

# **GREAT AMERICAN BANCORP, INC.**

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## **PROXY STATEMENT ANNUAL MEETING OF STOCKHOLDERS April 23, 2024**

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This proxy statement is being made available to stockholders of Great American Bancorp, Inc. (the "Company"), the holding company for First Federal Savings Bank of Champaign-Urbana (the "Bank"), in connection with the solicitation by the Company's Board of Directors of proxies to be used at the annual meeting of stockholders to be held on Tuesday, April 23, 2024, at 9:30 a.m., Central Time, at the offices of the Bank, 1311 S. Neil Street, Champaign, Illinois and at any adjournments thereof. A notice of the annual meeting, along with a proxy card, is first being mailed to record holders on or about March 15, 2024. This proxy statement and the 2023 Annual Report to Stockholders, including consolidated financial statements for the fiscal year ended December 31, 2023, are available on the Company's website at [www.greatamericanbancorp.com](http://www.greatamericanbancorp.com). If you would like to receive a printed copy of the 2023 Annual Report or this proxy statement, please contact the Company at (217) 356-2265, or at 1311 S. Neil Street, Champaign, Illinois, 61820.

### **GENERAL INFORMATION ABOUT VOTING**

#### **Who Can Vote at the Meeting**

You are entitled to vote your Company common stock only if the records of the Company show that you held your shares as of the close of business on February 27, 2024, which has been fixed by the Board of Directors as the record date. The total number of shares of common stock outstanding on the record date was 386,685 shares. Each share of common stock has one vote. In accordance with the provisions of the Company's certificate of incorporation, record holders of common stock who beneficially own in excess of 10% of the outstanding shares of common stock are not entitled to any vote with respect to the shares held in excess of the 10% limit.

#### **Attending the Meeting**

If you were a stockholder at the close of business on February 27, 2024 you may attend the meeting. If you are a beneficial owner of Company common stock held by a broker, bank or other nominee (*i.e.*, in "street name"), you will need proof of ownership to be admitted to the meeting. A recent brokerage statement or letter from a bank or broker are examples of proof of ownership.

## **Vote Required**

The annual meeting will be held only if there is a quorum. A quorum exists if a majority of the outstanding shares of common stock entitled to vote is represented at the meeting. If you return valid proxy instructions or attend the meeting in person, your shares will be counted for purposes of determining whether there is a quorum, even if you abstain from voting.

The Company's Board of Directors consists of five directors. At this year's annual meeting, stockholders will elect two directors to serve a term of three years. Under Delaware law and the Company's bylaws, directors are elected by a plurality of votes cast, without regard to proxies as to which authority to vote for one or more of the nominees being proposed is withheld. There is no cumulative voting for the election of directors.

For shares held in "street name," the proposal to elect directors is a "non-discretionary" item, and brokers who have not received voting instructions from their clients may not vote on this proposal. We encourage you to provide instructions to your broker regarding the voting of your shares.

## **Voting by Proxy**

The Board of Directors of the Company is providing this proxy statement for the purpose of requesting that you allow your shares of Company common stock to be represented at the annual meeting by the persons named in the proxy card. All shares of Company common stock represented at the annual meeting by properly executed and dated proxies will be voted according to the instructions indicated on the proxy card. If you sign, date and return a proxy card without giving voting instructions, your shares will be voted as recommended by the Company's Board of Directors. **The Board of Directors recommends a vote FOR the nominees for director.**

If any matters not described in this proxy statement are properly presented at the annual meeting, the persons named in the proxy card will use their own best judgment to determine how to vote your shares. This includes a motion to adjourn or postpone the annual meeting in order to solicit additional proxies. If the annual meeting is postponed or adjourned, your Company common stock may be voted by the persons named in the proxy card on the new annual meeting date as well, unless you have revoked your proxy. The Company does not know of any other matters to be presented at the annual meeting.

You may revoke your proxy at any time before the vote is taken at the meeting. To revoke your proxy you must either advise the Secretary of the Company in writing before your common stock has been voted at the annual meeting, deliver a later dated proxy, or attend the meeting and vote your shares in person. Attendance at the annual meeting will not in itself constitute revocation of your proxy.

If your Company common stock is held in “street name,” you will receive instructions from your broker, bank or other nominee that you must follow in order to have your shares voted. Your broker, bank or other nominee may allow you to deliver your voting instructions via the telephone or the Internet. Please see the instruction form provided by your broker, bank or other nominee that accompanies the notice and proxy card.

## **CORPORATE GOVERNANCE**

### **General**

The Company periodically reviews its corporate governance policies and procedures to ensure that the Company meets the highest standards of ethical conduct, reports results with accuracy and transparency and maintains full compliance with the laws, rules and regulations that govern the Company’s operations.

### **Corporate Governance Policy**

The Company has adopted a corporate governance policy to govern certain activities, including:

- (1) the duties and responsibilities of the Board of Directors and each director;
- (2) the composition and operation of the Board of Directors;
- (3) the establishment and operation of Board committees;
- (4) convening executive sessions of independent directors;
- (5) succession planning;
- (6) the Board of Directors' interaction with management and third parties; and
- (7) the evaluation of the performance of the Board of Directors and of the chief executive officer.

### **Code of Ethics and Business Conduct**

The Company has adopted a Code of Ethics and Business Conduct that is designed to ensure that the Company's directors, executive officers and employees meet the highest standards of ethical conduct. The Code of Ethics and Business Conduct requires that the Company's directors, executive officers and employees avoid conflicts of interest, comply with all laws and other legal requirements, conduct business in an honest and ethical manner and otherwise act with integrity and in the Company's best interest. Under the terms of the Code of Ethics and Business Conduct, directors, executive officers and employees are required to report any conduct that they believe in good faith to be an actual or apparent violation of the Code.

As a mechanism to encourage compliance with the Code of Ethics and Business Conduct, the Company has established procedures to receive, retain and treat complaints received regarding accounting, internal accounting controls or auditing matters. These procedures ensure that individuals may submit concerns regarding questionable accounting or auditing matters in a confidential and anonymous manner. The Code of Ethics and Business Conduct also prohibits the Company from retaliating against any director, executive officer or employee who reports actual or apparent violations of the Code.

## **Meetings of the Board of Directors and Committees of the Board of Directors**

The Board of Directors conducts its business through meetings of the Board of Directors and through activities of its committees. The Board of Directors meets monthly and may have additional meetings as needed. During fiscal 2023, the Board of Directors of the Company held twelve meetings. All of the directors of the Company attended at least 75% of the total number of the Company's Board meetings held and committee meetings on which such directors served during fiscal 2023.

The Boards of Directors of the Company and the Bank maintain committees, the nature and composition of which are described below:

**Audit/Compliance Committee.** The Board of Directors has a separately-designated, standing Audit/Compliance Committee (the "Audit Committee"). The Audit Committee, consisting of Ronald L. Kiddoo (Chairman), Ronald E. Guenther, John Z. Hecker, and Melinda K. Piper, meets periodically with independent auditors and management to review accounting, auditing, internal control structure and financial reporting matters. This committee met three times during the year ended December 31, 2023. Each member of the Audit Committee is independent. Furthermore, the Board of Directors has determined that Ronald L. Kiddoo is an audit committee financial expert under the rules of the Securities and Exchange Commission. The Audit Committee acts under a written charter adopted by the Board of Directors, a copy of which is included as APPENDIX A to this proxy statement. The report of the audit committee is included in this proxy statement.

**Compensation Committee.** The Compensation Committee, consisting of Ronald E. Guenther (Chairman), John Z. Hecker, and Ronald L. Kiddoo, is responsible for all matters regarding the Company's and the Bank's employee compensation and benefit programs. This committee met one time in fiscal 2023. Each member of the Compensation Committee is independent.

**Nomination and Corporate Governance Committee.** The Nomination and Corporate Governance Committee, (the “Governance Committee”), consisting of Ronald E. Guenther (Chairman), Melinda K. Piper and George R. Rouse, takes a leadership role in shaping the Company’s governance policies and practices, including recommending to the Board of Directors the corporate governance policies and guidelines applicable to the Company and monitoring compliance with these policies and guidelines. In addition, the Governance Committee is responsible for identifying individuals qualified to become Board members and recommending to the Board the director nominees for election at the next annual meeting of stockholders. This committee also leads the Board in its annual review of the Board's performance and recommends to the Board director candidates for each committee for appointment by the Board. The Governance Committee met two times in fiscal 2023.

Each member of the Governance Committee is independent except for George R. Rouse who is an employee of the Company. The Governance Committee acts under a written charter adopted by the Board of Directors. The procedures established by the Governance Committee for submission of director candidates are included in this proxy statement. See "GOVERNANCE COMMITTEE PROCEDURES."

**Attendance at the Annual Meeting.** The Board of Directors encourages directors to attend the annual meeting of stockholders. All directors attended the 2023 annual meeting of stockholders.

### **Directors' Compensation**

**Directors' Fees.** Directors of the Company and directors of the Bank receive a monthly fee of \$1,100 and \$1,000 per month, respectively, and no additional fees for serving on board committees. The Chairman of the Board receives a monthly fee of \$500 in addition to any board fees.

## SECURITY OWNERSHIP OF CERTAIN BENEFICIAL OWNERS

The following table sets forth information as to those persons known by the Company to be beneficial owners of more than 5% of the Company's outstanding shares of common stock on the record date. Unless otherwise indicated, each of the named holders has sole voting power and sole investment power with respect to the shares shown. Other than those persons listed below, the Company is not aware of any person that owns more than 5% of the Company's common stock as of the record date; no such persons are required to publicly disclose or notify the Company of their share holdings.

Title of Class	Name and Address of Beneficial Owner	Amount and Nature of Beneficial Ownership	Percent of Class <sup>(1)</sup>
Common Stock	Clinton C. Atkins Marital GST Exempt Trust Northern Trust 50 S. LaSalle Street Chicago, IL 60603	24,446	6.232%
Common Stock	George R. Rouse 1311 S. Neil Street Champaign, IL 61820	73,652 <sup>(2)</sup>	19.05%

(1) Based on 386,685 shares of Company common stock outstanding as of February 27, 2024.

(2) In accordance with the Company's certificate of incorporation, Mr. George Rouse is not entitled to vote with respect to the shares held in excess of 10% of the outstanding shares of common stock.

The following table provides information about the shares of the Company common stock that may be considered to be beneficially owned by each director, nominee for director of the Company, or named executive officer, and by all directors and executive officers of the Company as a group as of February 27, 2024. Unless otherwise indicated, each of the named holders has sole voting power and sole investment power with respect to the shares shown.

<u>Name</u>	<u>Number of Shares Owned</u>	<u>Percent of Common Stock Outstanding <sup>(1)</sup></u>
Jason C. Eyman	10,851	2.81%
Ronald E. Guenther	8,211	2.12
John Z. Hecker	17,020	4.40
Ronald L. Kiddoo	1,500	0.39
Patrick J. McWilliams	903	0.23
Melinda K. Piper <sup>(2)</sup>	8,464	2.19
George R. Rouse	73,652	19.05 <sup>(3)</sup>
Patrick L. Rouse <sup>(4)</sup>	8,286	2.14
Tyler R. Rouse <sup>(4)</sup>	5,754	1.49
 All directors and executive officers as a group (15 persons) <sup>(5)</sup>	 165,160	 42.71

(1) Based on 386,685 shares of Company common stock outstanding as of February 27, 2024.

(2) Ms. Melinda Piper is married to Mr. Mark D. Piper. Mr. Piper owns 10,288 shares. Collectively, the Pipers represent 4.85% of the outstanding common stock.

(3) In accordance with the Company's certificate of incorporation, Mr. George Rouse is not entitled to vote with respect to the shares held in excess of 10% of the outstanding shares of common stock.

(4) Mr. Patrick Rouse and Mr. Tyler Rouse are the sons of Mr. George Rouse.

(5) Includes directors and executive officers of the Bank and the Bank's wholly owned subsidiary, Park Avenue Service Corporation.

## **PROPOSAL 1. ELECTION OF DIRECTORS**

The Board of Directors of the Company currently consists of five directors. All directors are independent, except for George R. Rouse who is an employee of the Company. The Board is divided into three classes with three-year staggered terms, with approximately one-third of the directors elected each year. Currently, each of the members of the Board of Directors of the Company also serves as a director of the Bank. There are a total of seven directors of the Bank. Directors serve until their successors are elected and qualified.

The nominees proposed for election at this Annual Meeting are John Z. Heker and Ronald L. Kiddoo. In the event that either Mr. Hecker or Mr. Kiddoo is unable to serve or declines to serve for any reason, it is intended that the proxies will be voted for the election of such other person as may be designated by the present Board of Directors. The Board of Directors has no reason to believe that Mr. Hecker or Mr. Kiddoo will be unable or unwilling to serve.

**Unless authority to vote for the nominees is withheld, it is intended that the shares represented by the proxy card, if executed and returned, will be voted "FOR" the election of the nominee proposed by the Board of Directors.**

**THE BOARD OF DIRECTORS RECOMMENDS THAT YOU VOTE "FOR" THE ELECTION OF THE NOMINEES NAMED IN THIS PROXY STATEMENT.**

Information regarding the nominees for election at the annual meeting, as well as information regarding the continuing directors, whose terms expire in 2025 and 2026, is provided below. Unless otherwise stated, the nominee has held his/her current occupation for at least the last five years. The age indicated for each individual is as of February 27, 2024. The indicated period for service as a director includes service as a director of the Bank.

#### **Nominees for Election of Director**

*John Z. Hecker* is a partner in Stipes Publishing, LLC. Mr. Hecker also serves as a director of the Bank's wholly-owned subsidiary, Park Avenue Service Corporation. Age 72. Director since 1995.

*Ronald L. Kiddoo* is the Chairman of the Board and Chief Investment Officer of Cozad Asset Management, Inc., an investment advisory firm. Mr. Kiddoo also serves as a director of the Bank's wholly-owned subsidiary, Park Avenue Service Corporation. Age 81. Director since 1987.

#### **Directors Continuing in Office**

The following directors have a term ending in 2025:

*Ronald E. Guenther* is currently a consultant to the Big 10 Conference. Mr. Guenther also serves as a director of the Bank's wholly-owned subsidiary, Park Avenue Service Corporation. Age 78. Director since 1997.

*George R. Rouse* is the President and Chief Executive Officer of the Company and the Bank. Mr. Rouse also serves as Chairman of the Board and President of the Bank's wholly-owned subsidiary, Park Avenue Service Corporation. Age 73. Director since 1982.

The following director has a term ending in 2026:

*Melinda K. Piper* retired as Senior Vice President of Deposit Acquisition for the Bank in 2015. Age 64. Director since 2020.



## INDEPENDENT AUDITORS AND AUDIT COMMITTEE REPORT

### Audit Fees

The following table sets forth the fees billed to the Company for the fiscal years ended December 31, 2023 and 2022 by Plante & Moran, PLLC:

	<u>2023</u>	<u>2022</u>
Audit fees <sup>(1)</sup> .....	\$ 60,229	\$ 48,400
Internal audit-related fees .....	39,072	36,113
Tax fees <sup>(2)</sup> .....	14,550	13,913
All other fees <sup>(3)</sup> .....	55,967	46,756

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(1) Fees billed for 2023 audit fees includes fees regarding the implementation of the newly adopted accounting standard, ASC 326.

(2) Fees billed for tax services for fiscal year 2023 is based on the engagement letter as services not yet rendered. Fiscal year 2022 fees represent actual cash paid related to 2022 tax services.

(3) Includes regulatory compliance reviews and loan review services.

### Pre-approval of Services by the Independent Auditor

The Audit Committee has adopted a policy for pre-approval of audit and permitted non-audit services by the Company's independent auditor. The Audit Committee will consider annually and, if appropriate, approve the provision of audit services by its independent auditor and, if appropriate, pre-approve the provision of certain defined audit and non-audit services. The Audit Committee also will consider on a case-by-case basis and, if appropriate, approve specific engagements that are not otherwise pre-approved. The Audit Committee approved all services provided by Plante & Moran, PLLC in 2023.

Any proposed engagement that does not fit within the definition of a pre-approved service may be presented to the Audit Committee for consideration at its next regular meeting or, if earlier consideration is required, to the Audit Committee or one or more of its members. The member or members to whom such authority is delegated shall report any specific approval of services at its next regular meeting. The Audit Committee will regularly review summary reports detailing all services being provided to the Company by its independent auditor.

### Report of the Audit Committee

The Company's management is responsible for the Company's internal controls and financial reporting process. The independent auditors are responsible for performing an independent audit of the Company's consolidated financial statements and issuing an opinion on the conformity of those financial statements with generally accepted accounting principles. The Audit Committee oversees the Company's internal controls and financial reporting process on behalf of the Board of Directors.

In this context, the Audit Committee has met and held discussions with management and the independent auditors. Management represented to the Audit Committee that the Company's

consolidated financial statements were prepared in accordance with generally accepted accounting principles, and the Audit Committee has reviewed and discussed the consolidated financial statements with management and the independent auditors. The Audit Committee discussed with the independent auditors matters required to be discussed by Statement on Auditing Standards No. AU-C 260, “*The Auditor’s Communication with Those Charged with Governance*,” including the quality, not just the acceptability, of the accounting principles, the reasonableness of significant judgments, and the clarity of the disclosures in the financial statements.

In addition, the Audit Committee has received the written disclosures and the letter from the independent auditors required by the Independence Standards Board Standard No. 1 (Independence Discussions With Audit Committees) and has discussed with the independent auditors the auditors’ independence from the Company and its management. In concluding that the auditors are independent, the Audit Committee considered, among other factors, whether the non-audit services provided by the auditors were compatible with its independence.

The Audit Committee discussed with the Company’s independent auditors the overall scope and plans for their audit. The Audit Committee meets with the independent auditors, with and without management present, to discuss the results of their examination, their evaluation of the Company’s internal controls, and the overall quality of the Company’s financial reporting.

In performing all of these functions, the Audit Committee acts only in an oversight capacity. In its oversight role, the Audit Committee relies on the work and assurances of the Company’s management, which has the primary responsibility for financial statements and reports, and of the independent auditors who, in their report, express an opinion on the conformity of the Company’s financial statements to generally accepted accounting principles. The Audit Committee’s oversight does not provide it with an independent basis to determine that management has maintained appropriate accounting and financial reporting principles or policies, or appropriate internal controls and procedures designed to assure compliance with accounting standards and applicable laws and regulations. Furthermore, the Audit Committee’s considerations and discussions with management and the independent auditors do not assure that the Company’s financial statements are presented in accordance with generally accepted accounting principles, that the audit of the Company’s financial statements have been carried out in accordance with generally accepted auditing standards or that the Company’s independent auditors are in fact “independent.”

In reliance on the reviews and discussions referred to above, the Audit Committee recommended to the Board of Directors, and the Board has approved, that the audited consolidated financial statements be included in the Company’s Annual Report for the year ended December 31, 2023.

Members of the Audit Committee:

Ronald L. Kiddoo (Chairman)  
Ronald E. Guenther  
John Z. Hecker  
Melinda K. Piper

## EXECUTIVE COMPENSATION

**Summary Compensation Table.** The following table sets forth the cash compensation paid, as well as certain other compensation paid or accrued, to the Chief Executive Officer, the Chief Financial Officer, and the three other most highly compensated executive officers of the Company, the Bank, or Park Service Corporation, in 2023.

Name and Principal Positions	Year	Annual Compensation			Total (\$)
		Salary (\$) <sup>(1)</sup>	Bonus (\$)	All Other Compensation (\$) <sup>(2)</sup>	
George R. Rouse	2023	\$328,000	\$30,000	\$16,119	\$374,119
President, Chief Executive Officer of the Company and the Bank	2022	328,000	24,000	15,298	367,298
	2021	328,000	15,500	22,565	370,065
Tyler R. Rouse <sup>(3)</sup>	2023	\$204,084	\$20,900	\$20,812	\$257,795
Executive Vice President of the Bank	2022	187,000	13,300	17,793	218,093
	2021	182,000	9,900	17,549	209,449
Patrick L. Rouse <sup>(3)</sup>	2023	\$130,352	\$42,136	\$30,894	\$203,383
President of GTPS Insurance Agency (Division of Park Avenue Service Corporation)	2022	120,800	38,506	30,764	190,071
	2021	115,800	23,486	32,554	171,840
Patrick J. McWilliams	2023	\$150,001	\$15,000	\$4,950	\$169,951
Chief Financial Officer, Secretary/Treasurer of the Company and the Bank	2022	140,000	8,400	4,452	152,852
	2021	135,500	5,400	4,212	144,612
Jason C. Eyman	2023	\$131,124	\$13,700	\$13,185	\$158,009
Senior Vice President- Lending of the Bank	2022	122,000	7,900	11,841	141,741
	2021	117,000	6,800	11,523	135,323

- (1) Under Annual Compensation, the column titled "Salary" includes directors' fees paid to Mr. George Rouse in the amount of \$28,000 in 2023, 2022 and 2021; directors' fees paid to Mr. Tyler Rouse in the amount of \$12,000 in 2023, 2022 and 2021; and directors' fees paid to Mr. Patrick Rouse in the amount of \$2,800 in 2023, 2022 and 2021.
- (2) Reflects cash contributions allocated under the Bank's 401(k) plan. Also includes the aggregate amount of perquisites and other personal benefits consisting of country club dues and automobile expenses for Mr. George Rouse, Mr. Tyler Rouse, Mr. Patrick Rouse, and Mr. Jason Eyman.
- (3) Mr. Tyler Rouse and Mr. Patrick Rouse are the sons of Mr. George Rouse.

**Employment Agreements.** The Bank and the Company have entered into employment agreements with Mr. George Rouse (the "Executive"), effective December 11, 2023. These employment agreements are intended to ensure that the Bank and the Company will be able to maintain a stable and competent management base. The continued success of the Bank and the Company depends, to a significant degree, on the skills and competence of Mr. George Rouse.

The Bank's and the Company's employment agreements (collectively, the "Employment Agreements") provide for a three-year term. The Company's employment agreement provides for automatic daily extensions such that the remaining term of the agreement shall be three years unless written notice of non-renewal is provided by either the Board of Directors or the Executive. The Bank's employment agreement provides that, commencing on the first anniversary date and continuing each anniversary date thereafter, the Board of Directors may extend the agreement for an additional year so that the remaining term shall be three years, unless written notice of non-renewal is given by the Board of Directors after conducting a performance evaluation of the Executive. The Employment Agreements provide that the Executive's base salary will be reviewed annually. The current base salary of Mr. George Rouse is \$315,000 (excluding directors' fees). In addition to base salary, the Employment Agreements provide for, among other things, participation in stock benefit plans and other fringe benefits applicable to executive personnel. The Employment Agreements provide for termination of the Executive by the Bank or the Company for cause as defined in the Employment Agreements at any time. In the event the Bank or the Company chooses to terminate the Executive's employment for reasons other than for cause, or if the Executive resigns from the Bank or the Company after specified circumstances that would constitute constructive termination, the Executive or, in the event of death, his beneficiary would be entitled to an amount equal to the remaining salary payments under the Employment Agreement and the contributions that would have been made on the Executive's behalf to any employee benefit plans of the Bank or the Company during the remaining term of the Agreements. The Bank and the Company would also continue the Executive's life, health and disability coverage for the remaining term of the Employment Agreements.

Under the Agreements, if following a change in control of the Bank or the Company, the Executive's employment is involuntarily terminated or if the Executive voluntarily terminates his employment in connection with circumstances specified in the agreement then, the Executive or, in the event of death, his beneficiary, would be entitled to a severance payment equal to the greater of (i) the payments due for the remaining terms of the agreement or (ii) three times the average of the five preceding years' annual compensation. In addition, the Bank and the Company would continue the Executive's life, health, and disability coverage for thirty-six months. Payments to the Executive under the Bank's employment agreement are guaranteed by the Company in the event that payments or benefits are not paid by the Bank. Upon termination of the Executive for reasons other than cause or change in control, the Executive must adhere to a one-year non-competition agreement.

Even though both the Company and Bank employment agreements provide for a severance payment if a change in control occurs, the Executive would not receive duplicative payments or benefits under the agreements. Under the Company employment agreement, the Executive would also be entitled to receive an additional tax indemnification payment if payments under the employment agreements or other payments triggered liability under the Internal Revenue Code as

an excise tax on payments constituting “excess parachute payments.” Under applicable law, the excise tax is triggered by the Executive’s receipt of payments that are contingent on a change in control (as defined in the agreements) that equal or exceed three times the executive’s average annual compensation over the five years preceding the change in control. The excise tax equals 20% of the amount of the payment in excess of one times the executive’s average compensation over the preceding five-year period. The indemnification payment provides the executive with a net amount sufficient to pay the excise tax.

### **Aggregated Option Exercises in Last Fiscal Year and Fiscal Year-End Option Values**

There were no outstanding stock options during 2023, 2022, or 2021.

## **OTHER INFORMATION RELATING TO DIRECTORS AND EXECUTIVE OFFICERS**

### **Transactions with Certain Related Persons**

Federal regulations require that all loans or extensions of credit to executive officers and directors must generally be made on substantially the same terms, including interest rates and collateral, as those prevailing at the time for comparable transactions with other persons, unless the loan or extension of credit is made under a benefit program generally available to all other employees and does not give preference to any insider over any other employee, and must not involve more than the normal risk of repayment or present other unfavorable features.

It is the policy of the Bank to make loans to directors and executive officers on their principal residence. The Bank also makes available to each director of the Bank and each director of the Company an approved line of credit in an amount up to \$100,000. The directors may then apply for a loan from the Bank which may be approved by the Bank’s loan officers without further Board approval, provided that the terms of such loan, including the collateral securing the loan, are consistent with the Bank’s loan underwriting policies for loans generally available to its customers. Loans made to a director or executive officer in an amount that, when aggregated with the amount of all other loans to the person and his or her related interests, are in excess of the greater of \$25,000 or 5% of the Bank’s capital and surplus, or exceed \$500,000, must be approved in advance by a majority of the disinterested members of the Board of Directors. As of December 31, 2023, all outstanding loans to directors and executive officers were made by the Bank in the ordinary course of business, were not made with terms more favorable to the debtor than those prevailing at the time for comparable transactions, and did not involve more than the normal risk of collectability or present other unfavorable features.

## **GOVERNANCE COMMITTEE PROCEDURES**

### **General**

It is the policy of the Governance Committee of the Board of Directors of the Company to consider director candidates recommended by stockholders who appear to be qualified to serve on the Company's Board of Directors. The Governance Committee may choose not to consider an unsolicited recommendation if no vacancy exists on the Board of Directors and the Governance Committee does not perceive a need to increase the size of the Board of Directors. In order to avoid the unnecessary use of the Governance Committee's resources, the Governance Committee will consider only those director candidates recommended in accordance with the procedures set forth below.

### **Procedures to be followed by Stockholders**

To submit a recommendation of a director candidate to the Governance Committee, a stockholder should submit the following information in writing, addressed to the Chairman of the Governance Committee, care of the Corporate Secretary, at the main office of the Company:

1. The name of the person recommended as a director candidate;
2. All information relating to such person that is required to be disclosed in solicitations of proxies for election of directors pursuant to Regulation 14A under the Securities Exchange Act of 1934, as amended;
3. The written consent of the person being recommended as a director candidate to being named in the proxy statement as a nominee and to serving as a director if elected;
4. As to the stockholder making the recommendation, the name and address, as they appear on the Company's books, of such stockholder; provided, however, that if the stockholder is not a registered holder of the Company's common stock, the stockholder should submit his or her name and address along with a current written statement from the record holder of the shares that reflects ownership of the Company's common stock; and
5. A statement disclosing whether such stockholder is acting with or on behalf of any other person and, if applicable, the identity of such person.

In order for a director candidate to be considered for nomination at the Company's annual meeting of stockholders, the recommendation must be received by the Governance Committee at least 120 calendar days prior to the date the Company's proxy statement was released to stockholders in connection with the previous year's annual meeting, advanced by one year.

## **Minimum Qualifications**

The Governance Committee has adopted a set of criteria that it considers when it selects individuals to be nominated for election to the Board of Directors. First a candidate must meet the eligibility requirements set forth in the Company's bylaws, which include a residency requirement and a requirement that the candidate not have been subject to certain criminal or regulatory actions. A candidate also must meet any qualification requirements set forth in any Board or committee governing documents.

The Governance Committee will consider the following criteria in selecting nominees: financial, regulatory and business experience; familiarity with and participation in the local community; integrity, honesty and reputation; dedication to the Company and its stockholders; independence; and any other factors the Governance Committee deems relevant, including age, diversity, size of the Board of Directors and regulatory disclosure obligations.

In addition, prior to nominating an existing director for re-election to the Board of Directors, the Governance Committee will consider and review an existing director's Board and committee attendance and performance; length of Board service; experience, skills and contributions that the existing director brings to the Board; and independence.

## **Process for Identifying and Evaluating Nominees**

The process that the Governance Committee follows when it identifies and evaluates individuals to be nominated for election to the Board of Directors is as follows:

**Identification.** For purposes of identifying nominees for the Board of Directors, the Governance Committee relies on personal contacts of the committee members and other members of the Board of Directors, as well as their knowledge of members of the communities served by the Company. The Governance Committee also will consider director candidates recommended by stockholders in accordance with the policy and procedures set forth above. The Governance Committee has not previously used an independent search firm to identify nominees.

**Evaluation.** In evaluating potential nominees, the Governance Committee determines whether the candidate is eligible and qualified for service on the Board of Directors by evaluating the candidate under the selection criteria set forth above. In addition, the Governance Committee will conduct a check of the individual's background and interview the candidate.

## **SUBMISSION OF BUSINESS PROPOSALS AND STOCKHOLDER NOMINATIONS**

The Company must receive proposals that stockholders seek to include in the proxy statement for the Company's next annual meeting no later than January 19, 2024. If next year's annual meeting is held on a date more than 30 calendar days from April 18, 2024, a stockholder proposal must be received by a reasonable time before the Company begins to print and mail its proxy solicitation for such annual meeting.

## **STOCKHOLDER COMMUNICATIONS**

The Company encourages stockholder communications to the Board of Directors and/or individual directors. Stockholders who wish to communicate with the Board of Directors or an individual director should send their communications to the care of Patrick J. McWilliams, Chief Financial Officer, at 1311 S. Neil St., Champaign, Illinois 61820. Communications regarding financial or accounting policies should be sent to the attention of the Chairman of the Audit Committee. All other communications should be sent to the attention of the Chairman of the Governance Committee.



## MISCELLANEOUS

The Company will pay the cost of this proxy solicitation. The Company will reimburse brokerage firms and other custodians, nominees and fiduciaries for reasonable expenses incurred by them in sending proxy materials to the beneficial owners of the Company's common stock. In addition to soliciting proxies by mail, directors, officers and regular employees of the Company may solicit proxies personally or by telephone without receiving additional compensation.

The Company's Annual Report to Stockholders and this proxy statement have been made available on the Company's website at [www.greatamericanbancorp.com](http://www.greatamericanbancorp.com). In addition, any stockholder may obtain a copy of the Annual Report or this proxy statement by contacting the Secretary of the Company at (217) 356-2265 or by sending a request in writing to 1311 S. Neil St., Champaign, IL 61820. The Annual Report is not to be treated as part of the proxy solicitation material or as having been incorporated in this proxy statement by reference.

If you and others who share your address own your shares in street name, your broker or other holder of record may be sending only one notice to your address. This practice, known as "householding," is designed to reduce our printing and postage costs. However, if a shareholder residing at such an address wishes to receive a separate notice of the annual meeting in the future, he or she should contact the broker or other holder of record. If you own your shares in street name and are receiving multiple copies of the notice, you can request householding by contacting your broker or other holder of record.

The Board of Directors knows of no business which will be presented for consideration at the annual meeting other than as stated in the Notice of Annual Meeting of Stockholders. If, however, other matters are properly brought before the annual meeting, it is the intention of the persons named in the proxy to vote the shares represented thereby on such matters in accordance with their best judgment.

Whether or not you intend to be present at the annual meeting, you are urged to return your proxy card promptly. If you are then present at the annual meeting and wish to vote your shares in person, your original proxy may be revoked by voting at the annual meeting.

By Order of the Board of Directors



Patrick J. McWilliams  
*Corporate Secretary*

Champaign, Illinois  
March 15, 2024

## APPENDIX A

### **GREAT AMERICAN BANCORP, INC. AUDIT/COMPLIANCE COMMITTEE CHARTER**

#### **Purpose**

The primary function of the Audit/Compliance Committee (the “Audit Committee”) of the Board of Directors (the “Board”) of Great American Bancorp, Inc. (the “Company”) is to review and monitor: the integrity of the financial reporting process and systems of internal control; the Company’s compliance with legal and regulatory requirements; the independent accountant’s qualifications and independence; the performance of the Company’s internal audit functions and its independent accountants.

#### **Composition**

The Audit Committee will be comprised of three or more directors as determined by the Board. All members of the Audit Committee must be financially literate at time of appointment, or within a reasonable period of time thereafter, meaning they must have the ability to read and understand fundamental financial statements, including the Company’s balance sheet, income statement and cash flow statement. In addition, at least one member of the Audit Committee shall possess knowledge/expertise that in the judgement of the Committee can serve as the “financial expert” of the Committee, which includes, having past employment in finance or accounting, requisite professional certification in accounting, or any other comparable experience or background which results in the individual’s financial sophistication, including having been a chief executive officer, chief financial officer or other senior officer with oversight responsibilities. The members of the Audit Committee will be elected by the Board on an annual basis, and shall have such additional qualifications as the Board may determine from time to time.

#### **Audit Committee Meetings**

1. Meet four times per year or more frequently as circumstances may require. A quorum of the Audit Committee shall be declared when a majority of the appointed members of the Audit Committee are in attendance.
2. The Committee will invite members of management, external audit team, or others to attend meetings and provide pertinent information, as necessary.
3. The Committee will keep written minutes for all meetings, which will be presented to the full Board of Directors of Great American Bancorp and First Federal Savings Bank of Champaign-Urbana.

## Responsibilities

In carrying out its responsibilities, the Audit Committee believes its policies and procedures should remain flexible, in order to best react to changing conditions and to ensure to the directors and shareholders that the corporate accounting and reporting practices of the Company are in accordance with all requirements and are of the highest quality. To fulfill its responsibilities and duties the Audit Committee shall:

- a. Examine this Charter on an annual basis to assure that it remains adequate to address the responsibilities that the Committee has.
- b. Provide an open avenue of communication between management, the independent auditor, internal audit department and the Board.
- c. Approve, in advance, all permissible non-audit services to be completed by the independent auditor. Such approval process will ensure that the independent auditor does not provide any non-audit services to the Company that are prohibited by law or regulation.
- d. Select the independent auditor, considering independence and effectiveness, and be solely responsible for their compensation, oversight and retention (including resolution of disagreements between management and the auditor regarding financial reporting) for the purpose of preparing or issuing an audit report or related work, and each such registered public accounting firm shall report directly to the audit committee. The Audit Committee should confirm the independence of the independent auditor by requiring them to disclose in writing all relationships that, in the auditor's professional judgment, may reasonably be thought to bear on the ability to perform the audit independently and objectively.
- e. Review the performance of the independent auditor.
- f. The Audit Committee shall have contact with the independent auditors at least annually and management at least quarterly. In meetings attended by the independent auditors or by regulatory examiners, a portion of the meeting will be reserved for the Audit Committee to meet in closed session with these parties.
- g. Review the Company's audited annual financial statements and the independent auditor's opinion regarding such financial statements, including a review of the nature and extent of any significant changes in accounting principles.
- h. Ensure that the independent auditor discusses with the Audit Committee their judgments about the quality, not just the acceptability, of the Company's accounting principles as applied in the financial reports. The discussion should include such issues as the clarity of the Company's financial disclosures and degree of aggressiveness or conservatism of the Company's accounting principles and underlying estimates and other significant decisions made by management in preparing the financial disclosures.

- i. Review with the independent auditor and management the work to be performed by each to assure completeness of coverage, reduction of redundant efforts and the effective use of audit resources.
- j. Review all significant risks or exposures to the Company found during audits performed by the independent auditor and internal audit department and ensure that these items are discussed with management. From these discussions, assess and report to the Board regarding how the findings should be addressed.
- k. Review with management the activities, organizational structure and qualifications of the internal audit and compliance function, including the use of a third party provider. The Audit Committee should also review and concur in the appointment, replacement, reassignment, or dismissal of the third party provider.
- l. Review with management the general internal audit and compliance functions and plans, including the annual risk assessments.
- m. Regularly monitor the internal audit and compliance plans to ensure they are “on Pace” and will be completed by end of the cycle.
- n. Review recommendations from the internal audit function regarding internal controls and other matters relating to the accounting policies and procedures of the Company.
- o. Review with management, the independent auditor, internal audit department and legal counsel, legal and regulatory matters that may have a material impact on the financial statements.
- p. Be authorized to retain independent counsel and other advisors as it deems necessary to carry out its duties and to assist it in the conduct of any investigation. In connection therewith, the Audit Committee shall be provided appropriate funding as determined by the Audit Committee for payment to accountants and advisors.
- q. Have in place procedures for (1) receiving complaints regarding accounting, internal accounting controls, or auditing matters, and (2) the confidential, anonymous submission by employees of concerns regarding questionable accounting.
- r. Set clear hiring policies for hiring employees or former employees of the independent auditors.

Last approved: March 11, 2024