Subsequent events are events or transactions that occur after the balance sheet date but before financial statements are issued. Recognized subsequent events are events or transactions that provide additional evidence about conditions that existed at the date of the balance sheet, including the estimates inherent in the process of preparing financial statements. Nonrecognized subsequent events are events that provide evidence about conditions that did not exist at the date of the balance sheet but arose after that date. Management has reviewed events occurring through the date the financial statements were issued and no subsequent events occurred requiring accrual or disclosure.

Item 9 - Changes in and Disagreements with Accountants on Accounting and Financial Disclosure

None.

Item 9A. Controls and Procedures

CONCLUSION REGARDING THE EFFECTIVENESS OF DISCLOSURE CONTROLS AND PROCEDURES

The Company's management, with the participation of the President and Chief Executive Officer and the Chief Financial Officer, has conducted an evaluation of the effectiveness of the Company's disclosure controls and procedures as of December 31, 2017 based on the framework in Internal Control-Integrated Framework issued by the Committee of Sponsoring Organizations of the Treadway Commission. Based upon this evaluation, the Company's management has determined that the Company's disclosure controls and procedures are effective to ensure that information required to be disclosed by the Company in the reports it files or submits under the Securities Exchange Act of 1934, as amended (the "Exchange Act"), is recorded, processed, summarized and reported within the time periods specified in the SEC's rules and forms. These disclosure controls and procedures include, without limitation, controls and procedures designed to ensure that information required to be disclosed by the Company in the reports that it files or submits is accumulated and communicated to management, including the President and Chief Executive Officer and the Chief Financial Officer, as appropriate, to allow timely decisions regarding required disclosure.

Moss Adams LLP, an independent registered public accounting firm, has audited the consolidated financial statements included in this Annual Report on Form 10-K and, as part of their audit, has issued their report, included herein, on the effectiveness of our internal control over financial reporting.

CHANGES IN INTERNAL CONTROL OVER FINANCIAL REPORTING

The Company's management is responsible for establishing and maintaining adequate internal control over financial reporting, as such term is defined in Exchange Act Rule 13a-15(f). The Company's management conducted an evaluation of the effectiveness of the Company's internal control over financial reporting based on the framework in Internal Control-Integrated Framework issued by the Committee of Sponsoring Organizations of the Treadway Commission as of December 31, 2017. Based on this evaluation, the Company's management concluded that the Company's internal control over financial reporting is effective as of December 31, 2017.

There were no changes in the Company's internal control over financial reporting that occurred during the fourth quarter of 2017 that have materially affected, or are reasonably likely to materially affect, the Company's internal control over financial reporting.

Item 9B. Other Information

None.

PART III

Item 10 – Directors, Executive Officers, and Corporate Governance

[Table of Contents](#)

Pursuant to Instruction G, the information required by this item is hereby incorporated herein by reference from the captions entitled "Election of Directors and Executive Officers" and "Corporate Governance Principles and Board Matters" set forth in the Company's definitive Proxy Statement for its 2018 Annual Meeting of Shareholders ("Proxy Statement").

Item 11 - Executive Compensation

Pursuant to Instruction G, the information required by this item is hereby incorporated herein by reference from the captions entitled "Executive Compensation" and "Director Compensation" set forth in the Company's definitive Proxy Statement for its 2018 Annual Meeting of Shareholders ("Proxy Statement").

Item 12 - Security Ownership of Certain Beneficial Owners and Management and Related Stockholder Matters

Pursuant to Instruction G, the information required by this item is hereby incorporated herein by reference from the caption entitled "Shareholdings of Certain Beneficial Owners and Management" set forth in the Company's definitive Proxy Statement for its 2018 Annual Meeting of Shareholders ("Proxy Statement").

Item 13 - Certain Relationships and Related Transactions, and Director Independence

Pursuant to Instruction G, the information required by this item is hereby incorporated herein by reference from the captions entitled "Certain Transactions" and "Corporate Governance Principles" set forth in the Company's definitive Proxy Statement for its 2018 Annual Meeting of Shareholders ("Proxy Statement").

Item 14 - Principal Accounting Fees and Services

Pursuant to Instruction G, the information required by this item is hereby incorporated herein by reference from the caption entitled "Independent Accountant Fees and Services" set forth in the Company's definitive Proxy Statement for its 2018 Annual Meeting of Shareholders ("Proxy Statement").

PART IV

Item 15 – Exhibits and Financial Statement Schedules

(a)(1) Financial Statements

The Consolidated Financial Statements and related documents set forth in “Item 8. Financial Statements and Supplementary Data” of this report are filed as part of this report.

(a)(2) Financial Statement Schedules

All financial statement schedules are omitted because they are not applicable or not required or because the information is included in the financial statements or notes thereto or is not material.

(a)(3) Exhibits

3.1	Articles of Incorporation of Registrant (1)
3.2	Bylaws of Registrant (1)
4.1	Specimen common stock certificate of United Security Bancshares (1)
10.1	Amended and Restated Executive Salary Continuation Agreement for Dennis Woods (2)
10.2	Amended and Restated Employment Agreement for Dennis R. Woods (filed herewith)
10.3	Amended and Restated Executive Salary Continuation Agreement for David Eytcheson (2)
10.4	Amended and Restated Change in Control Agreement for David Eytcheson (filed herewith)
10.5	USB 2005 Stock Option Plan (3)
10.6	United Security Bancshares 2015 Equity Incentive Award Plan (4)
10.7	Executive Salary Continuation Agreement for Bhavneet Gill (filed herewith)
10.8	Change in Control Agreement for Bhavneet Gill (filed herewith)
10.9	Executive Salary Continuation Agreement for William Yarbenet (filed herewith)
10.10	Change in Control Agreement for William Yarbenet (filed herewith)
10.11	Employment Agreement for William Yarbenet (filed herewith)
11.1	Computation of earnings per share.

Table of Contents

See Note 19 to Consolidated Financial Statements and related documents set forth in “Item 8. Financial Statements and Supplementary Data” of this report are filed as part of this report.

21.1	Subsidiaries of the Company (filed herewith)
23.1	Consent of Moss Adams LLP, Independent Registered Public Accounting Firm (filed herewith)
31.1	Certification of the Chief Executive Officer of United Security Bancshares pursuant to Section 302 of the Sarbanes-Oxley Act of 2002 (filed herewith)
31.2	Certification of the Chief Financial Officer of United Security Bancshares pursuant to Section 302 of the Sarbanes-Oxley Act of 2002 (filed herewith)
32.1	Certification of the Chief Executive Officer of United Security Bancshares pursuant to Section 906 of the Sarbanes-Oxley Act of 2002 (filed herewith)
32.2	Certification of the Chief Financial Officer of United Security Bancshares pursuant to Section 906 of the Sarbanes-Oxley Act of 2002 (filed herewith)

(1) Previously filed on April 4, 2001 as an exhibit to the Company’s filing on Form S-4 (file number 333-58256).

(2) Previously filed on March 17, 2008 as an exhibit to the Company’s filing on Form 10-K for the year ended December 31, 2007 (file number 000-32897).

(3) Previously filed on April 18, 2005 as Exhibit B to the Company's 2005 Schedule 14A Definitive Proxy (file number 000-32897).

(4) Previously filed on April 13, 2015 as Appendix A to the Company's 2015 Schedule 14A Definitive Proxy (file number 000-32897).

(b) Exhibits filed:

See Exhibit Index under Item 15(a)(3) above for the list of exhibits required to be filed by Item 601 of regulation S-K with this report.

(c) Financial statement schedules filed:

See Item 15(a)(2) above.

Signatures

Pursuant to the requirements of Section 13 or 15(d) of the Securities Exchange Act of 1934, the Registrant has duly caused this report on Form 10-K for the year ended December 31, 2017 to be signed on its behalf by the undersigned thereunto duly authorized, in Fresno, California, on the 2nd day of March 2018.

United Security Bancshares

March 2, 2018

/S/ Dennis R. Woods

Dennis R. Woods
President and Chief Executive Officer

March 2, 2018

/S/ Bhavneet Gill

Bhavneet Gill
Senior Vice President and Chief Financial Officer

Signatures

Pursuant to the requirements of the Securities Exchange Act of 1934, this report has been signed below by the following persons on behalf of the registrant and in the capacities on the date indicated:

Date:	<u>March 2, 2018</u>	<u>/s/ Robert G. Bitter</u> Director
Date:	<u>March 2, 2018</u>	<u>/s/ Stanley J. Cavalla</u> Director
Date:	<u>March 2, 2018</u>	<u>/s/ Tom Ellithorpe</u> Director
Date:	<u>March 2, 2018</u>	<u>/s/ Benjamin Mackovak</u> Director
Date:	<u>March 2, 2018</u>	<u>/s/ Robert M. Mochizuki</u> Director
Date:	<u>March 2, 2018</u>	<u>/s/ Kenneth D. Newby</u> Director
Date:	<u>March 2, 2018</u>	<u>/s/ Sue Quigley</u> Director
Date:	<u>March 2, 2018</u>	<u>/s/ Mike Woolf</u> Director
Date:	<u>March 2, 2018</u>	<u>/s/ Nabeel Mahmood</u> Director
Date:	<u>March 2, 2018</u>	<u>/s/ Brian Tkacz</u> Director

Section 2: EX-10.2 (EXHIBIT 10.2 12312017)

AMENDED AND RESTATED EMPLOYMENT AGREEMENT

This Amended and Restated Employment Agreement (this “Agreement”) is made on this _____ day of _____, 2015, between United Security Bank (the “Bank”), having a principal place of business at 2126 Inyo Street, Fresno, CA 93721,

and Dennis R. Woods (“Executive”), to which United Security Bancshares is a party, with reference to the following:

RECITALS

WHEREAS, the Bank is a California banking corporation duly organized, validly existing, and in good standing under the laws of the state of California, with power to own property and carry on its business as it is now being conducted;

WHEREAS, the Bank is a wholly-owned subsidiary of United Security Bancshares, a California corporation (the “Parent”);

WHEREAS, the Bank desires to continue to avail itself of the skill, knowledge and experience of Executive in order to insure the successful management of its business; and

WHEREAS, the parties hereto desire to specify the terms of Executive’s continued employment by the Bank;

NOW, THEREFORE, in consideration of the mutual covenants hereinafter set forth, it is agreed that, effective January 1, 2015 (the “Effective Date”), the following terms and conditions shall apply to Executive’s employment:

AGREEMENT

A. Term of Employment

1. Term. The Bank hereby agrees to employ Executive and Executive hereby accepts employment with the Bank for the period commencing with the Effective Date and terminating on December 31, 2017; provided, however, unless notice is given by either party to the other party of nonrenewal prior to each January 1st during the Term, effective each January 1st during the Term the termination date shall be extended by one (1) calendar year; subject, however, to prior termination of this Agreement and Executive’s employment as hereinafter provided. Thus, for example, unless notice to the contrary is delivered prior to January 1, 2016, effective January 1, 2016, the Term will be extended to December 31, 2018. Where used herein, “Term” shall refer to the entire period of employment of Executive by the Bank hereunder, whether for the period provided above, including any extensions thereof, or whether terminated earlier as hereinafter provided.

B. Duties of Executive

1. Duties. Executive shall perform the duties and responsibilities of President and Chief Executive Officer of the Bank, which include, but are not limited to those duties and responsibilities specified on the Bank's Job Description for the positions of President and Chief Executive Officer, attached as Exhibit A hereto, and Executive shall have such authority and power as are inherent in his positions (and the undertakings applicable to his positions) and as are necessary to carry out the duties and responsibilities required of him hereunder, subject to the powers by law vested in the Board of Directors of the Bank and in the Parent, as the Bank's sole shareholder.

2. Faithful Performance. Executive shall perform exclusively the services herein contemplated to be performed by Executive faithfully, diligently and to the best of Executive's ability, consistent with the highest and best standards of the banking industry and in compliance with all applicable laws and Bank's Articles of Incorporation and Bylaws.

3. Code of Ethics. Executive shall conduct himself at all times with due regard to public conventions and morals and shall abide by and reflect those conventions and morals in his personal actions for the Bank. Executive further agrees not to do or commit any act that will reasonably tend to degrade him or to bring him into public hatred, contempt or ridicule, or that will reasonably tend to shock or offend any community in which the Parent, the Bank, or any of their affiliates engages in business, or to reflect poorly on the Parent, the Bank, any other affiliate, or the banking industry in general.

4. Conflicts of Interests. Executive shall devote substantially all of Executive's full business time, ability and attention to the business of the Bank during the Term. Notwithstanding the foregoing, Executive may pursue other appropriate civic, charitable or religious activities so long as such activities do not interfere with Executive's performance of his duties hereunder. In addition, Executive shall be permitted to make passive investments in other business ventures provided such investments are not in businesses that compete with the Parent or the Bank and which are fully disclosed to the Board of Directors of the Bank prior to the time of such investment (other than investments representing less than five percent (5.0%) of the securities of companies that are regularly traded on a national securities exchange (as that term is used in the Securities Exchange Act of 1934, as amended)). Executive shall also be permitted to serve on the board of directors (but not as an officer) of any non-profit entity, subject to prior full disclosure to the Board of Directors of the Bank. Executive may not serve on the board of directors (or as an officer) of any for-profit entity without the express written prior approval of the Board of Directors of the Bank. Executive shall report to the Board of Directors of the Bank, on an annual basis, all positions held with other business, civic or charitable organizations.

5. Board Appointment. With the advance approval of the Bank's Board of Directors and for so long as Executive is employed by the Bank under this Agreement, Executive shall serve on the Board of Directors of the Bank. Executive shall fulfill all duties required of a member of the Board of Directors and shall be entitled to earn any directors' fees for his service as may be approved by the Bank's Board of Directors.

6. Place of Performance. In connection with his employment with the Bank, Executive will be based at the principal executive offices of the Bank, located in Fresno,

California.

C. **Compensation**

1. Base Salary. For Executive's services hereunder, the Bank shall pay or cause to be paid as base salary to Executive the amount of not less than Forty-One Thousand Six Hundred Sixteen Dollars and no Cents (\$41,616.00) per month. Said base salary shall be payable in conformity with the Bank's normal payroll periods, less federal and state income tax withholding and other applicable payroll withholdings. The Board of Directors of the Bank from time to time may review Executive's base salary, at its discretion, and Executive shall receive such base salary increases, if any, as the Board of Directors, in its sole discretion (or as may be recommended by the Compensation Committee), shall determine.

2. Incentive Bonus. During the Term Executive shall be eligible to earn an incentive bonus through any executive incentive bonus program that may be developed and implemented by the Board of Directors from time to time.

3. Discretionary Bonus. During the Term, Executive may receive such discretionary bonuses, if any, as the Board of Directors, in its sole discretion, shall determine.

4. Claw Back. If the Compensation Committee or the Board of Directors of either the Bank or the Parent determines, in good faith and within three (3) years of the date the incentive or discretionary bonus was paid, that any fraud, negligence or intentional misconduct by Executive was a significant contributing factor to the Parent having to restate all or a portion of its financial statements, the Compensation Committee or the Board of Directors may require reimbursement of the incentive or discretionary bonus to the extent the payout would have been reduced due to such restatement. The reimbursement shall be net of taxes, to the extent the claw back is not tax deductible by Executive, and shall be paid by Executive within sixty (60) days after demand.

D. **Executive Benefits**

1. Vacation. Executive shall accrue thirty-five (35) days of paid vacation at Executive's regular base pay rate during each year of the Term, in accordance with the Bank's vacation policies; provided, however, that during each year of the Term Executive is required to and shall take at least ten (10) days of the vacation (the "Mandatory Vacation"), which shall be taken consecutively. Executive shall not be entitled to pay in lieu of the Mandatory Vacation. Executive's entitlement to the accumulation of vacation not used that is in excess of the Mandatory Vacation and Executive's entitlement to pay for vacation in lieu of accumulating vacation shall be governed by the Bank's Employee Handbook. In scheduling vacations, Executive shall take into consideration the needs and activities of the Bank.

2. Sick Leave, Group Medical and Other Benefits. The Bank shall provide for Executive's participation in all benefit plans or programs sponsored by the Bank or Parent, including, without limitation, participation in any group health, medical reimbursement, dental, disability, accidental death or dismemberment or life insurance plan (the costs, including premiums, of which shall be paid exclusively by the Bank), and sick leave; provided that the plan and programs shall be maintained by the Bank or Parent on terms no less favorable to Executive than those plans and programs in effect on the date hereof. Notwithstanding the foregoing, if Executive shall be unable to render the services required hereunder on account of personal injuries or physical or mental illness that do not result in total disability, he shall continue to receive all payments provided in this Agreement (subject

to early termination as provided elsewhere herein); provided, however, that any such payments may, at the sole option of the Bank, be reduced by any amount that the Executive receives for the period covered by such payments as disability compensation under insurance policies, if any, maintained by the Bank or under government programs.

3. Club Membership. The Bank shall pay for all fees and membership dues and reimburse Executive for all business-related expenses at the Tehama Country Club.

4. Bank Automobile. During the term, the Bank shall provide Executive with the use of a Bank leased or owned automobile. The Bank shall pay for all operating expenses of any nature whatsoever with regard to the automobile. The Bank shall maintain such insurance on the automobile including, without limitation, liability for personal injury and property damage, as the Bank shall from time to time reasonably require to protect the Bank against any loss which may arise from Executive's use of the automobile while working for the Bank. Executive shall keep a log detailing the personal and business use of the automobile and shall furnish to the Bank adequate records and other documentary evidence required by federal and state statutes and regulations issued by the appropriate taxing authorities for the substantiation of the business expenditures as deductible expenses of the Bank. Executive shall have included in his Form 1099 the value of his personal use of the automobile.

5. Key Man and Disability Insurance. The Bank or Parent shall have the right to obtain and hold a "key man" life insurance policy on the life of Executive and/or a disability insurance policy with the Bank or Parent as the beneficiary of the policy. Executive agrees to provide any information required for the issuance of such policy and submit himself to any physical examination required for such policy.

6. Indemnification. The Bank and the Parent will, to the maximum extent permitted by law, defend, indemnify and hold harmless Executive and his heirs, estate, executors and administrators against any costs, losses, claims, suits, proceedings, damages or liabilities to which Executive may become subject which arise out of, are based upon or relate to Executive's employment by the Bank, or the Executive's service as an officer or member of the Board of Directors of the Bank or the Parent, including without limitation the advance of legal or other expenses reasonably incurred by Executive in connection with investigation and defending against any such costs, losses, claims, suits, proceedings, damages or liabilities, provided that any reimbursement provided by this Paragraph D.6 to Executive for costs or legal fees arising out of claims made against Executive shall be subject to compliance with Section 409A of the Internal Revenue Code. The Bank or the Parent shall maintain directors and officers liability insurance in commercially reasonable amounts (as reasonably determined by the Board), and Executive shall be covered under such insurance to the same extent as other senior management employees of the Bank or the Parent.

E. Business Expenses and Reimbursement

1. Business Expenses. Executive shall be entitled to reimbursement by the Bank for any ordinary and necessary business expenses incurred by Executive in the performance of Executive's duties and in acting for the Bank during the Term, which types of expenditures shall be determined by the Board of Directors of the Bank but shall include, but not be limited to entertainment, meals, travel, cellular phone, and expenses associated with participation on the Board of Directors, provided that:

(a) Each such expenditure is of a nature qualifying it as a proper deduction on the federal and state income tax returns of the Parent or the Bank as a business expense and not as deductible compensation to Executive; and

(b) Executive furnishes to the Bank adequate records, including receipts

for expenditures and other documentary evidence required by federal and state statutes and regulations issued by the appropriate taxing authority for the substantiation of such expenditures as deductible business expenses of the Parent or the Bank and not as deductible compensation to Executive.

2. Reimbursement. Executive agrees to submit his expense reimbursement requests to the CFO for approval. Executive agrees that, if at any time payment made to Executive by the Bank for business expense reimbursement shall be disallowed in whole or in part as a deductible business expense by the appropriate taxing authorities, the amount so disallowed shall be treated as taxable compensation to Executive.

F. **Termination**

1. Termination for Cause. The Bank may terminate this Agreement and Executive's employment at any time without further obligation or liability to Executive, by action of its Board of Directors:

(a) If Executive commits an act or acts or an omission to act which constitutes: (i) willful misconduct or a willful breach of a material duty in the course of Executive's employment; (ii) a habitual neglect of a material duty; (iii) a willful violation of any applicable banking law or regulation; or (iv) a willful violation of any material policy, procedure, practice, method of operation or specific mode of conduct established by the Board of Directors or as set forth in any Bank policy;

(b) If Executive engages in any activity which materially and adversely affects the Parent's or the Bank's reputation in the community, as determined by the Board of Directors in good faith;

(c) If Executive has committed any act which would cause termination of coverage under the Bank's Bankers Blanket Bond, as to Executive or as to the Bank as a whole;

(d) If Executive is deceased; or

(e) If Executive is found to be physically or mentally incapable of performing Executive's duties for a period of at least six (6) months by the Board of Directors, in good faith.

Such termination shall not prejudice any remedy that the Bank may have at law, in equity, or under this Agreement. Termination pursuant to this Paragraph F.1 shall become effective upon written notice of termination.

2. Action by Supervisory Authority. This Agreement and Executive's employment shall terminate immediately without further liability or obligation to Executive:

(a) If the Bank is closed or taken over by the Department of Business Oversight's Division of Financial Institutions or other supervisory authority, including the Federal Deposit Insurance Corporation; or

(b) If such supervisory authority should exercise its statutory cease and desist powers to remove Executive from office.

3. Merger or Transfer of Assets. This Agreement and Executive's employment shall not

be terminated due to: (a) a merger where the Parent or the Bank is not the surviving corporation; (b) a consolidation; (c) a transfer of all or substantially all of the assets of the Parent or the Bank; or a "Change in Control" (as defined below). The Bank shall take all actions necessary to insure that the surviving or resulting corporation, if other than the Parent or the Bank, or a transferee of the Parent's or the Bank's assets, is bound by and shall have the benefit of the provisions of this Agreement. In the case of dissolution, this Agreement and Executive's employment shall be terminated.

4. Termination without Cause. Notwithstanding anything to the contrary herein, this Agreement and Executive's employment may be terminated at any time without cause by the Bank upon seven (7) days' written notice of termination to Executive and by Executive upon three (3) months' written notice of termination to the Bank.

5. Effect of Termination.

(a) In the event of termination of this Agreement and Executive's employment prior to the completion of the Term for any of the reasons specified in Paragraphs F.1 through F.4, or in the event of the termination of this Agreement and Executive's employment upon expiration of the Term due to non-renewal, or in the event Executive elects to terminate this Agreement and Executive's employment pursuant to the provisions of Paragraph F.4 other than for "Good Cause" (as defined below) after a "Change in Control" (as defined below), Executive shall be entitled to the salary and other benefits earned by Executive prior to the date of termination as provided for in this Agreement, including accrued but unpaid vacation, computed pro rata up to and including that date, and Executive's incentive bonus, if any and prorated for any partial computation period; but Executive shall be entitled to no further compensation for services rendered after the date of termination.

(b) In the event the Bank elects to terminate this Agreement and Executive's employment pursuant to the provisions of Paragraph F.4, or in the event Executive elects to terminate this Agreement for Good Cause, in addition to the items in Subparagraph F.5(a), Executive shall be entitled to: (i) severance compensation equal to twenty-four

(24) months' then current base salary, payable in equal installments over a twenty-four

(24) month period in conformity with the Bank's normal payroll periods; and (ii) continuation of Executive's group medical insurance benefits or payment of COBRA continuation benefits for twenty-four (24) months after which he will be entitled to self-pay COBRA continuation benefits for as long as legally available; provided, however, in the event the Bank or its successor elects to terminate Executive's employment pursuant to the provisions hereof and there has been a Change in Control within the prior twelve

(12) months, or in the event Executive elects to terminate his employment for Good Cause within twelve (12) months after a Change in Control, Executive shall be entitled to: (i) severance compensation equal to thirty-six (36) months' then current base salary, payable in a lump sum; and (ii) continuation of group medical insurance benefits or payment of COBRA continuation benefits for thirty-six (36) months after which he will be entitled to self-pay COBRA continuation benefits for as long as legally available.

(c) For purposes of this Agreement, a "Change in Control" shall be

deemed to have occurred: (i) in the event of a merger or consolidation where the Parent and/or the Bank is not the surviving corporation, except where the Parent's or the Bank's shareholders, as applicable, exchange their interests in the Parent or the Bank, as applicable, for more than fifty percent (50.0%) control of the surviving corporation; (ii) in the event of the Parent's sale, transfer or other disposition of more than forty percent (40%) control of the Bank; (iii) in the event of a transfer of at least forty percent (40%) of the assets of the Parent or the Bank to a transferee that does not control, is not controlled by, or is not under common control with, the Parent or the Bank; (iv) in the event of any other corporate reorganization of the Parent or the Bank where there is a change in ownership of more than fifty percent (50.0%), except as may result from a transfer of shares to another corporation in exchange for more than fifty percent (50.0%) control of that corporation, and except as may result from a transfer of shares of the Bank to another corporation controlling, controlled by, or under common control with the Parent; (v) in the event a majority of the members of the Bank's or the Parent's Board of Directors is replaced during any twelve (12) month period by directors whose appointment or election is not endorsed by a majority of the members of the Board of Directors prior to the date of their appointment or election; or (vi) in the event there shall have occurred a transaction or series of transactions of a nature such that disclosure would be required in response to Item 6(e) of Schedule 14A of Regulation 14A promulgated under the Securities Exchange Act of 1934, as amended.

(d) For purposes of this Agreement, the following shall constitute "Good Cause": (i) subsequent to a Change in Control of the Parent or the Bank, and without Executive's express written consent, the assignment to Executive of any duties substantially inconsistent with Executive's positions, duties, responsibilities and status with the Bank immediately prior to the Change in Control, or a substantial change in Executive's reporting responsibilities, titles or offices as in effect immediately prior to the Change in Control, or any removal of Executive from or any failure to re-elect Executive to any of such positions, except in connection with the termination of Executive's employment pursuant to Paragraphs F.1 or F.2, or as a result of Executive's retirement, or by Executive other than for "Good Cause"; (ii) subsequent to a Change in Control of the Parent or the Bank, a five percent (5.0%) or greater reduction by the Bank in Executive's base salary and benefits as in effect on the Effective Date or as the same may be increased from time to time; (iii) subsequent to a Change in Control of the Parent or the Bank and without Executive's express written consent, the Bank's requiring Executive to be based anywhere other than within ten (10) miles of the Bank's present main office location, exclusive of required travel on the Bank's business; or (iv) subsequent to a Change in Control of the Parent or the Bank, the failure by the Bank to obtain the assumption of the agreement to perform this Agreement by any successor as contemplated in Paragraph G.4 hereof.

(e) Section 280G Excess Parachute Payments.

(i) If any payment or benefit received or to be received by Executive, whether payable pursuant to the terms of this Agreement or any other plan, arrangement or agreement with the Bank or Parent (the "Total Payments"), constitutes an "excess parachute payment" within the meaning of Section 280G of the Internal Revenue Code of 1986, as amended (the "Code"), that would be subject to the excise tax imposed by Section 4999 of the Code or any similar federal or state law (an "Excise Tax"), the Bank will reduce such Total Payments to

Executive until such Total Payments are no longer subject to any tax under Section 4999 of the Code.

(ii) All calculations under this Subparagraph are to be made initially by the Bank and the Bank's tax advisor and the Bank will provide prompt written notice thereof to Executive. Upon request of Executive, the Bank will provide Executive with sufficient tax and compensation data to enable Executive or his tax advisor to independently make the calculations described in Subparagraph F.5(e)(i) above, and the Bank will reimburse Executive for reasonable fees and expenses incurred for any such verification.

(iii) If Executive provides written notice to the Bank of any objection to the results of the Bank's calculations within sixty (60) days after Executive's receipt of written notice thereof, the Bank will refer that dispute for determination to tax counsel selected by the independent auditors of the Bank, and the Bank will pay all fees and expenses of that tax counsel.

(f) Regulatory Prohibition. Notwithstanding anything to the contrary contained herein, Executive shall not be entitled to the payment of any severance benefit to the extent that such payment shall be deemed a "golden parachute payment" as defined in Section 359.1(f) of the Federal Deposit Insurance Corporation's Rules and Regulations.

(g) Mitigation. The Executive shall not be required to mitigate the amount of any payment provided for in this Agreement by seeking other employment or otherwise. The Bank shall not be entitled to set off against the amounts payable to Executive under this Agreement with the Bank any amounts earned by Executive in other employment after termination of his employment with the Bank, or any amounts which might have been earned by Employee in other employment had he sought such other employment.

6. Restriction on Timing of Distributions. In the event that Code Section 409A applies to any compensation with respect to a separation from service, payment of that compensation shall be delayed if Executive is a "specified employee," as defined in Section 409A(a)(2)(B)(i), and such delayed payment is required by Section 409A. Such delay shall last six (6) months from the date of separation from service (or as otherwise required by Section 409A). On the day following the end of such six (6)- month period, the Bank shall make a catch-up payment to Executive equal to the total amount of such payments that would have been made during the six (6)-month period but for this Paragraph F.6.

7. Resignation From the Board of Directors. In the event Executive's employment is terminated in accordance with this Agreement or Executive resigns as President and Chief Executive Officer of the Bank or the Parent, or otherwise becomes unaffiliated with the Bank and the Parent, Executive shall, and does hereby agree to, tender his written resignation to the Boards of Directors of the Bank and the Parent effective on the date of termination, resignation or non-affiliation.

8. Release of All Claims. As a condition for receiving any severance pay hereunder, Executive hereby agrees to execute a full and complete release of any and all claims against the Parent and the Bank and their respective officers, agents, directors, attorneys, insurers, employees and successors in interest arising from or in any way related to Executive's employment with the Bank or the termination thereof, which release shall include reasonable protection from improper use of confidential information, as provided in Paragraph G.1.

G. General Provisions

1. Trade Secrets. Executive agrees that, during the Term, Executive will have access to, and become acquainted with, confidential, trade secret, and proprietary information concerning the Parent and the Bank, including any subsidiaries, successors and assigns, which may include, without limitation, information on their operations and financial condition and financial needs, information concerning customer lists, products, procedures, operations, investments, financing, costs, employees, accounting, marketing, salaries, pricing, profits and plans for future development, the identity, requirements, preferences, practices and methods of doing business of specific parties with whom the Bank or Parent transact business, and all other information which is related to any product, service or business of the Bank, other than information which is generally known in the industry in which the Bank transacts business or is acquired from public sources, and information regarding the Bank's customers, including knowledge of their financial condition and financial needs, as well as such customers' methods of doing business, all of which information is valuable property of the Bank ("Trade Secrets"). Executive shall not, without the prior written consent of the Board of Directors in each instance, disclose or use in any way, during the term of his employment by the Bank and for one (1) year thereafter (or longer if required by law), except as required in the course of such employment, any such Trade Secrets acquired in the course of such employment, whether or not patentable, copyrightable or otherwise protected by law, and whether or not conceived of or prepared by him; provided, however, that, following termination of employment, Employee shall be entitled to retain a copy of any rolodex or other compilation maintained by him of the names of business contacts with their addresses, telephone numbers and similar information.

2. Return of Documents. Executive expressly agrees that all manuals, documents, files, reports, studies, instruments or other materials used and/or developed by Executive during Executive's employment with the Bank, are solely the property of the Parent or the Bank, as applicable, that Executive has no right, title or interest therein, and that Executive shall not remove such documents, whether in physical or electronic form, from the premises of the Bank, except as required in the course of employment by the Bank, without the prior written consent of the Board of Directors in each instance. Upon termination of Executive's employment or upon demand by the Bank, Executive or Executive's representative shall promptly deliver possession of all of said property to the Bank in good condition.

3. Notices. Any notice, request, demand or other communication required or permitted hereunder shall be deemed to be properly given when personally served in writing or by facsimile, one (1) week after having been deposited in the United States mail, registered or certified, postage prepaid, or when communicated to a public telegraph company for transmittal and the appropriate answerback confirmation is received. Either party may change its address by written notice in the manner set forth herein.

4. Benefit of Agreement. This Agreement shall inure to the benefit of and be binding upon the parties hereto and their respective executors, administrators, successors and assigns. Notwithstanding the foregoing, neither this Agreement nor any rights hereunder shall be assigned, pledged, hypothecated or otherwise transferred by Executive without the prior written consent of the Board of Directors in each instance. Nothing in the Agreement, expressed or implied, is intended to confer upon any person other than the Bank, Parent or the Executive any rights or remedies under or by reason of this Agreement.

5. Applicable Law; Venue. This Agreement is to be governed by and construed under the laws of the State of California applicable to contracts made and to be performed with that state. Subject to Paragraph G.8, each party hereto, to the fullest extent it may effectively do so under applicable law, irrevocably (i) submits to the exclusive jurisdiction of any court of the State of California

or the United States of America sitting in the City of Fresno over any suit, action or proceeding arising out of or relating to this Agreement and (ii) waives and agrees not to assert, by way of motion, as a defense or otherwise, any claim that it is not subject to the jurisdiction of any such court, any objection that it may now or hereafter have to the establishment of the venue of any such suit, action or proceeding brought in any such court and any claim that any such suit, action or proceeding brought in any such court has been brought in an inconvenient forum

6. Captions and Paragraph Headings. Captions and paragraph headings used herein are for convenience only and are not a part of this Agreement and shall not be used in construing it.

7. Invalid Provisions. Should any provisions of this Agreement for any reason be declared invalid, void, or unenforceable by a court of competent jurisdiction, the validity and binding effect of any remaining portions shall not be affected, and the remaining portions of this Agreement shall remain in full force and effect as if this Agreement had been executed with said provision eliminated.

8. Arbitration. Any dispute, controversy or claim arising out of or relating to this Agreement (or its validity, interpretation or enforcement), the employment relationship or the subject matter hereof shall, at the request of either party, be settled by binding arbitration in Fresno County, California, in accordance with the Commercial Arbitration Rules of the American Arbitration Association and judgment upon the award rendered by the arbitrator(s) may be entered in any court having jurisdiction thereof. The arbitration of such issues, including the determination of any amounts of damages suffered, shall be final and binding upon the parties to the maximum extent permitted by law. The parties shall have rights to discovery as provided in Section 1283.05 of the *California Code of Civil Procedure*, including without limitation Section 1283.1 thereof. Except as otherwise required by law, each party shall bear its own attorneys' fees, costs and expenses; provided, however, the Bank shall bear the costs of the arbitrator(s). The provisions of this Paragraph G.8 shall not affect or limit the rights and remedies available to the parties under the laws of the State of California relating to injunctive or other equitable relief to enforce the covenants contained herein or the agreements made pursuant hereto or in furtherance hereof. Neither party shall institute a proceeding hereunder until that party has furnished to the other party at least thirty (30) days' prior written notice of its intent to do so.

9. Injunctive Relief. Executive hereby acknowledges and agrees that it would be difficult to fully compensate the Bank for damages resulting from the breach or threatened breach of certain provisions of this Agreement, including but not limited to Paragraphs G.1 and G.2, and that, accordingly, the Bank shall be entitled to seek temporary and injunctive relief, including temporary restraining orders,

preliminary injunctions and permanent injunctions, to enforce such provisions without the necessity of proving actual damages and without the necessity of posting any bond or other undertaking in connection therewith. This provision with respect to injunctive relief shall not, however, diminish the Bank's right to claim and recover damages.

10. Attorneys' Fees. In the event either party takes legal action to enforce any of the terms of this Agreement, the unsuccessful party to such action shall pay the successful party's expenses, including attorneys' fees, incurred in such action.

11. Entire Agreement. Except for stock option agreements and participation in other compensation, bonus, salary continuation or severance plans and agreements which may be entered into by and between the Bank and Executive, this Agreement contains the entire agreement of the

parties and supersedes any and all other agreements, either oral or in writing, between the parties hereto with respect to the employment of Executive by the Bank. Each party to this Agreement acknowledges that no representations, inducements, promises, or agreements, oral or otherwise, have been made by any party, or anyone acting on behalf of any party, which are not embodied herein, and that no other agreement, statement, or promise not contained in this Agreement, or in any stock option agreement or other compensation, bonus, salary continuation or severance agreement, shall be valid or binding.

12. Amendments and Waivers. This Agreement may not be modified or amended by oral agreement, but only by an agreement in writing signed by the Bank and Executive. Any waiver of any provision of this Agreement shall be effective only if in writing and signed by the parties hereto. Any waiver of a breach of any provision hereof shall not operate as or be construed as a waiver of any subsequent breach of the same provision or any other provision hereof.

13. Interpretation. If any claim is made by any party hereto relating to any conflict, omission or ambiguity of this Agreement, no presumption or burden of proof or persuasion shall be implied by reason of the fact that this Agreement was prepared by or at the request of any particular party hereto or such party's counsel. Each party hereto acknowledges that no party was in a superior bargaining position regarding the substantive terms of this Agreement.

14. Employee Acknowledgment. Executive acknowledges that he has had the opportunity to consult legal counsel in regard to this Agreement, that he has read and understands this Agreement, that he is fully aware of its legal effect, and that he has entered into it freely and voluntarily and based on his own judgment and not on any representations or promises other than those contained in this Agreement.

15. Counterparts. This Agreement may be executed in one or more counterparts, each of which shall be deemed to be an original but all of which together will constitute one and the same instrument.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the day and year first above written.

Dennis R. Woods

United Security Bank

By: Kenneth L. Donahue
Its: EVP/CAO

United Security Bancshares

By: Kenneth L. Donahue
Its: EVP/CAO

[\(Back To Top\)](#)

Section 3: EX-10.4 (EXHIBIT 10.4 12312017)

Exhibit 10.4

This Change in Control Agreement (this “**Agreement**”) is made this 24th day of February, 2015, by and between United Security Bancshares (the “**Company**”), a California corporation, and **DAVE EYTCHESON** (“**Executive**”), an individual residing in the state of California, with reference to the following:

RECITAL

WHEREAS, it is in the best interests of the Company and Executive for the Company to provide Executive with severance compensation in the event there is a change in control of the Company or its wholly-owned subsidiary, United Security Bank (“**Bank**”), whereby Executive’s employment is terminated without Cause or Executive terminates his employment for Good Reason;

NOW, THEREFORE, in consideration of the premises and of the mutual covenants and conditions herein contained, the parties hereto, intending to be legally bound, do hereby agree as follows:

AGREEMENT

1. *Definitions.* For purposes of this Agreement, and except as otherwise defined herein, the following terms shall have the following meanings:

“**Board**” means the Board of Directors of the Company.

“**Cause**” means any of the following:

(A) Executive’s continued failure, either due to willful action or as a result of gross neglect, to substantially perform Executive’s duties and responsibilities to the Group (other than any such failure resulting from Executive’s incapacity due to physical or mental illness) that, if capable of being cured, has not been cured within thirty (30) days after written notice is delivered to Executive by the Company, which notice specifies in reasonable detail the manner in which the Company believes Executive has not substantially performed Executive’s duties and responsibilities; or

(B) Executive’s engagement in conduct which is demonstrably and materially injurious to the Group, or that materially harms the reputation or financial position of the Group, unless the conduct in question was undertaken in good faith on an informed basis with due care and with a rational business purpose and based upon the honest belief that such conduct was in the best interests of the Group; or

(C) Executive’s indictment or conviction of, or plea of guilty or *nolo contendere* to, a felony or any other crime involving dishonesty, fraud or moral turpitude; or

(D) Executive being found liable in any Securities and Exchange Commission or other civil or criminal securities law action or entering any cease and desist order with respect to such action (regardless of whether or not Executive admits or denies liability) where the conduct which is the subject of such action is demonstrably and materially injurious to the Group; or

(E) Executive breaches Executive’s fiduciary duties to the Group which may reasonably be expected to have a material adverse effect on the Group; or

(F) Executive’s (i) obstructing or impeding, (ii) endeavoring to influence, obstruct or impede, or (iii) failing to materially cooperate with, any investigation authorized by the Board or any governmental or self-

regulatory entity (an “**Investigation**”). However, Executive’s failure to waive attorney-client privilege relating to communications with Executive’s own attorney in connection with an Investigation shall not constitute “Cause;” or

(G) Executive removing, concealing, destroying, purposely withholding, altering or by any other means falsifying any material which is requested in connection with an Investigation; or

(H) Executive’s disqualification, bar, order or similar requirement by any governmental or self-regulatory authority from serving as an officer or director of any member of the Group or Executive’s loss of any governmental or self-regulatory license that is reasonably necessary for Executive to perform Executive’s responsibilities to the Group, *if* (i) the disqualification, bar or loss continues for more than thirty (30) days and (ii) during that period the Group uses its good faith efforts to cause the disqualification or bar to be lifted or the license replaced. While any disqualification, bar or loss continues during Executive’s employment, Executive will serve in such executive officer capacity to whatever extent legally permissible and, if Executive’s employment is not permissible, Executive will be placed on leave (which will be paid to the extent legally permissible); or

(I) Executive’s unauthorized use or disclosure of confidential or proprietary information, or related materials, or the violation of any of the terms of the Company’s standard confidentiality policies and procedures, in either case which may reasonably be expected to have a material adverse effect on the Group and that, if capable of being cured, has not been cured within thirty (30) days after written notice is delivered to Executive by the Company, which notice specifies in reasonable detail the alleged unauthorized use or disclosure or violation; or

(J) Executive’s violation of the Group’s (i) workplace violence policy or (ii) policies on discrimination, unlawful harassment or substance abuse.

For purposes of this definition, no act or omission by Executive will be “willful” unless it is made by Executive in bad faith or without a reasonable belief that Executive’s act or omission was in the best interests of the Group.

“**Change in Control**” means any transaction or series of related transactions as a result of which:

(A) The Company consummates a reorganization, merger or consolidation, or sale or other disposition of at least forty percent (40%) of its assets (each a “**Business Combination**”), in each case unless immediately following the consummation of such Business Combination all of the following conditions are satisfied:

(i) Persons, who, immediately prior to such Business Combination, were the beneficial owners of the Outstanding Voting Securities of the Company, beneficially own (within the meaning of Rule 13d-3 promulgated under the Securities Exchange Act of 1934, as amended (the “Exchange Act”), directly or indirectly, more than 50% of the combined voting power of the then Outstanding Voting Securities of the entity (the “**Resulting Entity**”) resulting from such Business Combination (including, without limitation, an entity which as a result of such transaction owns the Company or all or substantially all of the Company’s assets either directly or through one or more subsidiaries);

(ii) no Person beneficially owns (within the meaning of Rule 13d-3), directly or indirectly, more than: (i) 50% of the then outstanding combined voting power of the Outstanding Voting Securities of the Resulting Entity, except to the extent that such Person’s beneficial ownership of the Company immediately prior to the Business Combination exceeded such threshold; and

(iii) at least one-half of the members of the board of directors of the Resulting Entity were members of the Board at the time the Board authorized the Company to enter into the definitive agreement providing for such Business Combination; and

(iv) the Company continues to own at least sixty percent (60%) of the assets it held immediately prior to the Business Combination (such percentage to be based on fair market value); or

(B) Any Person acquires beneficial ownership (within the meaning of Rule 13d-3) of more than 50% of the combined voting power (calculated as provided in Rule 13d-3 in the case of rights to acquire securities) of the then Outstanding Voting Securities of the Company; provided, however, that for purposes of this clause, the following acquisitions shall not constitute a Change in Control: (x) any acquisition directly from the Company, (y) any acquisition by the Company, or (z) any acquisition by any employee benefit plan (or related trust) sponsored or maintained by the Company or any entity controlled by the Company; or

(C) A majority of the members of the Board is replaced during any twelve (12) month period by directors whose appointment or election is not endorsed by a majority of the members of the Board prior to the date of their appointment or election.

For purposes of this definition, the involuntary dissolution of the Bank by the regulatory authorities shall not be deemed a "Business Combination."

"Good Reason" means the occurrence (without Executive's written consent) of any of the following within the twelve (12)-month period following a Change in Control:

(A) The assignment of duties substantially inconsistent with Executive's position, duties, and responsibilities (except in connection with a for Cause termination); or

(B) A 5% or greater reduction by the Group in Executive's salary and benefits as in effect prior to the Change in Control; or

(C) The Group's requiring Executive to be based anywhere other than within ten (10) miles of Fresno, California, exclusive of required travel on business.

"Group" means the Company and its affiliates, including the Bank.

"Outstanding Voting Securities" of any Person means the outstanding securities of such Person entitling the holders thereof to vote generally in the election of directors of such Person.

"Person" shall have the same meaning ascribed to such term in Section 3(a)(9) of the Exchange Act, which definition shall include a "person" within the meaning of Section 13(d)(3) of the Exchange Act.

2. **Severance Payment.** If within twelve (12) months following a Change in Control, including in anticipation of a Change in Control, any member of the Group terminates Executive's employment without Cause or Executive terminates his employment for Good Reason, the Company will pay Executive a severance payment in an amount equal to the sum of (i) twelve (12) months of Executive's base salary that is in effect at the time immediately preceding the termination of Executive's employment without Cause or for Good Reason and (ii) the amount of the bonus paid to Executive by the Group for the preceding calendar year. Subject to the provisions of Section 3, such severance payment shall be paid in a lump sum to Executive within ten (10) days of the termination of Executive's employment; provided, however that the severance payment may be subject to the reduction set forth below:

(i) Notwithstanding anything in this Agreement to the contrary, in the event it shall be determined that any payment, award, benefit or distribution (or any acceleration of any payment, award, benefit or distribution) by the Group or any entity which effectuates a Change in Control (or any of its affiliated entities) to or for the benefit of Executive (whether pursuant to the terms of this Agreement or otherwise) (the **"Payments"**) would be subject to the excise tax (the **"Excise Tax"**) under Section 4999 of the Internal Revenue Code of 1986, as amended (the **"Code"**), then the amounts payable to Executive under this Agreement shall be reduced to the maximum amount as will result in no portion of the Payments being subject to such excise tax (the **"Safe Harbor Cap"**). For purposes of reducing the Payments to the Safe

Harbor Cap, only amounts payable to Executive under this Agreement (and no other Payments) shall be reduced, unless consented to by Executive.

(ii) All determinations required to be made under this Agreement shall be made by the public accounting firm that is retained by the Company as of the date immediately prior to the Change in Control (the “**Accounting Firm**”) which shall provide detailed supporting calculations both to the Company and Executive within fifteen (15) business days of the receipt of notice from the Company or the Executive that there has been a Payment, or such earlier time as is requested by the Company. Notwithstanding the foregoing, in the event (i) the Board shall determine prior to the Change in Control that the Accounting Firm is precluded from performing such services under applicable auditor independence rules or (ii) the Audit Committee of the Board determines that it does not want the Accounting Firm to perform such services because of auditor independence concerns or (iii) the Accounting Firm is serving as accountant or auditor for the individual, entity or group effecting the Change in Control, the Board shall appoint another nationally recognized public accounting firm to make the determinations required hereunder (which accounting firm shall then be referred to as the Accounting Firm hereunder). If payments are reduced to the Safe Harbor Cap, the Accounting Firm shall provide a reasonable opinion to Executive that he or she is not required to report any Excise Tax on his or her federal income tax return. All fees, costs and expenses (including, but not limited to, the costs of retaining experts) of the Accounting Firm shall be borne by the Company. If the Accounting Firm determines that no Excise Tax is payable by Executive, it shall furnish Executive with a written opinion to such effect, and to the effect that failure to report the Excise Tax, if any, on Executive’s applicable federal income tax return will not result in the imposition of a negligence or similar penalty. In the event the Accounting Firm determines that the Payments shall be reduced to the Safe Harbor Cap, it shall furnish Executive with a written opinion to such effect. The determination by the Accounting Firm shall be binding upon the Company and Executive.

3. *Delay of Payments.* If the Company determines that Executive is a “specified employee” within the meaning of Section 409A of the Internal Revenue Code of 1986, as amended, and that, as a result of such status, any portion of the severance payment under this Agreement would be subject to additional taxation, the Company will delay paying any portion of such severance payment until the earliest permissible date on which payments may commence without triggering such additional taxation (with such delay not to exceed six (6) months).

4. *Term and Termination.* This Agreement is effective as of the date first hereinabove written and shall terminate on *February 24, 2020*, unless automatically renewed. This Agreement shall automatically renew for additional periods of one (1) year each unless written notice is provided by Company to Executive of Company’s election not to renew this Agreement at least sixty (60) days prior to the end of the original or any extended term. Company agrees that its obligations under this Agreement shall survive the expiration or termination of this Agreement for a period of twelve (12) months following any Change in Control occurring prior to termination/non-renewal of this Agreement. For the avoidance of doubt, any Change in Control that occurs after termination or non-renewal of this Agreement shall not trigger any payments or obligations by Company to Executive under this Agreement.

5. *Golden Parachute Limitation.* Anything in this Agreement to the contrary notwithstanding, the Company shall not be obligated to make any payment hereunder that would be prohibited as a “golden parachute payment” or “indemnification payment” under Section 18(k) of the Federal Deposit Insurance Act.

6. *Payments on Executive’s Death.* If Executive dies and any amounts are or become payable under this Agreement, the Company will pay those amounts to Executive’s estate.

7. *Entire Agreement.* This Agreement contains the entire agreement of the parties and it supersedes any and all other agreements, either oral or in writing, between Executive and the Company or the Bank. Each party to this Agreement acknowledges that no representations, inducements, promises, or agreements, oral or otherwise, have been made by any party, or anyone acting on behalf of any party, which are not embodied herein, and that no other agreement, statement, or promise not contained in this Agreement shall be valid or binding. This Agreement may

not be modified or amended by oral agreement, but only by an agreement in writing signed by the Company and Executive.

8. *Governing Law.* This Agreement shall be governed by and construed according to the laws of the State of California, except to the extent that the provisions of federal law supersede California law, and the parties hereto submit to the jurisdiction of the courts of competent jurisdiction of the County of Fresno, State of California.

9. *Unfunded Agreement for ERISA Purposes.* This Agreement shall be unfunded for tax purposes and for purposes of Title I of the Employee Retirement Income Security Act of 1974 (“ERISA”), as amended from time to time.

[Signatures appear on the following page]

IN WITNESS WHEREOF, this Agreement has been executed as of the date first hereinabove written.

UNITED SECURITY BANCSHARES

By: _____

Its: President and Chief Executive Officer

Dave Eytcheson

Senior Vice President and Chief Operating Officer

[\(Back To Top\)](#)

Section 4: EX-10.7 (EXHIBIT 10.7 12312017)

Exhibit 10.7

EXECUTIVE SALARY CONTINUATION AGREEMENT

This Executive Salary Continuation Agreement (this “Agreement”) is entered into by and between United Security Bank, a California banking corporation (the “Employer”), and Bhavneet Gill, an individual residing in the State of California (the “Officer”) as of _____, 2015, with reference to the following:

RECITALS

WHEREAS, the Employer recognizes the valuable services the Officer has performed for the Employer and wishes to encourage the Executive’s continued employment and to provide the Officer with additional incentive to achieve corporate objectives;

WHEREAS, the Employer wishes to provide the terms and conditions upon which the Employer shall pay additional retirement benefits to the Officer;

WHEREAS, the Employer and the Officer intend this Agreement shall at all times be administered and interpreted in compliance with Code section 409A; and

WHEREAS, the Employer intends this Agreement shall at all times be administered and interpreted in such a manner as to constitute an unfunded nonqualified deferred compensation arrangement, maintained primarily to provide supplemental retirement benefits for the Officer, a member of a select group of management or highly compensated employees of the Employer;

NOW, THEREFORE, in consideration of the services to be performed in the future, as well as the mutual promises and covenants contained herein, the Officer and the Employer agree as follows:

AGREEMENT

1. Terms and Definitions.

1. Accrued Liability. The term “Accrued Liability” means, as of any particular date, the actuarial then net present value of the projected lifetime monthly benefit payments remaining payable pursuant to Section 3.1 or Section 3.2, calculated using a 4.75% discount rate.

2. Administrator. The Employer shall be the “Administrator” and, solely for the purposes of ERISA, the “fiduciary” of this Agreement where a fiduciary is required by ERISA.

1.3. Annual Benefit. The term “Annual Benefit” means an annual sum of one hundred three thousand five hundred dollars (\$103,500) multiplied by the Applicable Percentage (defined below) and then reduced to the extent required: (i) under the other provisions of this Agreement; (ii) by reason of the lawful order of any regulatory agency or body having jurisdiction over the Employer; or (iii) in order for the Employer to properly comply with any and all applicable state and federal laws, including, but not limited to, income, employment and disability income tax laws (e.g., FICA, FUTA, SDI).

1.4. Applicable Percentage. The term “Applicable Percentage” means that percentage listed on Schedule “A” attached hereto which is adjacent to the number of complete years (with a “year” being the performance of personal services for or on behalf of the Employer as an employee for a period of 365 days) which have elapsed starting from the Effective Date and ending on the date the Officer’s employment is

terminated for purposes of this Agreement. In the event the Officer's employment with the Employer is terminated other than by reason of death, disability, termination for cause or Retirement on the part of the Officer, the Officer shall be deemed for purposes of determining the number of complete years to have completed a year of service in its entirety for any partial year of service after the last anniversary date of the Effective Date during which the Officer's employment is terminated, provided that in no event shall the Officer be deemed to have completed a year of service for the partial year that occurs prior to the first anniversary date of this Agreement.

1.5. Beneficiary. The terms "Beneficiary" and "Designated Beneficiary" mean the person or persons whom the Officer shall designate in a valid beneficiary designation (the "Beneficiary Designation"), a copy of which is attached hereto as Exhibit "B," to receive the benefits provided hereunder. A Beneficiary Designation shall be valid only if it is in the form attached hereto and made a part hereof and is received by the Administrator prior to the Officer's death. The Officer's Beneficiary Designation shall be deemed automatically revoked if the Beneficiary predeceases the Officer or if the Officer names a spouse as Beneficiary and the marriage is subsequently dissolved. Upon the acceptance by the Administrator of a new Beneficiary Designation form, all Beneficiary Designations previously filed shall be cancelled. The Administrator shall be entitled to rely on the last Beneficiary Designation form filed by the Officer and accepted by the Administrator prior to the Officer's death.

1.6. The Code. The "Code" means the Internal Revenue Code of 1986, as amended.

1.7. Disability/Disabled. The terms "Disability" and "Disabled" mean disabled within the meaning of Code section 409A and regulations promulgated thereunder.

1.8. Effective Date. The term "Effective Date" means the date first above written.

1.9. ERISA. The term "ERISA" means the Employee Retirement Income Security Act of 1974, as amended.

1.10. Plan Year. The term "Plan Year" means the Employer's calendar year.

1.11. Retirement. The terms "Retirement" and "Retires" refer to the date on which the Officer: (i) attains the age of at least sixty-two (62); and (ii) terminates full-time salaried employment with the Employer for any reason other than Termination for Cause and such termination constitutes a Separation of Service.

1.12. Separation from Service. The term "Separation from Service" means the Officer's service as an employee and/or independent contractor to the Employer and any member of a controlled group that includes Employer, as defined in Code section 414, terminates for any reason, other than because of a leave of absence approved by the Employer, Disability or the Officer's death. Whether a Separation from Service takes place is determined based on: (i) the facts and circumstances surrounding the termination of the Officer's employment; (ii) whether the Employer and the Officer intended for the Officer to provide significant services for the Employer following such termination; and (iii) the application of facts and circumstances in view of the presumptions contained in the regulations to Code section 409A. For purposes of this Agreement, if there is a dispute about the employment status of the Officer or the date of the Officer's Separation from Service, the Employer shall have the sole and absolute right to decide the dispute.

1.13. Surviving Spouse. The term "Surviving Spouse" means the person, if any, who shall be legally married to the Officer on the date of the Officer's death.

1.14. Termination for Cause. The term “Termination for Cause” means the termination of the Officer by the Employer upon the occurrence of any of the following events:

(i) the Officer is convicted of illegal activity by a court of competent jurisdiction or pleads guilty to or nolo contendere to illegal activity, which activity materially adversely affects the Employer’s reputation in the community or which evidences the lack of the Officer’s fitness or ability to perform the Officer’s duty as determined by the Board of Directors in good faith;

(ii) the Officer has committed any illegal or dishonest act which would cause termination of coverage under the Employer’s Bankers’ Blanket Bond as to the Officer, as distinguished from termination of coverage as to the Employer as a whole;

(iii) the Officer materially fails to perform, or habitually neglects, the Officer’s duties or commits a material act of malfeasance or misfeasance in connection therewith; or

(iv) an action is commenced by any bank regulatory agency having jurisdiction, to remove or suspend the Officer from office, or a cease and desist order under 12 U.S.C. 1818(b) or any similar Federal or state statute is issued against the Officer or the Employer which calls for the Officer’s suspension or removal from office.

2. Scope, Purpose and Effect.

2.1. Contract of Employment. Although this Agreement is intended to provide the Officer with an additional incentive to remain in the employ of the Employer, this Agreement shall not be deemed to constitute a contract of employment between the Officer and the Employer nor shall any provision of this Agreement restrict or expand the right of the Employer to terminate the Officer’s employment. This Agreement shall have no impact or effect upon any separate written employment agreement which the Officer may have with the Employer, it being the parties’ intention and agreement that unless this Agreement is specifically referenced in said employment agreement (or any modification thereto), this Agreement (and the Employer’s obligations hereunder) shall stand separate and apart and shall have no effect upon, nor be affected by, the terms and provisions of said employment agreement.

2.2. Fringe Benefit. The benefits provided by this Agreement are granted by the Employer as a fringe benefit to the Officer and are not a part of any salary reduction plan or any arrangement deferring a bonus or a salary increase. The Officer has no option to take any current payments or bonus in lieu of the benefits provided by this Agreement.

3. Payments Upon or After Retirement.

3.1. Payments Upon Retirement at Age 62. If the Officer remains in the continuous employment of the Employer until Retirement and Retires on or within one (1) year of attaining age 62, then the Officer shall be entitled to be paid the Annual Benefit, with the Applicable Percent equal to 100%, for life, in equal monthly installments, with each installment to be paid on the first day of each month, beginning with the month following the month in which the Officer Retires, except that if the Officer is a “specified employee” as defined in Section 11.14, then the payment provided in this Section 3.1 shall be deferred as provided in Section 11.14.

3.2. Payments Upon Retirement After Age 62. If the Officer remains in the continuous employment of the Employer until Retirement and Retires on or after attaining age 63, then the Officer shall be entitled to be paid the Annual Benefit, as hereinafter adjusted, with the Applicable Percent equal to 100%, for life, in equal monthly installments, with each installment to be paid on the first day of each month, beginning

with the month following the month in which the Officer Retires, except that if the Officer is a “specified employee” as defined in Section 11.14, then the payment provided in this Section 3.2 shall be deferred as provided in Section 11.14. For purposes of this Section 3.2, the Annual Benefit shall be adjusted depending on the year in which the Officer first Retires by increasing the Annual Benefit by two percent (2%), compounded, for each full year the Officer remains in the employment of the Employer after attaining age 62. Once the Officer Retires, the Annual Benefit shall be fixed at the then calculated amount and shall not thereafter be adjusted.

3.3. Payments in the Event of Death After Retirement. The Employer agrees that if the Officer Retires and is entitled to payments pursuant to either Section 3.1 or 3.2, but shall die before attaining age 88, then the Employer will pay the Accrued Liability in a lump sum to the Officer’s designated beneficiary. If a valid Beneficiary Designation is not in effect, then the Accrued Liability shall be paid to the Officer’s Surviving Spouse. If the Officer leaves no Surviving Spouse, the Accrued Liability shall be paid to the duly qualified personal representative, executor or administrator of the Officer’s estate.

4. Payments in the Event Death or Disability Occurs Prior to Retirement.

4.1. Payments in the Event of Death Prior to Retirement. In the event the Officer should die while actively employed by the Employer at any time after the Effective Date, but prior to Retirement, the Employer agrees to pay the Accrued Liability to the Officer’s Designated Beneficiary in a lump sum on the first day of the second month following the month of death. If a valid Beneficiary Designation is not in effect, then the amount due pursuant to this Section 4.1 shall be paid to the Officer’s Surviving Spouse. If the Officer leaves no Surviving Spouse, the amount due pursuant to this Section 4.1 shall be paid to the duly qualified personal representative, executor or administrator of the Officer’s estate.

4.2. Payments in the Event of Disability Prior to Retirement. In the event the Officer becomes Disabled while actively employed by the Employer at any time after the date of this Agreement but prior to Retirement, the Officer shall continue to be treated during such period of Disability as being actively and gainfully employed by the Employer but shall not add applicable years of service for the purpose of determining the Annual Benefit, and, subject to any applicable deferral period as set forth in Section 11.14 herein, the Officer shall be entitled to either of the following:

(i) a lump sum payment equal to the Accrued Liability, payable on the first day of the month following the month in which the Officer is deemed permanently Disabled; or

(ii) the Annual Benefit, with the Applicable Percentage as set forth in Schedule A and as determined by the applicable years of service at the time of Disability, for life, in equal monthly installments, with each installment to be paid on the first day of each month, beginning with the month following the month in which the Officer is deemed permanently Disabled.

The Officer or her duly authorized representative may make an election of which benefit to receive at any time prior to or upon being deemed permanently Disabled. Absent a timely election, the Officer shall be paid the benefit pursuant to clause (i) above.

Notwithstanding the foregoing, in the event the Officer should die while actively or gainfully employed by the Employer at any time after the Effective Date and prior to (i) Retirement and (ii) the commencement of any payments under this Section 4.2, the payments provided in Section 4.1 herein shall be paid in lieu of the payments provided in this Section 4.2.

5. Payments in the Event Employment is Terminated Other Than by Death, Disability, Termination for Cause or Retirement.

As indicated in Section 2 above, the Employer reserves the right to terminate the Officer's employment with or without cause but subject to any written employment agreement which may then exist, at any time prior to the Officer's Retirement. In the event that the employment of the Officer shall be terminated for any reason, including voluntary termination by the Officer, but other than by reason of (i) Disability, (ii) death, (iii) Termination for Cause, or (iv) Retirement, the Officer or his legal representative shall be entitled to be paid the Annual Benefit, with the Applicable Percentage as set forth in Schedule A and as determined by the applicable years of service at the time of termination of employment with the Employer, for life, in equal monthly installments, with each installment to be paid on the first day of each month, beginning with the month following the month in which the Officer attains Retirement age, except that if Officer is a "specified employee" as defined in Section 11.14, then the payment provided in this Section 5 shall be deferred as provided in Section 11.14.

In addition, in the event the Officer dies after such termination as set forth in the second sentence of this Section 5, but prior to Retirement age, then the Officer's Designated Beneficiary shall be paid the Accrued Liability in a lump sum. If a valid Beneficiary Designation is not in effect, then such benefits due the Officer under this paragraph shall be paid to the Officer's Surviving Spouse, and if the Officer leaves no Surviving Spouse, then such benefits shall be paid to the duly qualified personal representative, executor or administrator of the Officer's estate for the benefit of the Officer's estate.

The Officer agrees that the payment of benefits pursuant to this Section 5 to the extent Officer is entitled to such benefits is in lieu of any other benefits under this Agreement.

6. Termination for Cause.

Notwithstanding anything to the contrary, in the event the termination of employment of the Officer is Termination for Cause, as defined in Section 1.14, the Officer shall not be entitled to any benefits pursuant to this Agreement.

7. No Ownership Rights to the Employer's Assets.

The Employer reserves the right to determine, in its sole and absolute discretion, whether, to what extent and by what method, if any, to provide for the payment of the amounts which may be payable to the Officer, the Officer's spouse or the Officer's Designated Beneficiary under the terms of this Agreement (the "Benefits"). The rights of the Officer or any beneficiary of the Officer under this Agreement shall be solely those of an unsecured creditor of the Employer.

In the event that the Employer, in its sole and absolute discretion, elects to acquire an insurance policy, an annuity or any other asset to recoup the costs or any portion thereof of the Benefits, then such insurance policy, annuity or other asset shall not be deemed to be held under any trust for the benefit of the Officer or his beneficiaries or to be security for the performance of the obligations of the Employer under this Agreement, but shall be, and remain, a general unpledged, unrestricted asset of the Employer. The Officer and his beneficiaries shall have no rights whatsoever with respect to, or any claim against, any such insurance policy, annuity or other asset. In connection with the Employer electing to acquire any such insurance policy or annuity, the Officer agrees to cooperate to facilitate such acquisition, and pursuant thereto shall execute such documents and undergo such medical examinations or tests as the Employer may reasonably request.

8. Claims Procedure.

The Employer shall, but only to the extent necessary to comply with ERISA, be designated as the named fiduciary under this Agreement and shall have authority to control and manage the operation and administration of this Agreement. Consistent therewith, the Employer shall make all determinations as to the rights to benefits under this Agreement. Any decision by the Employer denying a claim by the Officer, the Officer's spouse, or the Officer's beneficiary for Benefits under this Agreement shall be stated in writing and delivered or mailed, via registered or certified mail, to the Officer, the Officer's spouse or the Officer's beneficiary, as the case may be. Such decision shall set forth the specific reasons for the denial of a claim. In addition, the Employer shall provide the Officer, the Officer's spouse or the Officer's beneficiary with a reasonable opportunity for a full and fair review of the decision denying such claim.

9. Status of an Unsecured General Creditor.

Notwithstanding anything contained herein to the contrary: (i) neither the Officer, the Officer's spouse nor the Officer's beneficiary shall have any legal or equitable rights, interests or claims in or to any specific property or assets of the Employer; (ii) none of the Employer's assets shall be held in or under any trust for the benefit of the Officer, the Officer's spouse or the Officer's beneficiary or held in any way as security for the fulfillment of the obligations of the Employer under this Agreement; (iii) all of the Employer's assets shall be and remain the general unpledged and unrestricted assets of the Employer; (iv) the Employer's obligation under this Agreement shall be that of an unfunded and unsecured promise by the Employer to pay money in the future; and (v) the Officer, the Officer's spouse and the Officer's beneficiary shall be unsecured general creditors with respect to any benefits which may be payable under the terms of this Agreement.

10. Covenant Not to Interfere.

The Officer agrees not to take any action which prevents the Employer from collecting the proceeds of any life insurance policy which the Employer may happen to own at the time of the Officer's death and of which the Employer is the designated beneficiary.

11. Miscellaneous.

11.1. Opportunity to Consult with Independent Counsel. The Officer acknowledges that she has been afforded the opportunity to consult with independent counsel of her choosing regarding both the benefits granted to her under the terms of this Agreement and the terms and conditions which may affect the Officer's right to these benefits. The Officer further acknowledges that she has read, understands and consents to all of the terms and conditions of this Agreement, and that she enters into this Agreement with a full understanding of its terms and conditions.

11.2. Arbitration of Disputes. All claims, disputes and other matters in question arising out of or relating to this Agreement or the breach or interpretation thereof, other than those matters which are to be determined by the Employer in its sole and absolute discretion, shall be resolved by binding arbitration before a representative member, selected by the mutual agreement of the parties, of the Judicial Arbitration and Mediation Services, Inc. ("JAMS"), located in Fresno, California. In the event JAMS is unable or unwilling to conduct the arbitration provided for under the terms of this Section 11.2, or has discontinued its business, the parties agree that a representative member, selected by the mutual agreement of the parties, of the American Arbitration Association ("AAA"), located in or nearest to Fresno, California, shall conduct the binding arbitration referred to in this Section 11.2. Notice of the demand for arbitration shall be filed in writing with the other party to this Agreement and with JAMS (or AAA, if necessary). In no event shall the demand for arbitration be made after the date when institution of legal or equitable proceedings based on such claim, dispute or other matter in question would be barred by the applicable statute of limitations. The arbitration

shall be subject to such rules of procedure used or established by JAMS, or if there are none, the rules of procedure used or established by AAA. Any award rendered by JAMS or AAA shall be final and binding upon the parties, and as applicable, their respective heirs, beneficiaries, legal representatives, agents, successors and assigns, and may be entered in any court having jurisdiction thereof. The obligation of the parties to arbitrate pursuant to this clause shall be specifically enforceable in accordance with, and shall be conducted consistently with, the provisions of Title 9 of Part 3 of the California Code of Civil Procedure. Any arbitration hereunder shall be conducted in Fresno, California, unless otherwise agreed to by the parties.

11.3. Attorneys' Fees. In the event of any arbitration or litigation concerning any controversy, claim or dispute between the parties hereto, arising out of or relating to this Agreement or the breach hereof, or the interpretation hereof, the prevailing party shall be entitled to recover from the losing party reasonable expenses, attorneys' fees and costs incurred in connection therewith or in the enforcement or collection of any judgment or award rendered therein. The "prevailing party" means the party determined by the arbitrator(s) or court, as the case may be, to have most nearly prevailed, even if such party did not prevail in all matters, not necessarily the one in whose favor a judgment is rendered.

11.4. Notice. Any notice required or permitted of either the Officer or the Employer under this Agreement shall be deemed to have been duly given, if by personal delivery, upon the date received by the party or its authorized representative; if by facsimile, upon transmission to a telephone number previously provided by the party to whom the facsimile is transmitted as reflected in the records of the party transmitting the facsimile and upon reasonable confirmation of such transmission; and if by mail, on the third day after mailing via U.S. first class mail, registered or certified, postage prepaid and return receipt requested, and addressed to the party at the address given below for the receipt of notices, or such changed address as may be requested in writing by a party.

If to the Employer:

United Security Bank
2126 Inyo Street
Fresno, California 93721
Attention: Dennis R. Woods
Chairman of the Board

If to the Officer:

Bhavneet Gill

_____, California 9_____

11.5. Assignment. Neither the Officer, the Officer's spouse, nor any other beneficiary under this Agreement shall have any power or right to transfer, assign, hypothecate, modify or otherwise encumber any part or all of the amounts payable hereunder, nor, prior to payment in accordance with the terms of this Agreement, shall any portion of such amounts be: (i) subject to seizure by any creditor of any such beneficiary, by a proceeding at law or in equity, for the payment of any debts, judgments, alimony or separate maintenance obligations which may be owed by the Officer, the Officer's spouse, or any designated beneficiary; or (ii) transferable by operation of law in the event of bankruptcy, insolvency or otherwise. Any such attempted assignment or transfer shall be void and shall terminate this Agreement, and the Employer shall thereupon have no further liability hereunder.

11.6. Binding Effect/Merger or Reorganization. This Agreement shall be binding upon and inure to the benefit of the Officer and the Employer and, as applicable, their respective heirs, beneficiaries, legal representatives, agents, successors and assigns. Accordingly, the Employer shall not merge or consolidate

into or with another corporation, or reorganize or sell substantially all of its assets to another corporation, firm or person, unless and until such succeeding or continuing corporation, firm or person agrees to assume and discharge the obligations of the Employer under this Agreement. Upon the occurrence of such event, the term "Employer" as used in this Agreement shall be deemed to refer to such surviving or successor firm, person, entity or corporation.

11.7. Nonwaiver. The failure of either party to enforce at any time or for any period of time any one or more of the terms or conditions of this Agreement shall not be a waiver of such term(s) or condition(s) or of that party's right thereafter to enforce each and every term and condition of this Agreement.

11.8. Partial Invalidity. If any term, provision, covenant or condition of this Agreement is determined by an arbitrator or a court, as the case may be, to be invalid, void, or unenforceable, such determination shall not render any other term, provision, covenant or condition invalid, void or unenforceable, and the Agreement shall remain in full force and effect notwithstanding such partial invalidity.

11.9. Entire Agreement. This Agreement supersedes any and all other agreements, either oral or in writing, between the parties with respect to the subject matter of this Agreement and contains all of the covenants and agreements between the parties with respect thereto. Each party to this Agreement acknowledges that no other representations, inducements, promises or agreements, oral or otherwise, have been made by any party, or anyone acting on behalf of any party, which are not set forth herein, and that no other agreement, statement or promise not contained in this Agreement shall be valid or binding on either party.

11.10. Modifications. Any modification of this Agreement shall be effective only if it is in writing and signed by each party or such party's authorized representative.

11.11. Section Headings. The section headings used in this Agreement are included solely for the convenience of the parties and shall not affect or be used in connection with the interpretation of this Agreement.

11.12. No Strict Construction. The language used in this Agreement shall be deemed to be the language chosen by the parties hereto to express their mutual intent, and no rule of strict construction will be applied against any person.

11.13. Governing Law. The laws of the State of California, other than those laws denominated choice of law rules, and, where applicable, the rules and regulations of the Federal Deposit Insurance Corporation or any other regulatory agency or governmental authority having jurisdiction over the Employer, shall govern the validity, interpretation, construction and effect of this Agreement.

11.14. Delayed Payments for Specified Employees. Notwithstanding anything to the contrary, in the event that Code section 409A applies to any compensation with respect to a Separation from Service, payment of that compensation shall be delayed if the Officer is a "specified employee," as defined in Code section 409A(a)(2)(B)(i), and such delayed payment is required by Code section 409A. Such delay shall last six months from the date of Separation from Service. On the day following the end of the six-month period, the Employer shall make a catch-up payment to the Officer equal to the total amount of such payments that would have been made during the six-month period but for this Section 11.14.

11.15. Compliance with Code Section 409A. This Agreement shall at all times be administered in compliance with the requirements of Code section 409A and any and all regulations thereunder, including such regulations as may be promulgated after the effective date of this Agreement.

SCHEDULE A

<u>Number Of Complete Years Of Service</u>	<u>Applicable Percentage</u>
1	3.125%
2	6.250%
3	9.375%
4	12.500%
5	15.625%
6	18.750%
7	21.875%
8	25.000%
9	28.125%
10	31.250%
11	34.375%
12	37.500%
13	40.625%
14	43.750%
15	46.875%
16	50.000%
17	53.125%
18	56.250%
19	59.375%
20	62.500%
21	65.625%
22	68.750%
23	71.875%
24	75.000%
25	78.125%
26	81.250%
27	84.375%
28	87.500%
29	90.625%
30	93.750%
31	96.875%
32	100.000%

SCHEDULE B

BENEFICIARY DESIGNATION

TO: The Administrator of United Security Bank’s Executive Salary Continuation Agreement

Pursuant to the provisions of my Executive Salary Continuation Agreement (the “Agreement”) with United Security Bank, permitting the designation of a beneficiary or beneficiaries by a participant, I hereby designate the following persons and entities as primary and secondary beneficiaries of any benefit under the Agreement payable by reason of my death:

[NOTE: To name a trust as beneficiary, please provide the name of the trustee and the exact date of the trust agreement. In the event the primary beneficiary is not the spouse of the Officer, the spouse of the Officer will need to sign the Spousal Consent to this designation and such signature must be notarized.]

Primary Beneficiary:

Name Address Relationship

Secondary (Contingent) Beneficiary:

Name Address Relationship

Name Address Relationship

THE RIGHT TO REVOKE OR CHANGE ANY BENEFICIARY DESIGNATION IS HEREBY RESERVED. ANY PRIOR DESIGNATION OF PRIMARY BENEFICIARIES AND SECONDARY BENEFICIARIES IS HEREBY REVOKED.

The Administrator shall pay all sums payable under the Agreement by reason of my death to the Primary Beneficiary, if he or she survives me, and if no Primary Beneficiary shall survive me, then to the Secondary Beneficiary, and if no named beneficiary survives me, then the Administrator shall pay all amounts in accordance with the terms of the Agreement. In the event that a named beneficiary survives me and dies prior to receiving the entire benefit payable under said Agreement then and in that event, the remaining unpaid benefit payable according to the terms of the Agreement shall be payable to the personal representatives of the estate of said beneficiary who survived me but died prior to receiving the total benefit provided by the Agreement.

BHAVNEET GILL
“Officer”

Dated: _____

CONSENT OF THE OFFICER'S SPOUSE

[required if the primary beneficiary is not the Officer's spouse]

TO THE ABOVE BENEFICIARY DESIGNATION:

I, _____, being the spouse of Bhavneet Gill, after being afforded the opportunity to consult with independent counsel of my choosing, do hereby acknowledge that I have read, agree and consent to the foregoing Beneficiary Designation which relates to the Executive Salary Continuation Agreement entered into by my spouse on _____, 2015. I understand that the above Beneficiary Designation adversely affects my community property interest in the benefits provided for under the terms of the Executive Salary Continuation Agreement. I understand that I have been advised to consult with an attorney of my choice prior to executing this consent, so that such attorney can explain the effects of this consent.

Dated: _____, 2015 _____
_____, Spouse

[Notarization of the spousal consent is required if the primary beneficiary is not the spouse of the Officer.]

[\(Back To Top\)](#)

Section 5: EX-10.8 (EXHIBIT 10.8 12312017)

Exhibit 10.8

CHANGE IN CONTROL AGREEMENT

This Change in Control Agreement (this "**Agreement**") is made this 24th day of February, 2015, by and between United Security Bancshares (the "**Company**"), a California corporation, and **BHAVNEET GILL** ("**Executive**"), an individual residing in the state of California, with reference to the following:

RECITAL

WHEREAS, it is in the best interests of the Company and Executive for the Company to provide Executive with severance compensation in the event there is a change in control of the Company or its wholly-owned subsidiary, United Security Bank ("**Bank**"), whereby Executive's employment is terminated without Cause or Executive terminates his employment for Good Reason;

NOW, THEREFORE, in consideration of the premises and of the mutual covenants and conditions herein contained, the parties hereto, intending to be legally bound, do hereby agree as follows:

AGREEMENT

1. *Definitions.* For purposes of this Agreement, and except as otherwise defined herein, the following terms shall have the following meanings:

"**Board**" means the Board of Directors of the Company.

"**Cause**" means any of the following:

(A) Executive's continued failure, either due to willful action or as a result of gross neglect, to substantially perform Executive's duties and responsibilities to the Group (other than any such failure resulting from Executive's incapacity due to physical or mental illness) that, if capable of being cured, has not been cured within thirty (30) days after written notice is delivered to Executive by the Company, which notice specifies in reasonable detail the manner in which the Company believes Executive has not substantially performed Executive's duties and responsibilities; or

(B) Executive's engagement in conduct which is demonstrably and materially injurious to the Group, or that materially harms the reputation or financial position of the Group, unless the conduct in question was undertaken in good faith on an informed basis with due care and with a rational business purpose and based upon the honest belief that such conduct was in the best interests of the Group; or

(C) Executive's indictment or conviction of, or plea of guilty or *nolo contendere* to, a felony or any other crime involving dishonesty, fraud or moral turpitude; or

(D) Executive being found liable in any Securities and Exchange Commission or other civil or criminal securities law action or entering any cease and desist order with respect to such action (regardless of whether or not Executive admits or denies liability) where the conduct which is the subject of such action is demonstrably and materially injurious to the Group; or

(E) Executive breaches Executive's fiduciary duties to the Group which may reasonably be expected to have a material adverse effect on the Group; or

(F) Executive's (i) obstructing or impeding, (ii) endeavoring to influence, obstruct or impede, or (iii) failing to materially cooperate with, any investigation authorized by the Board or any governmental or self-

regulatory entity (an “**Investigation**”). However, Executive’s failure to waive attorney-client privilege relating to communications with Executive’s own attorney in connection with an Investigation shall not constitute “Cause;” or

(G) Executive removing, concealing, destroying, purposely withholding, altering or by any other means falsifying any material which is requested in connection with an Investigation; or

(H) Executive’s disqualification, bar, order or similar requirement by any governmental or self-regulatory authority from serving as an officer or director of any member of the Group or Executive’s loss of any governmental or self-regulatory license that is reasonably necessary for Executive to perform Executive’s responsibilities to the Group, *if* (i) the disqualification, bar or loss continues for more than thirty (30) days and (ii) during that period the Group uses its good faith efforts to cause the disqualification or bar to be lifted or the license replaced. While any disqualification, bar or loss continues during Executive’s employment, Executive will serve in such executive officer capacity to whatever extent legally permissible and, if Executive’s employment is not permissible, Executive will be placed on leave (which will be paid to the extent legally permissible); or

(I) Executive’s unauthorized use or disclosure of confidential or proprietary information, or related materials, or the violation of any of the terms of the Company’s standard confidentiality policies and procedures, in either case which may reasonably be expected to have a material adverse effect on the Group and that, if capable of being cured, has not been cured within thirty (30) days after written notice is delivered to Executive by the Company, which notice specifies in reasonable detail the alleged unauthorized use or disclosure or violation; or

(J) Executive’s violation of the Group’s (i) workplace violence policy or (ii) policies on discrimination, unlawful harassment or substance abuse.

For purposes of this definition, no act or omission by Executive will be “willful” unless it is made by Executive in bad faith or without a reasonable belief that Executive’s act or omission was in the best interests of the Group.

“**Change in Control**” means any transaction or series of related transactions as a result of which:

(A) The Company consummates a reorganization, merger or consolidation, or sale or other disposition of at least forty percent (40%) of its assets (each a “**Business Combination**”), in each case unless immediately following the consummation of such Business Combination all of the following conditions are satisfied:

(i) Persons, who, immediately prior to such Business Combination, were the beneficial owners of the Outstanding Voting Securities of the Company, beneficially own (within the meaning of Rule 13d-3 promulgated under the Securities Exchange Act of 1934, as amended (the “Exchange Act”), directly or indirectly, more than 50% of the combined voting power of the then Outstanding Voting Securities of the entity (the “**Resulting Entity**”) resulting from such Business Combination (including, without limitation, an entity which as a result of such transaction owns the Company or all or substantially all of the Company’s assets either directly or through one or more subsidiaries);

(ii) no Person beneficially owns (within the meaning of Rule 13d-3), directly or indirectly, more than: (i) 50% of the then outstanding combined voting power of the Outstanding Voting Securities of the Resulting Entity, except to the extent that such Person’s beneficial ownership of the Company immediately prior to the Business Combination exceeded such threshold; and

(iii) at least one-half of the members of the board of directors of the Resulting Entity were members of the Board at the time the Board authorized the Company to enter into the definitive agreement providing for such Business Combination; and

(iv) the Company continues to own at least sixty percent (60%) of the assets it held immediately prior to the Business Combination (such percentage to be based on fair market value); or

(B) Any Person acquires beneficial ownership (within the meaning of Rule 13d-3) of more than 50% of the combined voting power (calculated as provided in Rule 13d-3 in the case of rights to acquire securities) of the then Outstanding Voting Securities of the Company; provided, however, that for purposes of this clause, the following acquisitions shall not constitute a Change in Control: (x) any acquisition directly from the Company, (y) any acquisition by the Company, or (z) any acquisition by any employee benefit plan (or related trust) sponsored or maintained by the Company or any entity controlled by the Company; or

(C) A majority of the members of the Board is replaced during any twelve (12) month period by directors whose appointment or election is not endorsed by a majority of the members of the Board prior to the date of their appointment or election.

For purposes of this definition, the involuntary dissolution of the Bank by the regulatory authorities shall not be deemed a "Business Combination."

"**Good Reason**" means the occurrence (without Executive's written consent) of any of the following within the twelve (12)-month period following a Change in Control:

(A) The assignment of duties substantially inconsistent with Executive's position, duties, and responsibilities (except in connection with a for Cause termination); or

(B) A 5% or greater reduction by the Group in Executive's salary and benefits as in effect prior to the Change in Control; or

(C) The Group's requiring Executive to be based anywhere other than within ten (10) miles of Fresno, California, exclusive of required travel on business.

"**Group**" means the Company and its affiliates, including the Bank.

"**Outstanding Voting Securities**" of any Person means the outstanding securities of such Person entitling the holders thereof to vote generally in the election of directors of such Person.

"**Person**" shall have the same meaning ascribed to such term in Section 3(a)(9) of the Exchange Act, which definition shall include a "person" within the meaning of Section 13(d)(3) of the Exchange Act.

2. **Severance Payment.** If within twelve (12) months following a Change in Control, including in anticipation of a Change in Control, any member of the Group terminates Executive's employment without Cause or Executive terminates his employment for Good Reason, the Company will pay Executive a severance payment in an amount equal to the sum of (i) twelve (12) months of Executive's base salary that is in effect at the time immediately preceding the termination of Executive's employment without Cause or for Good Reason and (ii) the amount of the bonus paid to Executive by the Group for the preceding calendar year. Subject to the provisions of Section 3, such severance payment shall be paid in a lump sum to Executive within ten (10) days of the termination of Executive's employment; provided, however that the severance payment may be subject to the reduction set forth below:

(i) Notwithstanding anything in this Agreement to the contrary, in the event it shall be determined that any payment, award, benefit or distribution (or any acceleration of any payment, award, benefit or distribution) by the Group or any entity which effectuates a Change in Control (or any of its affiliated entities) to or for the benefit of Executive (whether pursuant to the terms of this Agreement or otherwise) (the "**Payments**") would be subject to the excise tax (the "**Excise Tax**") under Section 4999 of the Internal Revenue Code of 1986, as amended (the "**Code**"), then the amounts payable to Executive under this Agreement shall be reduced to the maximum amount as will result in no portion of the Payments being subject to such excise tax (the "**Safe Harbor Cap**"). For purposes of reducing the Payments to the Safe

Harbor Cap, only amounts payable to Executive under this Agreement (and no other Payments) shall be reduced, unless consented to by Executive.

(ii) All determinations required to be made under this Agreement shall be made by the public accounting firm that is retained by the Company as of the date immediately prior to the Change in Control (the “**Accounting Firm**”) which shall provide detailed supporting calculations both to the Company and Executive within fifteen (15) business days of the receipt of notice from the Company or the Executive that there has been a Payment, or such earlier time as is requested by the Company. Notwithstanding the foregoing, in the event (i) the Board shall determine prior to the Change in Control that the Accounting Firm is precluded from performing such services under applicable auditor independence rules or (ii) the Audit Committee of the Board determines that it does not want the Accounting Firm to perform such services because of auditor independence concerns or (iii) the Accounting Firm is serving as accountant or auditor for the individual, entity or group effecting the Change in Control, the Board shall appoint another nationally recognized public accounting firm to make the determinations required hereunder (which accounting firm shall then be referred to as the Accounting Firm hereunder). If payments are reduced to the Safe Harbor Cap, the Accounting Firm shall provide a reasonable opinion to Executive that he or she is not required to report any Excise Tax on his or her federal income tax return. All fees, costs and expenses (including, but not limited to, the costs of retaining experts) of the Accounting Firm shall be borne by the Company. If the Accounting Firm determines that no Excise Tax is payable by Executive, it shall furnish Executive with a written opinion to such effect, and to the effect that failure to report the Excise Tax, if any, on Executive’s applicable federal income tax return will not result in the imposition of a negligence or similar penalty. In the event the Accounting Firm determines that the Payments shall be reduced to the Safe Harbor Cap, it shall furnish Executive with a written opinion to such effect. The determination by the Accounting Firm shall be binding upon the Company and Executive.

3. *Delay of Payments.* If the Company determines that Executive is a “specified employee” within the meaning of Section 409A of the Internal Revenue Code of 1986, as amended, and that, as a result of such status, any portion of the severance payment under this Agreement would be subject to additional taxation, the Company will delay paying any portion of such severance payment until the earliest permissible date on which payments may commence without triggering such additional taxation (with such delay not to exceed six (6) months).

4. *Term and Termination.* This Agreement is effective as of the date first hereinabove written and shall terminate on *February 24, 2020*, unless automatically renewed. This Agreement shall automatically renew for additional periods of one (1) year each unless written notice is provided by Company to Executive of Company’s election not to renew this Agreement at least sixty (60) days prior to the end of the original or any extended term. Company agrees that its obligations under this Agreement shall survive the expiration or termination of this Agreement for a period of twelve (12) months following any Change in Control occurring prior to termination/non-renewal of this Agreement. For the avoidance of doubt, any Change in Control that occurs after termination or non-renewal of this Agreement shall not trigger any payments or obligations by Company to Executive under this Agreement.

5. *Golden Parachute Limitation.* Anything in this Agreement to the contrary notwithstanding, the Company shall not be obligated to make any payment hereunder that would be prohibited as a “golden parachute payment” or “indemnification payment” under Section 18(k) of the Federal Deposit Insurance Act.

6. *Payments on Executive’s Death.* If Executive dies and any amounts are or become payable under this Agreement, the Company will pay those amounts to Executive’s estate.

7. *Entire Agreement.* This Agreement contains the entire agreement of the parties and it supersedes any and all other agreements, either oral or in writing, between Executive and the Company or the Bank. Each party to this Agreement acknowledges that no representations, inducements, promises, or agreements, oral or otherwise, have been made by any party, or anyone acting on behalf of any party, which are not embodied herein, and that no other agreement, statement, or promise not contained in this Agreement shall be valid or binding. This Agreement may

not be modified or amended by oral agreement, but only by an agreement in writing signed by the Company and Executive.

8. *Governing Law.* This Agreement shall be governed by and construed according to the laws of the State of California, except to the extent that the provisions of federal law supersede California law, and the parties hereto submit to the jurisdiction of the courts of competent jurisdiction of the County of Fresno, State of California.

9. *Unfunded Agreement for ERISA Purposes.* This Agreement shall be unfunded for tax purposes and for purposes of Title I of the Employee Retirement Income Security Act of 1974 (“ERISA”), as amended from time to time.

[Signatures appear on the following page]

IN WITNESS WHEREOF, this Agreement has been executed as of the date first hereinabove written.

UNITED SECURITY BANCSHARES

By: _____

Its: President and Chief Executive Officer

Bhavneet Gill

Vice President and Controller

[\(Back To Top\)](#)

Section 6: EX-10.9 (EXHIBIT 10.9 12312017)

Exhibit 10.9

EXECUTIVE SALARY CONTINUATION AGREEMENT

This Executive Salary Continuation Agreement (this “Agreement”) is entered into by and between United Security Bank, a California banking corporation (the “Employer”), and William M. Yarbenet, an individual residing in the State of California (the “Officer”) as of _____, 2015, with reference to the following:

RECITALS

WHEREAS, the Employer recognizes the valuable services the Officer has performed for the Employer and wishes to encourage the Executive’s continued employment and to provide the Officer with additional incentive to achieve corporate objectives;

WHEREAS, the Employer wishes to provide the terms and conditions upon which the Employer shall pay additional retirement benefits to the Officer;

WHEREAS, the Employer and the Officer intend this Agreement shall at all times be administered and interpreted in compliance with Code section 409A; and

WHEREAS, the Employer intends this Agreement shall at all times be administered and interpreted in such a manner as to constitute an unfunded nonqualified deferred compensation arrangement, maintained primarily to provide supplemental retirement benefits for the Officer, a member of a select group of management or highly compensated employees of the Employer;

NOW, THEREFORE, in consideration of the services to be performed in the future, as well as the mutual promises and covenants contained herein, the Officer and the Employer agree as follows:

AGREEMENT

1. Terms and Definitions.

1. Accrued Liability. The term “Accrued Liability” means, as of any particular date, the actuarial then net present value of the projected lifetime monthly benefit payments remaining payable pursuant to Section 3.1 or Section 3.2, calculated using a 4.75% discount rate.

2. Administrator. The Employer shall be the “Administrator” and, solely for the purposes of ERISA, the “fiduciary” of this Agreement where a fiduciary is required by ERISA.

1.3. Annual Benefit. The term “Annual Benefit” means an annual sum of sixty thousand five hundred dollars (\$60,500) multiplied by the Applicable Percentage (defined below) and then reduced to the extent required: (i) under the other provisions of this Agreement; (ii) by reason of the lawful order of any regulatory agency or body having jurisdiction over the Employer; or (iii) in order for the Employer to properly comply with any and all applicable state and federal laws, including, but not limited to, income, employment and disability income tax laws (e.g., FICA, FUTA, SDI).

1.4. Applicable Percentage. The term “Applicable Percentage” means that percentage listed on Schedule “A” attached hereto which is adjacent to the number of complete years (with a “year” being the

performance of personal services for or on behalf of the Employer as an employee for a period of 365 days) which have elapsed starting from the Effective Date and ending on the date the Officer's employment is terminated for purposes of this Agreement. In the event the Officer's employment with the Employer is terminated other than by reason of death, disability, termination for cause or Retirement on the part of the Officer, the Officer shall be deemed for purposes of determining the number of complete years to have completed a year of service in its entirety for any partial year of service after the last anniversary date of the Effective Date during which the Officer's employment is terminated, provided that in no event shall the Officer be deemed to have completed a year of service for the partial year that occurs prior to the first anniversary date of this Agreement.

1.5. Beneficiary. The terms "Beneficiary" and "Designated Beneficiary" mean the person or persons whom the Officer shall designate in a valid beneficiary designation (the "Beneficiary Designation"), a copy of which is attached hereto as Exhibit "B," to receive the benefits provided hereunder. A Beneficiary Designation shall be valid only if it is in the form attached hereto and made a part hereof and is received by the Administrator prior to the Officer's death. The Officer's Beneficiary Designation shall be deemed automatically revoked if the Beneficiary predeceases the Officer or if the Officer names a spouse as Beneficiary and the marriage is subsequently dissolved. Upon the acceptance by the Administrator of a new Beneficiary Designation form, all Beneficiary Designations previously filed shall be cancelled. The Administrator shall be entitled to rely on the last Beneficiary Designation form filed by the Officer and accepted by the Administrator prior to the Officer's death.

1.6. The Code. The "Code" means the Internal Revenue Code of 1986, as amended.

1.7. Disability/Disabled. The terms "Disability" and "Disabled" mean disabled within the meaning of Code section 409A and regulations promulgated thereunder.

1.8. Effective Date. The term "Effective Date" means the date first above written.

1.9. ERISA. The term "ERISA" means the Employee Retirement Income Security Act of 1974, as amended.

1.10. Plan Year. The term "Plan Year" means the Employer's calendar year.

1.11. Retirement. The terms "Retirement" and "Retires" refer to the date on which the Officer: (i) attains the age of at least sixty-seven (67); and (ii) terminates full-time salaried employment with the Employer for any reason other than Termination for Cause and such termination constitutes a Separation of Service.

1.12. Separation from Service. The term "Separation from Service" means the Officer's service as an employee and/or independent contractor to the Employer and any member of a controlled group that includes Employer, as defined in Code section 414, terminates for any reason, other than because of a leave of absence approved by the Employer, Disability or the Officer's death. Whether a Separation from Service takes place is determined based on: (i) the facts and circumstances surrounding the termination of the Officer's employment; (ii) whether the Employer and the Officer intended for the Officer to provide significant services for the Employer following such termination; and (iii) the application of facts and circumstances in view of the presumptions contained in the regulations to Code section 409A. For purposes of this Agreement, if there is a dispute about the employment status of the Officer or the date of the Officer's Separation from Service, the Employer shall have the sole and absolute right to decide the dispute.

1.13. Surviving Spouse. The term "Surviving Spouse" means the person, if any, who shall be legally married to the Officer on the date of the Officer's death.

1.14. Termination for Cause. The term “Termination for Cause” means the termination of the Officer by the Employer upon the occurrence of any of the following events:

(i) the Officer is convicted of illegal activity by a court of competent jurisdiction or pleads guilty to or nolo contendere to illegal activity, which activity materially adversely affects the Employer’s reputation in the community or which evidences the lack of the Officer’s fitness or ability to perform the Officer’s duty as determined by the Board of Directors in good faith;

(ii) the Officer has committed any illegal or dishonest act which would cause termination of coverage under the Employer’s Bankers’ Blanket Bond as to the Officer, as distinguished from termination of coverage as to the Employer as a whole;

(iii) the Officer materially fails to perform, or habitually neglects, the Officer’s duties or commits a material act of malfeasance or misfeasance in connection therewith; or

(iv) an action is commenced by any bank regulatory agency having jurisdiction, to remove or suspend the Officer from office, or a cease and desist order under 12 U.S.C. 1818(b) or any similar Federal or state statute is issued against the Officer or the Employer which calls for the Officer’s suspension or removal from office.

2. Scope, Purpose and Effect.

2.1. Contract of Employment. Although this Agreement is intended to provide the Officer with an additional incentive to remain in the employ of the Employer, this Agreement shall not be deemed to constitute a contract of employment between the Officer and the Employer nor shall any provision of this Agreement restrict or expand the right of the Employer to terminate the Officer’s employment. This Agreement shall have no impact or effect upon any separate written employment agreement which the Officer may have with the Employer, it being the parties’ intention and agreement that unless this Agreement is specifically referenced in said employment agreement (or any modification thereto), this Agreement (and the Employer’s obligations hereunder) shall stand separate and apart and shall have no effect upon, nor be affected by, the terms and provisions of said employment agreement.

2.2. Fringe Benefit. The benefits provided by this Agreement are granted by the Employer as a fringe benefit to the Officer and are not a part of any salary reduction plan or any arrangement deferring a bonus or a salary increase. The Officer has no option to take any current payments or bonus in lieu of the benefits provided by this Agreement.

3. Payments Upon or After Retirement.

3.1. Payments Upon Retirement at Age 67. If the Officer remains in the continuous employment of the Employer until Retirement and Retires on or within one (1) year of attaining age 67, then the Officer shall be entitled to be paid the Annual Benefit, with the Applicable Percent equal to 100%, for life, in equal monthly installments, with each installment to be paid on the first day of each month, beginning with the month following the month in which the Officer Retires, except that if the Officer is a “specified employee” as defined in Section 11.14, then the payment provided in this Section 3.1 shall be deferred as provided in Section 11.14.

3.2. Payments Upon Retirement After Age 67. If the Officer remains in the continuous employment of the Employer until Retirement and Retires on or after attaining age 68, then the Officer shall be entitled to be paid the Annual Benefit, as hereinafter adjusted, with the Applicable Percent equal to 100%, for life,

in equal monthly installments, with each installment to be paid on the first day of each month, beginning with the month following the month in which the Officer Retires, except that if the Officer is a "specified employee" as defined in Section 11.14, then the payment provided in this Section 3.2 shall be deferred as provided in Section 11.14. For purposes of this Section 3.2, the Annual Benefit shall be adjusted depending on the year in which the Officer first Retires by increasing the Annual Benefit by two percent (2%), compounded, for each full year the Officer remains in the employment of the Employer after attaining age 67. Once the Officer Retires, the Annual Benefit shall be fixed at the then calculated amount and shall not thereafter be adjusted.

3.3. Payments in the Event of Death After Retirement. The Employer agrees that if the Officer Retires and is entitled to payments pursuant to either Section 3.1 or 3.2, but shall die before attaining age 86, then the Employer will pay the Accrued Liability in a lump sum to the Officer's designated beneficiary. If a valid Beneficiary Designation is not in effect, then the Accrued Liability shall be paid to the Officer's Surviving Spouse. If the Officer leaves no Surviving Spouse, the Accrued Liability shall be paid to the duly qualified personal representative, executor or administrator of the Officer's estate.

4. Payments in the Event Death or Disability Occurs Prior to Retirement.

4.1. Payments in the Event of Death Prior to Retirement. In the event the Officer should die while actively employed by the Employer at any time after the Effective Date, but prior to Retirement, the Employer agrees to pay the Accrued Liability to the Officer's Designated Beneficiary in a lump sum on the first day of the second month following the month of death. If a valid Beneficiary Designation is not in effect, then the amount due pursuant to this Section 4.1 shall be paid to the Officer's Surviving Spouse. If the Officer leaves no Surviving Spouse, the amount due pursuant to this Section 4.1 shall be paid to the duly qualified personal representative, executor or administrator of the Officer's estate.

4.2. Payments in the Event of Disability Prior to Retirement. In the event the Officer becomes Disabled while actively employed by the Employer at any time after the date of this Agreement but prior to Retirement, the Officer shall continue to be treated during such period of Disability as being actively and gainfully employed by the Employer but shall not add applicable years of service for the purpose of determining the Annual Benefit, and, subject to any applicable deferral period as set forth in Section 11.14 herein, the Officer shall be entitled to either of the following:

(i) a lump sum payment equal to the Accrued Liability, payable on the first day of the month following the month in which the Officer is deemed permanently Disabled; or

(ii) the Annual Benefit, with the Applicable Percentage as set forth in Schedule A and as determined by the applicable years of service at the time of Disability, for life, in equal monthly installments, with each installment to be paid on the first day of each month, beginning with the month following the month in which the Officer is deemed permanently Disabled.

The Officer or his duly authorized representative may make an election of which benefit to receive at any time prior to or upon being deemed permanently Disabled. Absent a timely election, the Officer shall be paid the benefit pursuant to clause (i) above.

Notwithstanding the foregoing, in the event the Officer should die while actively or gainfully employed by the Employer at any time after the Effective Date and prior to (i) Retirement and (ii) the commencement of any payments under this Section 4.2, the payments provided in Section 4.1 herein shall be paid in lieu of the payments provided in this Section 4.2.

5. Payments in the Event Employment is Terminated Other Than by Death, Disability, Termination for Cause or Retirement.

As indicated in Section 2 above, the Employer reserves the right to terminate the Officer's employment with or without cause but subject to any written employment agreement which may then exist, at any time prior to the Officer's Retirement. In the event that the employment of the Officer shall be terminated for any reason, including voluntary termination by the Officer, but other than by reason of (i) Disability, (ii) death, (iii) Termination for Cause, or (iv) Retirement, the Officer or his legal representative shall be entitled to be paid the Annual Benefit, with the Applicable Percentage as set forth in Schedule A and as determined by the applicable years of service at the time of termination of employment with the Employer, for life, in equal monthly installments, with each installment to be paid on the first day of each month, beginning with the month following the month in which the Officer attains Retirement age, except that if Officer is a "specified employee" as defined in Section 11.14, then the payment provided in this Section 5 shall be deferred as provided in Section 11.14.

In addition, in the event the Officer dies after such termination as set forth in the second sentence of this Section 5, but prior to Retirement age, then the Officer's Designated Beneficiary shall be paid the Accrued Liability in a lump sum. If a valid Beneficiary Designation is not in effect, then such benefits due the Officer under this paragraph shall be paid to the Officer's Surviving Spouse, and if the Officer leaves no Surviving Spouse, then such benefits shall be paid to the duly qualified personal representative, executor or administrator of the Officer's estate for the benefit of the Officer's estate.

The Officer agrees that the payment of benefits pursuant to this Section 5 to the extent Officer is entitled to such benefits is in lieu of any other benefits under this Agreement.

6. Termination for Cause.

Notwithstanding anything to the contrary, in the event the termination of employment of the Officer is Termination for Cause, as defined in Section 1.14, the Officer shall not be entitled to any benefits pursuant to this Agreement.

7. No Ownership Rights to the Employer's Assets.

The Employer reserves the right to determine, in its sole and absolute discretion, whether, to what extent and by what method, if any, to provide for the payment of the amounts which may be payable to the Officer, the Officer's spouse or the Officer's Designated Beneficiary under the terms of this Agreement (the "Benefits"). The rights of the Officer or any beneficiary of the Officer under this Agreement shall be solely those of an unsecured creditor of the Employer.

In the event that the Employer, in its sole and absolute discretion, elects to acquire an insurance policy, an annuity or any other asset to recoup the costs or any portion thereof of the Benefits, then such insurance policy, annuity or other asset shall not be deemed to be held under any trust for the benefit of the Officer or his beneficiaries or to be security for the performance of the obligations of the Employer under this Agreement, but shall be, and remain, a general unpledged, unrestricted asset of the Employer. The Officer and his beneficiaries shall have no rights whatsoever with respect to, or any claim against, any such insurance policy, annuity or other asset. In connection with the Employer electing to acquire any such insurance policy or annuity, the Officer agrees to cooperate to facilitate such acquisition, and pursuant thereto shall execute such documents and undergo such medical examinations or tests as the Employer may reasonably request.

8. Claims Procedure.

The Employer shall, but only to the extent necessary to comply with ERISA, be designated as the named fiduciary under this Agreement and shall have authority to control and manage the operation and administration of this Agreement. Consistent therewith, the Employer shall make all determinations as to the rights to benefits under this Agreement. Any decision by the Employer denying a claim by the Officer, the Officer's spouse, or the Officer's beneficiary for Benefits under this Agreement shall be stated in writing and delivered or mailed, via registered or certified mail, to the Officer, the Officer's spouse or the Officer's beneficiary, as the case may be. Such decision shall set forth the specific reasons for the denial of a claim. In addition, the Employer shall provide the Officer, the Officer's spouse or the Officer's beneficiary with a reasonable opportunity for a full and fair review of the decision denying such claim.

9. Status of an Unsecured General Creditor.

Notwithstanding anything contained herein to the contrary: (i) neither the Officer, the Officer's spouse nor the Officer's beneficiary shall have any legal or equitable rights, interests or claims in or to any specific property or assets of the Employer; (ii) none of the Employer's assets shall be held in or under any trust for the benefit of the Officer, the Officer's spouse or the Officer's beneficiary or held in any way as security for the fulfillment of the obligations of the Employer under this Agreement; (iii) all of the Employer's assets shall be and remain the general unpledged and unrestricted assets of the Employer; (iv) the Employer's obligation under this Agreement shall be that of an unfunded and unsecured promise by the Employer to pay money in the future; and (v) the Officer, the Officer's spouse and the Officer's beneficiary shall be unsecured general creditors with respect to any benefits which may be payable under the terms of this Agreement.

10. Covenant Not to Interfere.

The Officer agrees not to take any action which prevents the Employer from collecting the proceeds of any life insurance policy which the Employer may happen to own at the time of the Officer's death and of which the Employer is the designated beneficiary.

11. Miscellaneous.

11.1. Opportunity to Consult with Independent Counsel. The Officer acknowledges that he has been afforded the opportunity to consult with independent counsel of his choosing regarding both the benefits granted to him under the terms of this Agreement and the terms and conditions which may affect the Officer's right to these benefits. The Officer further acknowledges that he has read, understands and consents to all of the terms and conditions of this Agreement, and that he enters into this Agreement with a full understanding of its terms and conditions.

11.2. Arbitration of Disputes. All claims, disputes and other matters in question arising out of or relating to this Agreement or the breach or interpretation thereof, other than those matters which are to be determined by the Employer in its sole and absolute discretion, shall be resolved by binding arbitration before a representative member, selected by the mutual agreement of the parties, of the Judicial Arbitration and Mediation Services, Inc. ("JAMS"), located in Fresno, California. In the event JAMS is unable or unwilling to conduct the arbitration provided for under the terms of this Section 11.2, or has discontinued its business, the parties agree that a representative member, selected by the mutual agreement of the parties, of the American Arbitration Association ("AAA"), located in or nearest to Fresno, California, shall conduct the binding arbitration referred to in this Section 11.2. Notice of the demand for arbitration shall be filed in writing with the other party to this Agreement and with JAMS (or AAA, if necessary). In no event shall the demand for arbitration be made after the date when institution of legal or equitable proceedings based on such claim, dispute or other matter in question would be barred by the applicable statute of limitations. The arbitration

shall be subject to such rules of procedure used or established by JAMS, or if there are none, the rules of procedure used or established by AAA. Any award rendered by JAMS or AAA shall be final and binding upon the parties, and as applicable, their respective heirs, beneficiaries, legal representatives, agents, successors and assigns, and may be entered in any court having jurisdiction thereof. The obligation of the parties to arbitrate pursuant to this clause shall be specifically enforceable in accordance with, and shall be conducted consistently with, the provisions of Title 9 of Part 3 of the California Code of Civil Procedure. Any arbitration hereunder shall be conducted in Fresno, California, unless otherwise agreed to by the parties.

11.3. Attorneys' Fees. In the event of any arbitration or litigation concerning any controversy, claim or dispute between the parties hereto, arising out of or relating to this Agreement or the breach hereof, or the interpretation hereof, the prevailing party shall be entitled to recover from the losing party reasonable expenses, attorneys' fees and costs incurred in connection therewith or in the enforcement or collection of any judgment or award rendered therein. The "prevailing party" means the party determined by the arbitrator(s) or court, as the case may be, to have most nearly prevailed, even if such party did not prevail in all matters, not necessarily the one in whose favor a judgment is rendered.

11.4. Notice. Any notice required or permitted of either the Officer or the Employer under this Agreement shall be deemed to have been duly given, if by personal delivery, upon the date received by the party or its authorized representative; if by facsimile, upon transmission to a telephone number previously provided by the party to whom the facsimile is transmitted as reflected in the records of the party transmitting the facsimile and upon reasonable confirmation of such transmission; and if by mail, on the third day after mailing via U.S. first class mail, registered or certified, postage prepaid and return receipt requested, and addressed to the party at the address given below for the receipt of notices, or such changed address as may be requested in writing by a party.

If to the Employer:

United Security Bank
2126 Inyo Street
Fresno, California 93721
Attention: Dennis R. Woods
Chairman of the Board

If to the Officer:

William M. Yarbenet

_____, California 9_____

11.5. Assignment. Neither the Officer, the Officer's spouse, nor any other beneficiary under this Agreement shall have any power or right to transfer, assign, hypothecate, modify or otherwise encumber any part or all of the amounts payable hereunder, nor, prior to payment in accordance with the terms of this Agreement, shall any portion of such amounts be: (i) subject to seizure by any creditor of any such beneficiary, by a proceeding at law or in equity, for the payment of any debts, judgments, alimony or separate maintenance obligations which may be owed by the Officer, the Officer's spouse, or any designated beneficiary; or (ii) transferable by operation of law in the event of bankruptcy, insolvency or otherwise. Any such attempted assignment or transfer shall be void and shall terminate this Agreement, and the Employer shall thereupon have no further liability hereunder.

11.6. Binding Effect/Merger or Reorganization. This Agreement shall be binding upon and inure to the benefit of the Officer and the Employer and, as applicable, their respective heirs, beneficiaries, legal representatives, agents, successors and assigns. Accordingly, the Employer shall not merge or consolidate

into or with another corporation, or reorganize or sell substantially all of its assets to another corporation, firm or person, unless and until such succeeding or continuing corporation, firm or person agrees to assume and discharge the obligations of the Employer under this Agreement. Upon the occurrence of such event, the term "Employer" as used in this Agreement shall be deemed to refer to such surviving or successor firm, person, entity or corporation.

11.7. Nonwaiver. The failure of either party to enforce at any time or for any period of time any one or more of the terms or conditions of this Agreement shall not be a waiver of such term(s) or condition(s) or of that party's right thereafter to enforce each and every term and condition of this Agreement.

11.8. Partial Invalidity. If any term, provision, covenant or condition of this Agreement is determined by an arbitrator or a court, as the case may be, to be invalid, void, or unenforceable, such determination shall not render any other term, provision, covenant or condition invalid, void or unenforceable, and the Agreement shall remain in full force and effect notwithstanding such partial invalidity.

11.9. Entire Agreement. This Agreement supersedes any and all other agreements, either oral or in writing, between the parties with respect to the subject matter of this Agreement and contains all of the covenants and agreements between the parties with respect thereto. Each party to this Agreement acknowledges that no other representations, inducements, promises or agreements, oral or otherwise, have been made by any party, or anyone acting on behalf of any party, which are not set forth herein, and that no other agreement, statement or promise not contained in this Agreement shall be valid or binding on either party.

11.10. Modifications. Any modification of this Agreement shall be effective only if it is in writing and signed by each party or such party's authorized representative.

11.11. Section Headings. The section headings used in this Agreement are included solely for the convenience of the parties and shall not affect or be used in connection with the interpretation of this Agreement.

11.12. No Strict Construction. The language used in this Agreement shall be deemed to be the language chosen by the parties hereto to express their mutual intent, and no rule of strict construction will be applied against any person.

11.13. Governing Law. The laws of the State of California, other than those laws denominated choice of law rules, and, where applicable, the rules and regulations of the Federal Deposit Insurance Corporation or any other regulatory agency or governmental authority having jurisdiction over the Employer, shall govern the validity, interpretation, construction and effect of this Agreement.

11.14. Delayed Payments for Specified Employees. Notwithstanding anything to the contrary, in the event that Code section 409A applies to any compensation with respect to a Separation from Service, payment of that compensation shall be delayed if the Officer is a "specified employee," as defined in Code section 409A(a)(2)(B)(i), and such delayed payment is required by Code section 409A. Such delay shall last six months from the date of Separation from Service. On the day following the end of the six-month period, the Employer shall make a catch-up payment to the Officer equal to the total amount of such payments that would have been made during the six-month period but for this Section 11.14.

11.15. Compliance with Code Section 409A. This Agreement shall at all times be administered in compliance with the requirements of Code section 409A and any and all regulations thereunder, including such regulations as may be promulgated after the effective date of this Agreement.

11.16 Unfunded Agreement for ERISA Purposes. This Agreement shall be unfunded for tax purposes and for purposes of Title I of the Employee Retirement Income Security Act of 1974 (“ERISA”), as amended from time to time.

11.17 FDIC Open-Bank Assistance. All obligations under this Agreement shall terminate, except to the extent determined that continuation of the contract is necessary for the continued operation of the Employer, when the Federal Deposit Insurance Corporation enters into an agreement to provide assistance to or on behalf of the Employer under the authority contained in Federal Deposit Insurance Act, section 13(c), 12 U.S.C. § 1823(c). Rights of the parties that have already vested shall not be affected by such action, however.

11.18 FDIC Troubled Condition Designation. In the event that the Employer is deemed by the Federal Deposit Insurance Corporation to be in “troubled condition,” as defined in 12 C.F.R. section 303.101(c), any payment to be paid to the Officer pursuant to this Agreement will be made only as permitted by applicable federal regulations.

11.19 Suicide or Misstatement. No benefit shall be distributed hereunder if the Officer commits suicide within two (2) years after the Effective Date, or if an insurance company which issued a life insurance policy covering the Officer and owned by the Employer denies coverage (i) for material misstatements of fact made by the Officer on an application for life insurance, or (ii) for any other reason.

[Signatures appear on following page]

IN WITNESS WHEREOF, the Employer and the Officer have executed this Agreement on the date first above-written in the City of Fresno, Fresno County, California.

UNITED SECURITY BANK
“Employer” “Officer”

Dennis R. Woods William M. Yarbenet
Chairman of the Board

SCHEDULE A

**Number Of Complete
Years Of Service**

**Applicable
Percentage**

1	10%
2	20%
3	30%
4	40%
5	50%
6	60%
7	70%
8	80%
9	90%
10	100%

SCHEDULE B

BENEFICIARY DESIGNATION

TO: The Administrator of United Security Bank's Executive Salary Continuation Agreement

Pursuant to the provisions of my Executive Salary Continuation Agreement (the "Agreement") with United Security Bank, permitting the designation of a beneficiary or beneficiaries by a participant, I hereby designate the following persons and entities as primary and secondary beneficiaries of any benefit under the Agreement payable by reason of my death:

[NOTE: To name a trust as beneficiary, please provide the name of the trustee and the exact date of the trust agreement. In the event the primary beneficiary is not the spouse of the Officer, the spouse of the Officer will need to sign the Spousal Consent to this designation and such signature must be notarized.]

Primary Beneficiary:

Name Address Relationship

Secondary (Contingent) Beneficiary:

Name Address Relationship

Name Address Relationship

THE RIGHT TO REVOKE OR CHANGE ANY BENEFICIARY DESIGNATION IS HEREBY RESERVED. ANY PRIOR DESIGNATION OF PRIMARY BENEFICIARIES AND SECONDARY BENEFICIARIES IS HEREBY REVOKED.

The Administrator shall pay all sums payable under the Agreement by reason of my death to the Primary Beneficiary, if he or she survives me, and if no Primary Beneficiary shall survive me, then to the Secondary Beneficiary, and if no named beneficiary survives me, then the Administrator shall pay all amounts in accordance with the terms of the Agreement. In the event that a named beneficiary survives me and dies prior to receiving the entire benefit payable under said Agreement then and in that event, the remaining unpaid benefit payable according to the terms of the Agreement shall be payable to the personal representatives of the estate of said beneficiary who survived me but died prior to receiving the total benefit provided by the Agreement.

WILLIAM M. YARBENET
"Officer"

Dated: _____

CONSENT OF THE OFFICER'S SPOUSE

[required if the primary beneficiary is not the Officer's spouse]

TO THE ABOVE BENEFICIARY DESIGNATION:

I, _____, being the spouse of William M. Yarbenet, after being afforded the opportunity to consult with independent counsel of my choosing, do hereby acknowledge that I have read, agree and consent to the foregoing Beneficiary Designation which relates to the Executive Salary Continuation Agreement entered into by my spouse on _____, 2015. I understand that the above Beneficiary Designation adversely affects my community property interest in the benefits provided for under the terms of the Executive Salary Continuation Agreement. I understand that I have been advised to consult with an attorney of my choice prior to executing this consent, so that such attorney can explain the effects of this consent.

Dated: _____, 2015 _____
_____, Spouse

[Notarization of the spousal consent is required if the primary beneficiary is not the spouse of the Officer.]

[\(Back To Top\)](#)

Section 7: EX-10.10 (EXHIBIT 10.10 12312017)

Exhibit 10.10

CHANGE IN CONTROL AGREEMENT

This Change in Control Agreement (this "**Agreement**") is made this 24th day of February, 2015, by and between United Security Bancshares (the "**Company**"), a California corporation, and **DAVE EYTCHESON** ("**Executive**"), an individual residing in the state of California, with reference to the following:

RECITAL

WHEREAS, it is in the best interests of the Company and Executive for the Company to provide Executive with severance compensation in the event there is a change in control of the Company or its wholly-owned subsidiary, United Security Bank ("**Bank**"), whereby Executive's employment is terminated without Cause or Executive terminates his employment for Good Reason;

NOW, THEREFORE, in consideration of the premises and of the mutual covenants and conditions herein contained, the parties hereto, intending to be legally bound, do hereby agree as follows:

AGREEMENT

1. *Definitions.* For purposes of this Agreement, and except as otherwise defined herein, the following terms shall have the following meanings:

"**Board**" means the Board of Directors of the Company.

"**Cause**" means any of the following:

- (A) Executive's continued failure, either due to willful action or as a result of gross neglect, to substantially perform Executive's duties and responsibilities to the Group (other than any such failure resulting from Executive's incapacity due to physical or mental illness) that, if capable of being cured, has not been cured within thirty (30) days after written notice is delivered to Executive by the Company, which notice specifies in reasonable detail the manner in which the Company believes Executive has not substantially performed Executive's duties and responsibilities; or
- (B) Executive's engagement in conduct which is demonstrably and materially injurious to the Group, or that materially harms the reputation or financial position of the Group, unless the conduct in question was undertaken in good faith on an informed basis with due care and with a rational business purpose and based upon the honest belief that such conduct was in the best interests of the Group; or
- (C) Executive's indictment or conviction of, or plea of guilty or *nolo contendere* to, a felony or any other crime involving dishonesty, fraud or moral turpitude; or
- (D) Executive being found liable in any Securities and Exchange Commission or other civil or criminal securities law action or entering any cease and desist order with respect to such action (regardless of whether or not Executive admits or denies liability) where the conduct which is the subject of such action is demonstrably and materially injurious to the Group; or
- (E) Executive breaches Executive's fiduciary duties to the Group which may reasonably be expected to have a material adverse effect on the Group; or
- (F) Executive's (i) obstructing or impeding, (ii) endeavoring to influence, obstruct or impede, or (iii) failing to materially cooperate with, any investigation authorized by the Board or any governmental or self-

regulatory entity (an “**Investigation**”). However, Executive’s failure to waive attorney-client privilege relating to communications with Executive’s own attorney in connection with an Investigation shall not constitute “Cause;” or

(G) Executive removing, concealing, destroying, purposely withholding, altering or by any other means falsifying any material which is requested in connection with an Investigation; or

(H) Executive’s disqualification, bar, order or similar requirement by any governmental or self-regulatory authority from serving as an officer or director of any member of the Group or Executive’s loss of any governmental or self-regulatory license that is reasonably necessary for Executive to perform Executive’s responsibilities to the Group, *if* (i) the disqualification, bar or loss continues for more than thirty (30) days and (ii) during that period the Group uses its good faith efforts to cause the disqualification or bar to be lifted or the license replaced. While any disqualification, bar or loss continues during Executive’s employment, Executive will serve in such executive officer capacity to whatever extent legally permissible and, if Executive’s employment is not permissible, Executive will be placed on leave (which will be paid to the extent legally permissible); or

(I) Executive’s unauthorized use or disclosure of confidential or proprietary information, or related materials, or the violation of any of the terms of the Company’s standard confidentiality policies and procedures, in either case which may reasonably be expected to have a material adverse effect on the Group and that, if capable of being cured, has not been cured within thirty (30) days after written notice is delivered to Executive by the Company, which notice specifies in reasonable detail the alleged unauthorized use or disclosure or violation; or

(J) Executive’s violation of the Group’s (i) workplace violence policy or (ii) policies on discrimination, unlawful harassment or substance abuse.

For purposes of this definition, no act or omission by Executive will be “willful” unless it is made by Executive in bad faith or without a reasonable belief that Executive’s act or omission was in the best interests of the Group.

“**Change in Control**” means any transaction or series of related transactions as a result of which:

(A) The Company consummates a reorganization, merger or consolidation, or sale or other disposition of at least forty percent (40%) of its assets (each a “**Business Combination**”), in each case unless immediately following the consummation of such Business Combination all of the following conditions are satisfied:

(i) Persons, who, immediately prior to such Business Combination, were the beneficial owners of the Outstanding Voting Securities of the Company, beneficially own (within the meaning of Rule 13d-3 promulgated under the Securities Exchange Act of 1934, as amended (the “Exchange Act”), directly or indirectly, more than 50% of the combined voting power of the then Outstanding Voting Securities of the entity (the “**Resulting Entity**”) resulting from such Business Combination (including, without limitation, an entity which as a result of such transaction owns the Company or all or substantially all of the Company’s assets either directly or through one or more subsidiaries);

(ii) no Person beneficially owns (within the meaning of Rule 13d-3), directly or indirectly, more than: (i) 50% of the then outstanding combined voting power of the Outstanding Voting Securities of the Resulting Entity, except to the extent that such Person’s beneficial ownership of the Company immediately prior to the Business Combination exceeded such threshold; and

(iii) at least one-half of the members of the board of directors of the Resulting Entity were members of the Board at the time the Board authorized the Company to enter into the definitive agreement providing for such Business Combination; and

(iv) the Company continues to own at least sixty percent (60%) of the assets it held immediately prior to the Business Combination (such percentage to be based on fair market value); or

(B) Any Person acquires beneficial ownership (within the meaning of Rule 13d-3) of more than 50% of the combined voting power (calculated as provided in Rule 13d-3 in the case of rights to acquire securities) of the then Outstanding Voting Securities of the Company; provided, however, that for purposes of this clause, the following acquisitions shall not constitute a Change in Control: (x) any acquisition directly from the Company, (y) any acquisition by the Company, or (z) any acquisition by any employee benefit plan (or related trust) sponsored or maintained by the Company or any entity controlled by the Company; or

(C) A majority of the members of the Board is replaced during any twelve (12) month period by directors whose appointment or election is not endorsed by a majority of the members of the Board prior to the date of their appointment or election.

For purposes of this definition, the involuntary dissolution of the Bank by the regulatory authorities shall not be deemed a "Business Combination."

"**Good Reason**" means the occurrence (without Executive's written consent) of any of the following within the twelve (12)-month period following a Change in Control:

(A) The assignment of duties substantially inconsistent with Executive's position, duties, and responsibilities (except in connection with a for Cause termination); or

(B) A 5% or greater reduction by the Group in Executive's salary and benefits as in effect prior to the Change in Control; or

(C) The Group's requiring Executive to be based anywhere other than within ten (10) miles of Fresno, California, exclusive of required travel on business.

"**Group**" means the Company and its affiliates, including the Bank.

"**Outstanding Voting Securities**" of any Person means the outstanding securities of such Person entitling the holders thereof to vote generally in the election of directors of such Person.

"**Person**" shall have the same meaning ascribed to such term in Section 3(a)(9) of the Exchange Act, which definition shall include a "person" within the meaning of Section 13(d)(3) of the Exchange Act.

2. **Severance Payment.** If within twelve (12) months following a Change in Control, including in anticipation of a Change in Control, any member of the Group terminates Executive's employment without Cause or Executive terminates his employment for Good Reason, the Company will pay Executive a severance payment in an amount equal to the sum of (i) twelve (12) months of Executive's base salary that is in effect at the time immediately preceding the termination of Executive's employment without Cause or for Good Reason and (ii) the amount of the bonus paid to Executive by the Group for the preceding calendar year. Subject to the provisions of Section 3, such severance payment shall be paid in a lump sum to Executive within ten (10) days of the termination of Executive's employment; provided, however that the severance payment may be subject to the reduction set forth below:

(i) Notwithstanding anything in this Agreement to the contrary, in the event it shall be determined that any payment, award, benefit or distribution (or any acceleration of any payment, award, benefit or distribution) by the Group or any entity which effectuates a Change in Control (or any of its affiliated entities) to or for the benefit of Executive (whether pursuant to the terms of this Agreement or otherwise) (the "**Payments**") would be subject to the excise tax (the "**Excise Tax**") under Section 4999 of the Internal Revenue Code of 1986, as amended (the "**Code**"), then the amounts payable to Executive under this Agreement shall be reduced to the maximum amount as will result in no portion of the Payments being subject to such excise tax (the "**Safe Harbor Cap**"). For purposes of reducing the Payments to the Safe

Harbor Cap, only amounts payable to Executive under this Agreement (and no other Payments) shall be reduced, unless consented to by Executive.

(ii) All determinations required to be made under this Agreement shall be made by the public accounting firm that is retained by the Company as of the date immediately prior to the Change in Control (the “**Accounting Firm**”) which shall provide detailed supporting calculations both to the Company and Executive within fifteen (15) business days of the receipt of notice from the Company or the Executive that there has been a Payment, or such earlier time as is requested by the Company. Notwithstanding the foregoing, in the event (i) the Board shall determine prior to the Change in Control that the Accounting Firm is precluded from performing such services under applicable auditor independence rules or (ii) the Audit Committee of the Board determines that it does not want the Accounting Firm to perform such services because of auditor independence concerns or (iii) the Accounting Firm is serving as accountant or auditor for the individual, entity or group effecting the Change in Control, the Board shall appoint another nationally recognized public accounting firm to make the determinations required hereunder (which accounting firm shall then be referred to as the Accounting Firm hereunder). If payments are reduced to the Safe Harbor Cap, the Accounting Firm shall provide a reasonable opinion to Executive that he or she is not required to report any Excise Tax on his or her federal income tax return. All fees, costs and expenses (including, but not limited to, the costs of retaining experts) of the Accounting Firm shall be borne by the Company. If the Accounting Firm determines that no Excise Tax is payable by Executive, it shall furnish Executive with a written opinion to such effect, and to the effect that failure to report the Excise Tax, if any, on Executive’s applicable federal income tax return will not result in the imposition of a negligence or similar penalty. In the event the Accounting Firm determines that the Payments shall be reduced to the Safe Harbor Cap, it shall furnish Executive with a written opinion to such effect. The determination by the Accounting Firm shall be binding upon the Company and Executive.

3. *Delay of Payments.* If the Company determines that Executive is a “specified employee” within the meaning of Section 409A of the Internal Revenue Code of 1986, as amended, and that, as a result of such status, any portion of the severance payment under this Agreement would be subject to additional taxation, the Company will delay paying any portion of such severance payment until the earliest permissible date on which payments may commence without triggering such additional taxation (with such delay not to exceed six (6) months).

4. *Term and Termination.* This Agreement is effective as of the date first hereinabove written and shall terminate on *February 24, 2020*, unless automatically renewed. This Agreement shall automatically renew for additional periods of one (1) year each unless written notice is provided by Company to Executive of Company’s election not to renew this Agreement at least sixty (60) days prior to the end of the original or any extended term. Company agrees that its obligations under this Agreement shall survive the expiration or termination of this Agreement for a period of twelve (12) months following any Change in Control occurring prior to termination/non-renewal of this Agreement. For the avoidance of doubt, any Change in Control that occurs after termination or non-renewal of this Agreement shall not trigger any payments or obligations by Company to Executive under this Agreement.

5. *Golden Parachute Limitation.* Anything in this Agreement to the contrary notwithstanding, the Company shall not be obligated to make any payment hereunder that would be prohibited as a “golden parachute payment” or “indemnification payment” under Section 18(k) of the Federal Deposit Insurance Act.

6. *Payments on Executive’s Death.* If Executive dies and any amounts are or become payable under this Agreement, the Company will pay those amounts to Executive’s estate.

7. *Entire Agreement.* This Agreement contains the entire agreement of the parties and it supersedes any and all other agreements, either oral or in writing, between Executive and the Company or the Bank. Each party to this Agreement acknowledges that no representations, inducements, promises, or agreements, oral or otherwise, have been made by any party, or anyone acting on behalf of any party, which are not embodied herein, and that no other agreement, statement, or promise not contained in this Agreement shall be valid or binding. This Agreement may

not be modified or amended by oral agreement, but only by an agreement in writing signed by the Company and Executive.

8. *Governing Law.* This Agreement shall be governed by and construed according to the laws of the State of California, except to the extent that the provisions of federal law supersede California law, and the parties hereto submit to the jurisdiction of the courts of competent jurisdiction of the County of Fresno, State of California.

9. *Unfunded Agreement for ERISA Purposes.* This Agreement shall be unfunded for tax purposes and for purposes of Title I of the Employee Retirement Income Security Act of 1974 (“ERISA”), as amended from time to time.

[Signatures appear on the following page]

IN WITNESS WHEREOF, this Agreement has been executed as of the date first hereinabove written.

UNITED SECURITY BANCSHARES

By: _____

Its: President and Chief Executive Officer

Dave Eytcheson

Senior Vice President and Chief Operating Officer

[\(Back To Top\)](#)

Section 8: EX-10.11 (EXHIBIT 10.11 12312017)

Exhibit 10.11

EMPLOYMENT AGREEMENT

This Employment Agreement (this “Agreement”) is made on this day of , 2015, between United Security Bank (the “Bank”), having a principal place of business at 2126 Inyo Street, Fresno, CA 93721, and William M. Yarbenet (“Executive”), to which United Security Bancshares is a party, with reference to the following:

RECITALS

WHEREAS, the Bank is a California banking corporation duly organized, validly existing, and in good standing under the laws of the state of California, with power to own property and carry on its business as it is now being conducted;

WHEREAS, the Bank is a wholly-owned subsidiary of United Security Bancshares, a California corporation (the “Parent”);

WHEREAS, the Bank desires to continue to avail itself of the skill, knowledge and experience of Executive in order to insure the successful management of its business; and

WHEREAS, the parties hereto desire to specify the terms of Executive's continued employment by the Bank;

NOW, THEREFORE, in consideration of the mutual covenants hereinafter set forth, it is agreed that, effective January 1, 2015 (the "Effective Date"), the following terms and conditions shall apply to Executive's employment:

AGREEMENT

A. Term of Employment

1. Term. The Bank hereby agrees to employ Executive and Executive hereby accepts employment with the Bank for the period commencing with the Effective Date and terminating on December 31, 2017; provided, however, unless notice is given by either party to the other party of nonrenewal prior to each January 1st during the Term, effective each January 1st during the Term the termination date shall be extended by one (1) calendar year; subject, however, to prior termination of this Agreement and Executive's employment as hereinafter provided. Thus, for example, unless notice to the contrary is delivered prior to January 1, 2016, effective January 1, 2016, the Term will be extended to December 31, 2018. Where used herein, "Term" shall refer to the entire period of employment of Executive by the Bank hereunder, whether for the period provided above, including any extensions thereof, or whether terminated earlier as hereinafter provided.

B. Duties of Executive

1. Duties. Executive shall perform the duties and responsibilities of Senior Vice President and Chief Credit Officer of the Bank, which include, but are not limited to those duties and responsibilities specified on the Bank's Job Description for the positions of Senior Vice President and Chief Credit Officer, attached as Exhibit A hereto, and Executive shall have such authority and power as are inherent in his positions (and the undertakings applicable to his positions) and as are necessary to carry out the duties and responsibilities required of him hereunder, subject to the powers by law vested in the Chief Executive Officer, the Board of Directors of the Bank and in the Parent, as the Bank's sole shareholder.

2. Faithful Performance. Executive shall perform exclusively the services herein contemplated to be performed by Executive faithfully, diligently and to the best of Executive's ability, consistent with the highest and best standards of the banking industry and in compliance with all applicable laws and Bank's Articles of Incorporation and Bylaws.

3. Code of Ethics. Executive shall conduct himself at all times with due regard to public conventions and morals and shall abide by and reflect those conventions and morals in his personal actions for the Bank. Executive further agrees not to do or commit any act that will reasonably tend to degrade him or to bring him into public hatred, contempt or ridicule, or that will reasonably tend to shock or offend any community in which the Parent, the Bank, or any of their affiliates engages in business, or to reflect poorly on the Parent, the Bank, any other affiliate, or the banking industry in general.

4. Conflicts of Interests. Executive shall devote substantially all of Executive's full business time, ability and attention to the business of the Bank during the Term. Notwithstanding the foregoing, Executive may pursue other appropriate civic, charitable or religious activities so long as such activities do not interfere with Executive's performance of his duties hereunder. In addition, Executive shall be permitted to make passive investments in other

business ventures provided such investments are not in businesses that compete with the Parent or the Bank and which are fully disclosed to the Board of Directors of the Bank prior to the time of such investment (other than investments representing less than five percent (5.0%) of the securities of companies that are regularly traded on a national securities exchange (as that term is used in the Securities Exchange Act of 1934, as amended)). Executive shall also be permitted to serve on the board of directors (but not as an officer) of any non-profit entity, subject to prior full disclosure to the Board of Directors of the Bank. Executive may not serve on the board of directors (or as an officer) of any for-profit entity without the express written prior approval of the Board of Directors of the Bank. Executive shall report to the Board of Directors of the Bank, on an annual basis, all positions held with other business, civic or charitable organizations.

5. Place of Performance. In connection with his employment with the Bank, Executive will be based at the principal executive offices of the Bank, located in Fresno, California.

C. Compensation

1. Base Salary. For Executive's services hereunder, the Bank shall pay or cause to be paid as base salary to Executive the amount of not less than Seventeen Thousand Five Hundred Twenty-Two

Dollars and Sixty-Seven Cents (\$17,522.67) per month. Said base salary shall be payable in conformity with the Bank's normal payroll periods, less federal and state income tax withholding and other applicable payroll withholdings. The Board of Directors of the Bank from time to time may review Executive's base salary, at its discretion, and Executive shall receive such base salary increases, if any, as the Board of Directors, in its sole discretion (or as may be recommended by the Compensation Committee), shall determine.

2. Incentive Bonus. During the Term Executive shall be eligible to earn an incentive bonus through any executive incentive bonus program that may be developed and implemented by the Board of Directors from time to time.

3. Discretionary Bonus. During the Term, Executive may receive such discretionary bonuses, if any, as the Board of Directors, in its sole discretion, shall determine.

4. Claw Back. If the Compensation Committee or the Board of Directors of either the Bank or the Parent determines, in good faith and within three (3) years of the date the incentive or discretionary bonus was paid, that any fraud, negligence or intentional misconduct by Executive was a significant contributing factor to the Parent having to restate all or a portion of its financial statements, the Compensation Committee or the Board of Directors may require reimbursement of the incentive or discretionary bonus to the extent the payout would have been reduced due to such restatement. The reimbursement shall be net of taxes, to the extent the claw back is not tax deductible by Executive, and shall be paid by Executive within sixty (60) days after demand.

D. **Executive Benefits**

1. Vacation. Executive shall accrue twenty (20) days of paid vacation at Executive's regular base pay rate during each year of the Term, in accordance with the Bank's vacation policies; provided, however, that during each year of the Term Executive is required to and shall take at least ten (10) days of the vacation (the "Mandatory Vacation"), which shall be taken consecutively. Executive shall not be entitled to pay in lieu of the Mandatory Vacation. Executive's entitlement to the accumulation of vacation not used that is in excess of the Mandatory Vacation and Executive's entitlement to pay for vacation in lieu of accumulating vacation shall be governed by the Bank's Employee Handbook. In scheduling vacations, Executive shall take into consideration the needs and activities of the Bank.

2. Sick Leave, Group Medical and Other Benefits. The Bank shall provide for Executive's participation in all benefit plans or programs sponsored by the Bank or Parent, including, without limitation, participation in any group health, medical reimbursement, dental, disability, accidental death or dismemberment or life insurance plan (the costs, including premiums, of which shall be paid exclusively by the Bank), and sick leave; provided that the plan and programs shall be maintained by the Bank or Parent on terms no less favorable to Executive than those plans and programs in effect on the date hereof. Notwithstanding the foregoing, if Executive shall be unable to render the services required hereunder on account of personal injuries or physical or mental illness that do not result in total disability, he shall continue to receive all payments provided in this Agreement (subject to early termination as provided elsewhere herein); provided, however, that any such payments may, at the sole option of the Bank, be reduced by any amount that the Executive receives for the period covered by such payments as disability compensation under insurance policies, if any, maintained by the Bank or under government programs.

3. Bank Automobile. During the term, the Bank shall provide Executive with the use of a Bank leased or owned automobile. The Bank shall pay for all operating expenses of any nature whatsoever with regard to the automobile. The Bank shall maintain such insurance on the automobile including, without limitation, liability for personal injury and property damage, as the Bank shall from time to time reasonably require to protect the Bank against any loss which may arise from Executive's use of the automobile while working for the Bank. Executive shall keep a log detailing the personal and business use of the automobile

and shall furnish to the Bank adequate records and other documentary evidence required by federal and state statutes and regulations issued by the appropriate taxing authorities for the substantiation of the business expenditures as deductible expenses of the Bank. Executive shall have included in his Form 1099 the value of his personal use of the automobile.

4. Key Man and Disability Insurance. The Bank or Parent shall have the right to obtain and hold a “key man” life insurance policy on the life of Executive and/or a disability insurance policy with the Bank or Parent as the beneficiary of the policy. Executive agrees to provide any information required for the issuance of such policy and submit himself to any physical examination required for such policy.

5. Indemnification. The Bank and the Parent will, to the maximum extent permitted by law, defend, indemnify and hold harmless Executive and his heirs, estate, executors and administrators against any costs, losses, claims, suits, proceedings, damages or liabilities to which Executive may become subject which arise out of, are based upon or relate to Executive’s employment by the Bank, or the Executive’s service as an officer of the Bank or the Parent, including without limitation the advance of legal or other expenses reasonably incurred by Executive in connection with investigation and defending against any such costs, losses, claims, suits, proceedings, damages or liabilities, provided that any reimbursement provided by this Paragraph D.6 to Executive for costs or legal fees arising out of claims made against Executive shall be subject to compliance with Section 409A of the Internal Revenue Code. The Bank or the Parent shall maintain directors and officers liability insurance in commercially reasonable amounts (as reasonably determined by the Board), and Executive shall be covered under such insurance to the same extent as other senior management employees of the Bank or the Parent.

E. Business Expenses and Reimbursement

1. Business Expenses. Executive shall be entitled to reimbursement by the Bank for any ordinary and necessary business expenses incurred by Executive in the performance of Executive’s duties and in acting for the Bank during the Term, which types of expenditures shall be determined by the Board of Directors of the Bank but shall include, but not be limited to entertainment, meals, travel, cellular phone, and expenses associated with participation on the Board of Directors, provided that:

(a) Each such expenditure is of a nature qualifying it as a proper deduction on the federal and state income tax returns of the Parent or the Bank as a business expense and not as deductible compensation to Executive; and

(b) Executive furnishes to the Bank adequate records, including receipts for expenditures and other documentary evidence required by federal and state statutes and regulations issued by the appropriate taxing authority for the substantiation of such expenditures as deductible business expenses of the Parent or the Bank and not as deductible compensation to Executive.

2. Reimbursement. Executive agrees to submit his expense reimbursement requests to the CFO for approval. Executive agrees that, if at any time payment made to Executive by the Bank for business expense reimbursement shall be disallowed in whole or in part as a deductible business expense by the appropriate taxing authorities, the amount so disallowed shall be treated as taxable compensation to Executive.

F. Termination

1. Termination for Cause. The Bank may terminate this Agreement and Executive’s

employment at any time without further obligation or liability to Executive, by action of its Board of Directors:

(a) If Executive commits an act or acts or an omission to act which constitutes: (i) willful misconduct or a willful breach of a material duty in the course of Executive's employment; (ii) a habitual neglect of a material duty; (iii) a willful violation of any applicable banking law or regulation; or (iv) a willful violation of any material policy, procedure, practice, method of operation or specific mode of conduct established by the Board of Directors or as set forth in any Bank policy;

(b) If Executive engages in any activity which materially and adversely affects the Parent's or the Bank's reputation in the community, as determined by the Board of Directors in good faith;

(c) If Executive has committed any act which would cause termination of coverage under the Bank's Bankers Blanket Bond, as to Executive or as to the Bank as a whole;

(d) If Executive is deceased; or

(e) If Executive is found to be physically or mentally incapable of performing Executive's duties for a period of at least six (6) months by the Board of Directors, in good faith.

Such termination shall not prejudice any remedy that the Bank may have at law, in equity, or under this Agreement. Termination pursuant to this Paragraph F.1 shall become effective upon written notice of termination.

2. Action by Supervisory Authority. This Agreement and Executive's employment shall terminate immediately without further liability or obligation to Executive:

(a) If the Bank is closed or taken over by the Department of Business Oversight's Division of Financial Institutions or other supervisory authority, including the Federal Deposit Insurance Corporation; or

(b) If such supervisory authority should exercise its statutory cease and desist powers to remove Executive from office.

3. Merger or Transfer of Assets. This Agreement and Executive's employment shall not be terminated due to: (a) a merger where the Parent or the Bank is not the surviving corporation; (b) a consolidation; (c) a transfer of all or substantially all of the assets of the Parent or the Bank; or a "Change in Control" (as defined below). The Bank shall take all actions necessary to insure that the surviving or resulting corporation, if other than the Parent or the Bank, or a transferee of the Parent's or the Bank's assets, is bound by and shall have the benefit of the provisions of this Agreement. In the case of dissolution, this Agreement and Executive's employment shall be terminated.

4. Termination without Cause. Notwithstanding anything to the contrary herein, this Agreement and Executive's employment may be terminated at any time without cause by the Bank upon seven (7) days' written notice of termination to Executive and by Executive upon three (3) months' written notice of termination to the Bank.

5. Effect of Termination.

(a) In the event of termination of this Agreement and Executive's employment

prior to the completion of the Term for any of the reasons specified in Paragraphs F.1 through F.4, or in the event of the termination of this Agreement and Executive's employment upon expiration of the Term due to non-renewal, or in the event Executive elects to terminate this Agreement and Executive's employment pursuant to the provisions of Paragraph F.4 other than for "Good Cause" (as defined below) after a "Change in Control" (as defined below), Executive shall be entitled to the salary and other benefits earned by Executive prior to the date of termination as provided for in this Agreement, including accrued but unpaid vacation, computed pro rata up to and including that date, and Executive's incentive bonus, if any and prorated for any partial computation period; but Executive shall be entitled to no further compensation for services rendered after the date of termination.

(b) In the event the Bank elects to terminate this Agreement and Executive's employment pursuant to the provisions of Paragraph F.4, or in the event Executive elects to terminate this Agreement for Good Cause, in addition to the items in Subparagraph F.5(a), Executive shall be entitled to: (i) severance compensation equal to twelve (12) months' then current base salary, payable in equal installments over a twelve (12) month period in conformity with the Bank's normal payroll periods; and (ii) continuation of Executive's group medical insurance benefits or payment of COBRA continuation benefits for twelve (12) months after which he will be entitled to self-pay COBRA continuation benefits for as long as legally available; provided, however, in the event the Bank or its successor elects to terminate Executive's employment pursuant to the provisions hereof and there has been a Change in Control within the prior twelve (12) months, or in the event Executive elects to terminate his employment for Good Cause within twelve (12) months after a Change in Control, Executive shall be entitled to: (i) severance compensation equal to twenty-four (24) months' then current base salary, payable in a lump sum; and (ii) continuation of group medical insurance benefits or payment of COBRA continuation benefits for twenty-four (24) months after which he will be entitled to self-pay COBRA continuation benefits for as long as legally available.

(c) For purposes of this Agreement, a "Change in Control" shall be deemed to have occurred: (i) in the event of a merger or consolidation where the Parent and/or the Bank is not the surviving corporation, except where the Parent's or the Bank's shareholders, as applicable, exchange their interests in the Parent or the Bank, as applicable, for more than fifty percent (50.0%) control of the surviving corporation; (ii) in the event of the Parent's sale, transfer or other disposition of more than forty percent (40%) control of the Bank; (iii) in the event of a transfer of at least forty percent (40%) of the assets of the Parent or the Bank to a transferee that does not control, is not controlled by, or is not under common control with, the Parent or the Bank; (iv) in the event of any other corporate reorganization of the Parent or the Bank where there is a change in ownership of more than fifty percent (50.0%), except as may result from a transfer of shares to another corporation in exchange for more than fifty percent (50.0%) control of that corporation, and except as may result from a transfer of shares of the Bank to another corporation controlling, controlled by, or under common control with the Parent; (v) in the event a majority of the members of the Bank's or the Parent's Board of Directors is replaced during any twelve (12) month period by directors whose appointment or election is not endorsed by a majority of the members of the Board of Directors prior to the date of their appointment or election; or (vi) in the event there shall have occurred a transaction or series of transactions of a nature such that disclosure would be required in response to

Item 6(e) of Schedule 14A of Regulation 14A promulgated under the Securities Exchange Act of 1934, as amended.

(d) For purposes of this Agreement, the following shall constitute “Good Cause”: (i) subsequent to a Change in Control of the Parent or the Bank, and without Executive’s express written consent, the assignment to Executive of any duties substantially inconsistent with Executive’s positions, duties, responsibilities and status with the Bank immediately prior to the Change in Control, or a substantial change in Executive’s reporting responsibilities, titles or offices as in effect immediately prior to the Change in Control, or any removal of Executive from or any failure to re-elect Executive to any of such positions, except in connection with the termination of Executive’s employment pursuant to Paragraphs F.1 or F.2, or as a result of Executive’s retirement, or by Executive other than for “Good Cause”; (ii) subsequent to a Change in Control of the Parent or the Bank, a five percent (5.0%) or greater reduction by the Bank in Executive’s base salary and benefits as in effect on the Effective Date or as the same may be increased from time to time; (iii) subsequent to a Change in Control of the Parent or the Bank and without Executive’s express written consent, the Bank’s requiring Executive to be based anywhere other than within ten (10) miles of the Bank’s present main office location, exclusive of required travel on the Bank’s business; or (iv) subsequent to a Change in Control of the Parent or the Bank, the failure by the Bank to obtain the assumption of the agreement to perform this Agreement by any successor as contemplated in Paragraph G.4 hereof.

(e) Section 280G Excess Parachute Payments.

(i) If any payment or benefit received or to be received by Executive, whether payable pursuant to the terms of this Agreement or any other plan, arrangement or agreement with the Bank or Parent (the “Total Payments”), constitutes an “excess parachute payment” within the meaning of Section 280G of the Internal Revenue Code of 1986, as amended (the “Code”), that would be subject to the excise tax imposed by Section 4999 of the Code or any similar federal or state law (an “Excise Tax”), the Bank

will reduce such Total Payments to Executive until such Total Payments are no longer subject to any tax under Section 4999 of the Code.

(ii) All calculations under this Subparagraph are to be made initially by the Bank and the Bank’s tax advisor and the Bank will provide prompt written notice thereof to Executive. Upon request of Executive, the Bank will provide Executive with sufficient tax and compensation data to enable Executive or his tax advisor to independently make the calculations described in Subparagraph F.5(e)(i) above, and the Bank will reimburse Executive for reasonable fees and expenses incurred for any such verification.

(iii) If Executive provides written notice to the Bank of any objection to the results of the Bank’s calculations within sixty (60) days after Executive’s receipt of written notice thereof, the Bank will refer that dispute for determination to tax counsel selected by the independent auditors of the Bank, and the Bank will pay all fees and expenses of that tax counsel.

(f) Regulatory Prohibition. Notwithstanding anything to the contrary contained herein, Executive shall not be entitled to the payment of any severance benefit to the extent that such payment shall be deemed a “golden parachute payment” as defined in

Section 359.1(f) of the Federal Deposit Insurance Corporation's Rules and Regulations.

(g) Mitigation. The Executive shall not be required to mitigate the amount of any payment provided for in this Agreement by seeking other employment or otherwise. The Bank shall not be entitled to set off against the amounts payable to Executive under this Agreement with the Bank any amounts earned by Executive in other employment after termination of his employment with the Bank, or any amounts which might have been earned by Employee in other employment had he sought such other employment.

6. Restriction on Timing of Distributions. In the event that Code Section 409A applies to any compensation with respect to a separation from service, payment of that compensation shall be delayed if Executive is a "specified employee," as defined in Section 409A(a)(2)(B)(i), and such delayed payment is required by Section 409A. Such delay shall last six (6) months from the date of separation from service (or as otherwise required by Section 409A). On the day following the end of such six (6)-month period, the Bank shall make a catch-up payment to Executive equal to the total amount of such payments that would have been made during the six (6)-month period but for this Paragraph F.6.

7. Release of All Claims. As a condition for receiving any severance pay hereunder, Executive hereby agrees to execute a full and complete release of any and all claims against the Parent and the Bank and their respective officers, agents, directors, attorneys, insurers, employees and successors in interest arising from or in any way related to Executive's employment with the Bank or the termination thereof, which release shall include reasonable protection from improper use of confidential information, as provided in Paragraph G.1.

G. **General Provisions**

1. Trade Secrets. Executive agrees that, during the Term, Executive will have access to, and become acquainted with, confidential, trade secret, and proprietary information concerning the Parent and the Bank, including any subsidiaries, successors and assigns, which may include, without limitation, information on their operations and financial condition and financial needs, information concerning customer lists, products, procedures, operations, investments, financing, costs, employees, accounting, marketing, salaries, pricing, profits and plans for future development, the identity, requirements, preferences, practices and methods of doing business of specific parties with whom the Bank or Parent transact business, and all other information which is related to any product, service or business of the Bank, other than information which is generally known in the industry in which the Bank transacts business or is acquired from public sources, and information regarding the Bank's customers, including knowledge of their financial condition and financial needs, as well as such customers' methods of doing business, all of which information is valuable property of the Bank ("Trade Secrets"). Executive shall not, without the prior written consent of the Board of Directors in each instance, disclose or use in any way, during the term of his employment by the Bank and for one (1) year thereafter (or longer if required by law), except as required in the course of such employment, any such Trade Secrets acquired in the course of such employment, whether or not patentable, copyrightable or otherwise protected by law, and whether or not conceived of or prepared by him; provided, however, that, following termination of employment, Employee shall be entitled to retain a copy of any rolodex or other compilation maintained by him of the names of business contacts with their addresses, telephone numbers and similar information.

2. Return of Documents. Executive expressly agrees that all manuals, documents, files, reports, studies, instruments or other materials used and/or developed by Executive during Executive's employment with the Bank, are solely the property of the Parent or the Bank, as applicable, that Executive has no right, title or interest therein, and that Executive shall not remove such documents, whether in physical or electronic form, from the premises of the Bank, except as required in the course of employment by the Bank, without the prior written consent of the Board of Directors in each instance. Upon termination of Executive's employment or upon demand by the Bank, Executive or Executive's representative shall

promptly deliver possession of all of said property to the Bank in good condition.

3. Notices. Any notice, request, demand or other communication required or permitted hereunder shall be deemed to be properly given when personally served in writing or by facsimile, one (1) week after having been deposited in the United States mail, registered or certified, postage prepaid, or when communicated to a public telegraph company for transmittal and the appropriate answerback confirmation is received. Either party may change its address by written notice in the manner set forth herein.

4. Benefit of Agreement. This Agreement shall inure to the benefit of and be binding upon the parties hereto and their respective executors, administrators, successors and assigns. Notwithstanding the foregoing, neither this Agreement nor any rights hereunder shall be assigned, pledged, hypothecated or otherwise transferred by Executive without the prior written consent of the Board of Directors in each instance. Nothing in the Agreement, expressed or implied, is intended to confer upon any person other than the Bank, Parent or the Executive any rights or remedies under or by reason of this Agreement.

5. Applicable Law; Venue. This Agreement is to be governed by and construed under the laws of the State of California applicable to contracts made and to be performed with that state. Subject to Paragraph G.8, each party hereto, to the fullest extent it may effectively do so under applicable law, irrevocably (i) submits to the exclusive jurisdiction of any court of the State of California or the United States of America sitting in the City of Fresno over any suit, action or proceeding arising out of or relating to this Agreement and (ii) waives and agrees not to assert, by way of motion, as a defense or otherwise, any claim that it is not subject to the jurisdiction of any such court, any objection that it may now or hereafter have to the establishment of the venue of any such suit, action or proceeding brought in any such court and any claim that any such suit, action or proceeding brought in any such court has been brought in an inconvenient forum

6. Captions and Paragraph Headings. Captions and paragraph headings used herein are for convenience only and are not a part of this Agreement and shall not be used in construing it.

7. Invalid Provisions. Should any provisions of this Agreement for any reason be declared invalid, void, or unenforceable by a court of competent jurisdiction, the validity and binding effect of any remaining portions shall not be affected, and the remaining portions of this Agreement shall remain in full force and effect as if this Agreement had been executed with said provision eliminated.

8. Arbitration. Any dispute, controversy or claim arising out of or relating to this Agreement (or its validity, interpretation or enforcement), the employment relationship or the subject matter hereof shall, at the request of either party, be settled by binding arbitration in Fresno County, California, in accordance with the Commercial Arbitration Rules of the American Arbitration Association and judgment upon the award rendered by the arbitrator(s) may be entered in any court having jurisdiction thereof. The arbitration of such issues, including the determination of any amounts of damages suffered, shall be final and binding upon the parties to the maximum extent permitted by law. The parties shall have rights to discovery as provided in Section 1283.05 of the *California Code of Civil Procedure*, including without limitation Section 1283.1 thereof. Except as otherwise required by law, each party shall bear its own attorneys' fees, costs and expenses; provided, however, the Bank shall bear the costs of the arbitrator(s). The provisions of this Paragraph G.8 shall not affect or limit the rights and remedies available to the parties under the laws of the State of California relating to injunctive or other equitable relief to enforce the covenants contained herein or the agreements made pursuant hereto or in furtherance hereof. Neither party shall institute a proceeding hereunder until that party has furnished to the other party at least thirty (30) days' prior written notice of its intent to do so.

9. Injunctive Relief. Executive hereby acknowledges and agrees that it would be difficult to fully compensate the Bank for damages resulting from the breach or threatened breach of certain provisions of this Agreement, including but not limited to Paragraphs G.1 and G.2, and that, accordingly, the Bank

shall be entitled to seek temporary and injunctive relief, including temporary restraining orders, preliminary injunctions and permanent injunctions, to enforce such provisions without the necessity of proving actual damages and without the necessity of posting any bond or other undertaking in connection therewith. This provision with respect to injunctive relief shall not, however, diminish the Bank's right to claim and recover damages.

10. Attorneys' Fees. In the event either party takes legal action to enforce any of the terms of this Agreement, the unsuccessful party to such action shall pay the successful party's expenses, including attorneys' fees, incurred in such action.

11. Entire Agreement. Except for stock option agreements and participation in other compensation, bonus, salary continuation or severance plans and agreements which may be entered into by and between the Bank and Executive, this Agreement contains the entire agreement of the parties and supersedes any and all other agreements, either oral or in writing, between the parties hereto with respect to the employment of Executive by the Bank. Each party to this Agreement acknowledges that no representations, inducements, promises, or agreements, oral or otherwise, have been made by any party, or anyone acting on behalf of any party, which are not embodied herein, and that no other agreement, statement, or promise not contained in this Agreement, or in any stock option agreement or other compensation, bonus, salary continuation or severance agreement, shall be valid or binding.

12. Amendments and Waivers. This Agreement may not be modified or amended by oral agreement, but only by an agreement in writing signed by the Bank and Executive. Any waiver of any provision of this Agreement shall be effective only if in writing and signed by the parties hereto. Any waiver of a breach of any provision hereof shall not operate as or be construed as a waiver of any subsequent breach of the same provision or any other provision hereof.

13. Interpretation. If any claim is made by any party hereto relating to any conflict, omission or ambiguity of this Agreement, no presumption or burden of proof or persuasion shall be implied by reason of the fact that this Agreement was prepared by or at the request of any particular party hereto or such party's counsel. Each party hereto acknowledges that no party was in a superior bargaining position regarding the substantive terms of this Agreement.

14. Employee Acknowledgment. Executive acknowledges that he has had the opportunity to consult legal counsel in regard to this Agreement, that he has read and understands this Agreement, that he is fully aware of its legal effect, and that he has entered into it freely and voluntarily and based on his own judgment and not on any representations or promises other than those contained in this Agreement.

15. Counterparts. This Agreement may be executed in one or more counterparts, each of which shall be deemed to be an original but all of which together will constitute one and the same instrument.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the day and year first above written.

William M. Yarbenet

United Security Bank

By: Dennis R. Woods
Its: President & CEO

United Security Bancshares

By: Dennis R. Woods
Its: President & CEO

[\(Back To Top\)](#)

Section 9: EX-21 (EXHIBIT 21 12312017)

Exhibit 21.1 – Subsidiaries of the Company (United Security Bancshares)

- 1) United Security Bank – incorporated in the State of California
- 2) USB Capital Trust II – incorporated in the State of Delaware

[\(Back To Top\)](#)

Section 10: EX-23.1 (EXHIBIT 23.1 12312017)

Exhibit 23.1

CONSENT OF INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM

To the Board of Directors
United Security Bancshares and Subsidiary

We consent to the incorporation by reference in Registration Statement No. 333-89362 dated May 30, 2002 on Form S-8, in Registration Statement

No. 333-10078 dated September 25, 2002 on Form S-8, and in Registration Statement No. 333-134125 dated May 12, 2006 on Form S-8 of United Security Bancshares and Subsidiary (United Security Bancshares) of our report dated March 2, 2018, with respect to the consolidated balance sheets of United Security Bancshares as of December 31, 2017 and 2016, and the related consolidated statements of income, comprehensive income, shareholders' equity and cash flows for each of the years in the three year periods ended December 31, 2017, and the effectiveness of internal control over financial reporting as of December 31, 2017, which is included in this annual report on Form 10-K of United Security Bancshares for the year ended December 31, 2017.

/s/ Moss Adams LLP

Sacramento, California
March 2, 2018

[\(Back To Top\)](#)

Section 11: EX-31.1 (EXHIBIT 31.1 12312017)

EXHIBIT 31.1

CERTIFICATION UNDER SECTION 302 OF THE SARBANES-OXLEY ACT OF 2002

I, Dennis R. Woods, certify that:

1. I have reviewed this report on Form 10-K of United Security Bancshares;
2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report;
3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report;
4. The registrant's other certifying officer and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13(a) - 15(e) and 15d - 15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and have:
 - a) Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;
 - b) Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles;
 - c) Evaluated the effectiveness of the registrant's disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and
 - d) Disclosed in this report any change in the registrant's internal control over financial reporting that occurred during the registrant's most recent quarter (the registrant's fourth quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrant's internal control over financial reporting; and
5. The registrant's other certifying officer and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant's auditors and the audit committee of registrant's board of directors (or persons performing the equivalent functions):
 - a) All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant's ability to record, process, summarize and report financial information; and
 - b) Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant's internal control over financial reporting.

Date: March 2, 2018

/S/ Dennis R. Woods
Dennis R. Woods
President and Chief Executive Officer

A signed original of this written statement required by Section 302 of the Sarbanes-Oxley Act of 2002 has been provided to United Security Bancshares and will be retained by United Security Bancshares and furnished to the SEC or its staff upon request

[\(Back To Top\)](#)

Section 12: EX-31.2 (EXHIBIT 31.2 12312017)

EXHIBIT 31.2

CERTIFICATION UNDER SECTION 302 OF THE SARBANES-OXLEY ACT OF 2002

I, Bhavneet Gill, certify that:

1. I have reviewed this report on Form 10-K of United Security Bancshares;
2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report;
3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report;
4. The registrant's other certifying officer and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13(a) - 15(e) and 15d - 15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and have:
 - a) Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;
 - b) Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles;
 - c) Evaluated the effectiveness of the registrant's disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and
 - d) Disclosed in this report any change in the registrant's internal control over financial reporting that occurred during the registrant's most recent quarter (the registrant's fourth quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrant's internal control over financial reporting; and
5. The registrant's other certifying officer and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant's auditors and the audit committee of registrant's board of directors (or persons performing the equivalent functions):
 - a) All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant's ability to record, process, summarize and report financial information; and
 - b) Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant's internal control over financial reporting.

Date: March 2, 2018

/s/ Bhavneet Gill

Bhavneet Gill

Senior Vice President and Chief Financial Officer

A signed original of this written statement required by Section 302 of the Sarbanes-Oxley Act of 2002 has been provided to United Security Bancshares and will be retained by United Security Bancshares and furnished to the SEC or its staff upon request

[\(Back To Top\)](#)

Section 13: EX-32.1 (EXHIBIT 32.1 12312017)

EXHIBIT 32.1

SECTION 906 CERTIFICATION

The certification set forth below is being submitted to the Securities and Exchange Commission solely for the purpose of complying with Section 1350 of Chapter 63 of Title 18 of the United States Code.

March 2, 2018

Dennis R. Woods, the Chief Executive Officer of United Security Bancshares certifies:

1. that this quarterly report on Form 10-Q for the quarter ended December 31, 2017 fully complies with the requirements of section 13(a) or 15(d) of the Securities Exchange Act of 1934; and
2. that information contained in this quarterly report on Form 10-Q for the quarter ended December 31, 2017 fairly presents, in all material respects, the financial condition and results of operations of United Security Bancshares.

/s/ Dennis R. Woods

Dennis R. Woods

President and Chief Executive Officer

[\(Back To Top\)](#)

Section 14: EX-32.2 (EXHIBIT 32.2 12312017)

EXHIBIT 32.2

SECTION 906 CERTIFICATION

The certification set forth below is being submitted to the Securities and Exchange Commission solely for the purpose of complying with Section 1350 of Chapter 63 of Title 18 of the United States Code.

March 2, 2018

Bhavneet Gill, the Chief Financial Officer of United Security Bancshares certifies:

1. that this quarterly report on Form 10-Q for the quarter ended December 31, 2017 fully complies with the requirements of section 13(a) or 15(d) of the Securities Exchange Act of 1934; and
2. that information contained in this quarterly report on Form 10-Q for the quarter ended December 31, 2017 fairly presents, in all material respects, the financial condition and results of operations of United Security Bancshares.

/s/ Bhavneet Gill

Bhavneet Gill

Senior Vice President and Chief Financial Officer

[\(Back To Top\)](#)