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People, Purpose, and Community Define the First Mid Bank & Trust Experience

Local Employees Share Why They Choose to Stay at the Community-Focused Bank

Rockford, IL (October 13, 2026) For First Mid Bank & Trust (First Mid) employees Ryan Adleman and Tammy Zurfluh, the reasons they have chosen to build their careers with First Mid come down to something that can be difficult to quantify – the people and culture around them.

Adleman, who has been with First Mid for nearly eight years, said the authenticity of his first greeting helped him realize he was in the right place.

“The initial desire to be at First Mid started with Joe Dively, Executive Chairman for the company. He came into a meeting and was down to earth and genuine, and everyone else came across that way, too,” said Adleman, VP, Treasury Management Officer Manager at the Rockford Perryville branch. “The people and trust we have with each other are unlike many other workplace cultures.”

That sense of trust has continued to shape Adleman’s experience with First Mid. As he settled in, the team around him and the freedom his role brought reinforced his desire to stay with the company.

“My role brings so much flexibility and it’s hard to put a monetary value on that. They believe in family first, but with a focus on getting your job done, too,” Adleman said. “First Mid invests in us and our professional development. I’m given the tools to learn and expand my professional knowledge.”

A longtime Belvidere community member and First Mid employee of more than 25 years, Zurfluh has seen firsthand the value of building lasting relationships with customers, colleagues, and the community.

“The community, the coworkers, and the ability to work with a bank that provides successful solutions to our customers are what make First Mid special,” said Zurfluh, SVP, Director of Mortgage Sales. “We have tremendous collaboration and teamwork, along with open-door access to management, which creates an environment where employees feel supported, valued, and empowered to succeed.”

“It’s important to work for a company that you are proud to represent because you and your family are members of the community,” Zurfluh continued. “We go to great lengths to support the commitments we’ve made, while keeping our customers’ best interests at the forefront and helping place them in the best financial position possible.”

Their experiences are further reflected in First Mid’s recent [workplace recognitions](#), including its [fourth consecutive Top Workplaces Financial Services Industry award and seven Top Workplaces Culture Excellence awards](#).

First Mid offers 90 locations throughout Illinois, Iowa, Missouri, Texas, and Wisconsin.

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 a \$9.2 billion community-focused organization that provides financial services including banking, insurance, wealth management, brokerage, and ag services through a network of locations in Illinois, Iowa, 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 www.firstmid.com. Our stock is traded in The NASDAQ Stock Market LLC under the ticker symbol “FMBH”. Member FDIC | Equal Housing Lender.