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Media Contact: Stephanie Meier
Senior Director of Marketing
815.986.7164
stephanie.meier@firstmid.com

First Mid Earns Prestigious Top Workplaces USA Award for 2024

Mattoon, IL (March 21, 2024) First Mid Bancshares, Inc. (First Mid), in collaboration with the USA Today network, is proud to announce they have earned a Top Workplaces USA award for 2024. Top Workplaces USA celebrates organizations with 150 or more employees that have prioritized people-first cultures. Winners of the Top Workplaces USA award are chosen based solely on employee feedback gathered through an employee engagement survey, issued by Energage. Over 42,000 organizations were invited to participate in the Top Workplaces USA survey, and only 1,531 companies were recognized with the award. Results are calculated by comparing the survey's research-based statements, including 15 Culture Drivers that are proven to predict high performance against industry benchmarks. The Top Workplaces program has a 15-year history of surveying more than 20 million employees and recognizing the top organizations across 60 markets for regional Top Workplaces awards.

"This honor not only validates our pledge to fostering a positive and engaging work environment but also motivates us to continue striving for excellence in every aspect of our organization," says Joe Dively, Chairman and Chief Executive Officer at First Mid. "The award is based entirely on feedback from those who know our company culture best: our employees. Being named a Top Workplaces USA organization is a testament to the commitment, passion, and collaborative spirit that defines our culture. This award reflects our values, the culture we cultivate together, and the positive impact we have on each other. We are immensely proud to be a company that puts our people first."

"The Top Workplaces USA award spotlights exceptional organizations and amplifies the significance of employee well-being across the organizational landscape," says Eric Rubino, CEO of Energage. "We are proud to empower employee voices and celebrate those prioritizing the workplace experience. Earning a Top Workplaces award is a badge of honor for companies, especially because it comes authentically from their employees."

In 2023, First Mid earned a [Top Workplaces Industry award](#) along with two [Culture Excellence awards](#) for Employee Well-Being and Professional Development. Details about how First Mid builds a great workplace culture are available on [Top Workplaces](#).

About First Mid Bancshares, Inc.: First Mid Bancshares, Inc. is the parent company of First Mid Bank & Trust, N.A., First Mid Insurance Group, and First Mid Wealth Management Company. First Mid is an \$7.6 billion community-focused organization that provides financial services including banking, insurance, wealth management, brokerage, and ag services through a network of locations in Illinois, Missouri, Texas, and Wisconsin, and a loan production office in Indiana. Together, our First Mid team takes great pride in providing solutions and services to our customers and communities and has done so since 1865. More information about the Company is available on our website at firstmid.com. Our stock is traded in The NASDAQ Stock Market LLC under the ticker symbol "FMBH". Member FDIC | Equal Housing Lender.

About Energage: Energage is a purpose-driven company that helps organizations turn employee feedback into useful business intelligence and credible employer recognition through Top Workplaces. Built on 18 years of culture research and the results from 27 million employees surveyed across more than 70,000 organizations, Energage delivers the most accurate competitive benchmark available. With access to a unique combination of patented analytic tools and expert guidance, Energage customers lead the competition with an engaged workforce and an opportunity to gain recognition for their people-first approach to culture. For more information or to nominate your organization, visit energage.com or topworkplaces.com.