



2025 President's Award Winners

First Bank Chicago



2025

impact

Statement



Your Mission is Our Motivation.

investing in *Purpose Driven Work*

We don't just work with non-profits; we're part of them. Our bankers are active board members and passionate advocates who understand what it takes for an organization to thrive. Since 1955, our commitment to specialized, five-star service—shaped by a culture of generosity—has strengthened the organizations that define our community. Together, we're doing more than driving economic progress—we're investing in a sustainable future for everyone.

The Future We Build.

As one of Chicago's five largest privately held banks, we offer a rare advantage: the sophisticated expertise and scale of a major financial institution delivered with the nimble soul of a community bank. We don't just process transactions; we are part of your story. Whether you are a multi-generational family business or a growing organization, we blend practical financial strategy with creative thinking to serve as a trusted advisor. We aren't just your bank—we're an active participant in your growth, providing the stability and local expertise to build a prosperous future for your business and our community.

our impact

In the Communities We Serve

For over 70 years, First Bank Chicago has stood as a constant in an ever-changing landscape. While the financial world has evolved, our dedication to our clients and neighbors remains steadfast. We have fostered a culture of compassion that extends far beyond our lobby, dedicating our time, expertise, and resources to the people we serve. We believe that building deep, authentic connections within our neighborhoods is more than a tradition—in today's world, it is a necessity.

Our Three-Pillar Strategy

We drive local progress through a comprehensive community development model built on three essential components: strategic investments, accessible loans, and direct philanthropic support. This integrated approach allows us to stimulate the local economy while providing resources to organizations that assist those in need. By combining our financial expertise with a spirit of service, we ensure that our community's most vital institutions have the resources to flourish.

Measurable Impact, Lasting Change

Our commitment to the community is backed by significant and measurable action. Over the past three years, our Community Development portfolio has deployed more than **\$168 million** to expand access to affordable housing, healthcare, financial literacy, and workforce development. Beyond economic drivers, we are dedicated to the "heart" of our neighborhoods—proudly enhancing the quality of life through increased access to social services, cultural arts, education, and youth athletic programs. Together, we are building a more vibrant and inclusive future for all.



**Community Development
Loans, Investments & Grants***

\$168 Million

**Organizations
Served**

255

**Board / Committee
Positions**

47

Volunteer Hours**

11,110

****7,902 CRA-qualified service hours, an average of 54 hours per employee, were recognized by the FDIC at the Bank's most recent exam.**

***Community impact numbers calculated from 2023–2025.**



144
EMPLOYEES

about
Us



22
LANGUAGES
SPOKEN



**Best Places to Work
in Chicago**
Crain's Chicago Business
2018-2025



supporting *Our Team*

Investment in our employees' health & wellness:

- Competitive and comprehensive medical, dental and vision benefits
- Employer funding provided for Health Savings Accounts
- Wellness Reimbursement Benefit
- Yearly Fitness Challenges

Investment in our employees' financial well-being:

- Generous 401(k) Match – 100% match up to \$12,000 per year
- Free financial and retirement counseling
- Reimbursement Program to help pay for employees' children college tuition
- No employee earns less than \$20/hour

Investment in our employees' education:

- Tuition Reimbursement Program
- Student Loan Repayment Assistance Program
- Leadership Development Program for Mid-Level Managers
- Illinois Banker's Association Training & Development Programs

corporate *Governance*

Guided by a 13-member Board of Directors, First Bank Chicago operates on a foundation of transparency, diligence, and integrity. This leadership team ensures we stay true to our corporate values while proactively meeting the evolving needs of our clients and the communities we serve.



Jill Takiff Hirsh
Chair of the Board,
First Bank Chicago



Randy L. Green
Executive Chairman
of the Board,
First Bank Chicago



Eric A. Ephraim
Chief Executive
Officer & President
First Bank Chicago



Michael W. Kiss
Vice Chairman,
Retired President, North Shore
Community Bank & Trust



Wendy Baum
Partner,
Infinity Strategic
Partners, LLC



Harvey Gaffen
Retired CEO,
Private Client Group,
RSM McGladrey



Mark A. Hoppe
Retired,
Regional President,
Fifth Third Bank Chicago



Linda I. Lin
Principal,
Butternut Design



Willie Miller, Jr.
Retired EVP &
Chief Legal Officer,
LaSalle National Bank



**Emma Rodriguez-
Ayala**
General Counsel,
Ariel Investments



Max R. Schroyer
President,
Associated Agencies, Inc



Donna N. Smith
Retired,
Head of Corporate
Banking, Associated
Bank



Anna Maria Viti-Welch
President,
Guy Viti Insurance
Agency, Inc.