











relationship driven.

COLLABORATION... THE KEY TO SUCCESS

A Message from the Chair of the Board

On behalf of the entire Board of Directors, I am proud to bring you this year's Annual Report.

Collaboration and adaptation to change were the keys to our company's outstanding growth and success this past year. These differentiators kept QCR Holdings solidly performing in the top quartile of our peers and drove us to unprecedented success again in 2022.

In April, we welcomed into the QCR Holdings family the shareholders, customers, and employees of Guaranty Bank. This acquisition was a strong fit due to the 220 relationship-driven employees and the thriving Springfield market. Most importantly, Guaranty Bank holds the same regard for relationships and business values that guide our own company.

Our value of relationships was demonstrated throughout the year by each entity's involvement in its community. Whether through CRA (Community Reinvestment Act) initiatives, sponsorships, DEI (diversity, equity, and inclusion) engagement, or volunteerism, our team members added value every day to the communities in which they live and work.

Along with the expansion of our company and commitment to our communities, we accomplished another year of record earnings. We know this would not be possible without the 1,000+ team members that provide excellent customer service for both internal and external clients. With this solid foundation and our excellent management team, I am confident in the continued success and future growth of our company.

Thank you for being a shareholder.



MARIE Z. ZIEGLER
Chair of the Board, QCR Holdings, Inc.

GROWINGAND THRIVING

A Message from Larry Helling and Todd Gipple

As we transition into 2023, QCR Holdings is not just **growing**, but **thriving**. With the guiding principles of our 9-6-5 strategy, combined with our successful acquisition of Guaranty Bank, we have grown adjusted net income and adjusted EPS at a compounded annual growth rate of 25.4% and 21.9%, respectively, since 2018. While growing at a consistent pace, we have also significantly increased our profitability, with our performance now in the top quartile of our peer group.



LARRY J. HELLINGChief Executive Officer,
QCR Holdings, Inc.



TODD A. GIPPLEPresident, Chief Operating Officer and
Chief Financial Officer, QCR Holdings, Inc.

In 2022, we reported record net income of \$99.1 million for the year. After adjusting for the one-time costs associated with the acquisition, our adjusted net income was \$114.9 million, which is an increase of 14.8% from 2021. Our adjusted EPS was \$6.80 per diluted share, which is an increase of 8.5%. One of the primary ways we accomplished record earnings is through attracting and retaining the best bankers and clients in our markets, which leads to reduced turnover, improved efficiency, higher profitability, and enhanced shareholder value.

While our historical performance is impressive, we remain focused on the future and expect to continue to perform at the top of our peer group over the long-term. The combination of our traditional banking and our high-performing business lines provides diverse revenue streams, which has helped us outperform in a variety of economic environments.

We remain focused on the future and expect to continue to perform at the top of our peer group over the long-term.

While we are mindful of recessionary concerns, we remain cautiously optimistic about the relative economic resiliency of our markets. Additionally, our strong capital and earning momentum have put us in a position to continue to **grow and thrive in 2023**.





A SIMPLE AND FOCUSED STRATEGY

Grow earnings and drive attractive **long-term** returns for our shareholders.

Our 9-6-5 strategy has resulted in record net income and top quartile performance.

Grow loans by 9% per year, funded with core deposits

We continue to gain market share across our charters by capitalizing on the value that our clients place on relationship-based community banking. Our goal is to organically grow loans and leases by 9% per year and to fund this growth with a corresponding increase in our core deposits.

Grow fee income no less than 6% per year

We continue to diversify our revenue mix and develop more opportunities to increase profitability with continued gains in noninterest income. Our goal is to grow our fee-based income by no less than 6% per year.

Improve efficiencies and hold expense growth to less than 5% per year

We remain focused on improving operational efficiencies and managing our noninterest expenses. Our goal is to limit our annual operating expense growth to less than 5% per year.

5

OUR MISSION

We make financial dreams a reality.

OUR VISION

Exceptional people providing extraordinary performance for our clients, shareholders, and communities.

OUR VALUES

PassionWe care.

Achievement We expect to win.

Accountability We drive it.

CollaborationWe work together.

InnovationWe embrace change.

InclusionWe respect all.

Adjusted Loan and Lease Growth

14.6%

Adjusted Earnings
Per Share

\$6.80

Adjusted Net Income

\$114.9 m

340 New Relationships in Wealth Management Totaling

\$481 m

NPAs/Assets

0.11%

Adjusted Return on Average Assets

1.59%

Adjusted Return on Average Total Equity 15.4%

Expanded
Net Interest Margin

Strong
Asset Quality

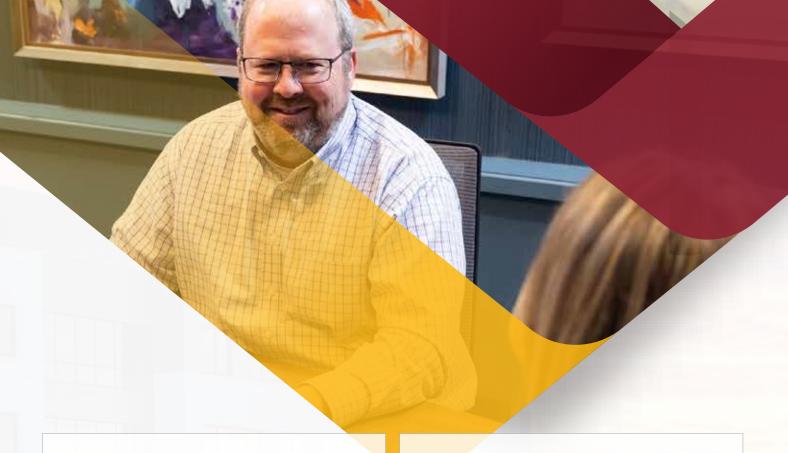
Increased
Adjusted Earnings

FINANCIAL HIGHLIGHTS

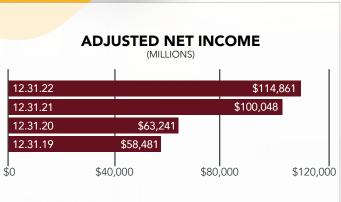
Summary of Financial Results (in thousands)

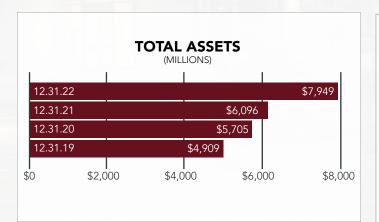
Adjusted Non-GAAP Results

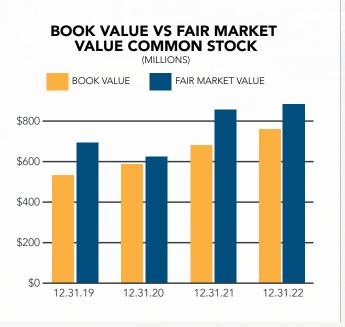
	2018	2019	2020	2021	2022
Net interest income	\$142,395	\$155,559	\$166,950	\$178,233	\$231,120
Non-interest income	\$41,541	\$66,510	\$111,580	\$100,303	\$78,754
Non-interest expense	(\$114,976)	(\$143,892)	(\$146,304)	(\$152,136)	(\$180,775)
Pre-tax pre-provision net income	\$68,960	\$78,177	\$132,226	\$126,400	\$129,099
Provision for credit losses	(\$12,658)	(\$7,066)	(\$55,704)	(\$3,486)	\$4,110
Net income before taxes	\$56,302	\$71,111	\$76,522	\$122,914	\$133,209
Income taxes	(\$9,890)	(\$12,630)	(\$13,281)	(\$22,866)	(\$18,348)
Net income	\$46,412	\$58,481	\$63,241	\$100,048	\$114,861











A COMMITMENT TO COMMUNITY

QCR Holdings is built on relationships and integrity. We adhere to those principles in all areas of our business and believe that our **environmental**, **social**, **and governance** (**ESG**) initiatives will drive shareholder value and make us a better company.

2022 ESG Achievements by the Numbers

Volunteer Hours 20,365	Individual Volunteers 539	Employee Engagement Score 78% 2.0% above National Benchmark
Financial Literacy Volunteer Hours 4,468	Donations and Sponsorships \$1,663,083	CRA Eligible Loans and Investments \$753,033,203

Environmental: We believe in responsible use of our resources with a focus on sustainability, including:

- Facility enhancements to reduce our carbon footprint, including the purchase of a 59,820 square-foot LEED Silver Certified building
- Reduction in courier delivery frequency resulting in at least 7,000 fewer miles driven per year
- \$36.1 million in financing for solar projects and \$2.9 million in Property Assessed Clean Energy financing outstanding as of year-end 2022

Social: We are committed to fostering and preserving a culture of diversity, equity, and inclusion, promoting a highly engaged workforce, and supporting the communities in which we live and work.

- Since 2018, we have provided LIHTC investments and loans totaling near \$2 billion, helping build over 15,000 units
- View our 2022 DEI Achievements on the next page

Governance: We are committed to integrity in our business practices and strong corporate governance principles, including:

- A strong and diverse holding company board compromised of 45% women and minorities
- A total of 162 standard operating procedures implemented as of year-end 2022 to allow for collaboration, agility, transformation, and innovation

A CULTURE OF INCLUSION

At QCR Holdings, we are committed to fostering and preserving a culture of **diversity**, **equity**, **and inclusion** (**DEI**) and strongly believe that it is our differences - of all kinds - that make our company and our communities better and stronger. Through our six inclusion committees and various public speaking engagements, we are able to demonstrate DEI leadership in our industry.

2022 DEI Achievements by the Numbers

DEI Workshops and Educational Sessions

179

Employee DEI Survey Score (1-5)

3.9%

3.4% Increase from 2021

Number of Participants in DEI Workshops and Educational Sessions

800+

Inclusion Committees Created

6

1:1 Meetings with Diversity Officer

570

Cultural Event Participation

15



OUR LEADERSHIP BOARD OF DIRECTORS



LARRY J. HELLING Chief Executive Officer, $\ensuremath{\mathsf{QCR}}$ Holdings, Inc. and Cedar Rapids Bank & Trust



TODD A. GIPPLE President, Chief Operating Officer, Chief Financial Officer, QCR Holdings, Inc.



MARIE Z. ZIEGLER Chair of the Board, QCR Holdings, Inc., Vice President and Deputy Financial Officer (Retired), Deere and Company



JAMES M. FIELD Vice Chair of the Board, QCR Holdings, Inc., President, Worldwide Construction & Forestry Division and Deere Power Systems (Retired), Deere and Company



MARY KAY BATES President and Chief Executive Officer, Bank Midwest



JOHN-PAUL E. BESONG Retired Executive. Rockwell Collins



BRENT R. COBB Chief Executive Officer, World Class Industries, Inc.



JOHN F. GRIESEMER ELIZABETH S. JACOBS President and Chief Executive Officer, Erien Group



President, The Jacobs Group, LLC



MARK C. KILMER President, The Republic Companies



DONNA J. SORENSEN, J.D. President, Sorensen Consulting



MANAGEMENT CABINET

Our Management Cabinet is made up of 6 key leaders within our organization who oversee QCR Holdings, Inc. strategic development, critical decision making, and talent management.

They work hand-in-hand with our Leadership Team.



JOHN H. ANDERSON
Chief Executive Officer,
Quad City Bank & Trust and
Chief Deposit Officer,
QCR Holdings, Inc.



TODD A. GIPPLEPresident, Chief Operating
Officer, Chief Financial Officer,
QCR Holdings, Inc.



LARRY J. HELLING
Chief Executive Officer,
QCR Holdings, Inc. and
Cedar Rapids Bank & Trust



ANNE E. HOWARD

Senior Vice President,

Director of Human Resources,

QCR Holdings, Inc.



MONTE C. MCNEW
Chief Executive Officer,
Guaranty Bank and
Chief Lending Officer,
QCR Holdings, Inc.



REBA K. WINTER Executive Vice President, Chief Information Officer, QCR Holdings, Inc.

LEADERSHIP TEAM

Members of the Leadership Team include the Management Cabinet and other key leaders from around the company. Their leadership ensures effective communication and execution of the holding company's strategic plan and reinforces our values and culture.



STACEY J. BENTLEY
President and Chief
Executive Officer,
Community Bank & Trust



ROBERT M. EBY Executive Vice President, Chief Credit Officer, QCR Holdings, Inc.



KURT A. GIBSON
President and Chief
Executive Officer,
Community State Bank



CARI J. HENSON Vice President Corporate Communications Manager, QCR Holdings, Inc.



TODD C. KERSKA
Executive Vice President,
Best-In-Class Initiatives,
OCR Holdings, Inc.
Cashier, Cedar Rapids Bank
& Trust



JAMES D. KLEIN President, Cedar Rapids Bank & Trust



CONDENSED BALANCE SHEET (Dollars in thousands)	Dec	December 31, 2021		
		Amount		Amount
Cash and due from banks	\$	59,723	\$	37,490
Federal funds sold and interest-bearing deposits		124,270		87,662
Securities		928,102		810,215
Net loans/leases		6,051,165		4,601,411
Intangibles		16,759		9,349
Goodwill		137,607		74,066
Derivatives		177,631		222,220
Other assets		453,580		253,719
Total assets	\$	7,948,837	\$	6,096,132
Total deposits	\$	5,984,217	\$	4,922,772
Total borrowings		825,894		170,805
Derivatives		200,701		225,135
Other liabilities		165,301		100,410
Total stockholders' equity		772,724		677,010
Total liabilities and stockholders' equity	\$	7,948,837	\$	6,096,132
ANALYSIS OF LOAN PORTFOLIO				
Loan/lease mix:				
Commercial and industrial - revolving	\$	296,869	\$	248,483
Commercial and industrial - other		1,451,693		1,346,602
Commercial real estate, owner occupied		629,367		421,701
Commercial real estate, non-owner occupied		963,239		646,500
Construction and land development		1,192,061		918,571
Multi-family		963,803		600,412
Direct financing leases		31,889		45,191
1-4 family real estate		499,529		377,361
Consumer		110,421		75,311
Total loans/leases	\$	6,138,871	\$	4,680,132
Less allowance for credit losses		87,706		78,721
Net loans/leases	<u>\$</u>	6,051,165	\$	4,601,411
ANALYSIS OF SECURITIES PORTFOLIO				
Securities mix:				
U.S. government sponsored agency securities	\$	16,981	\$	23,328
Municipal securities	Ψ	779,450	Ψ	639,799
Residential mortgage-backed and related securities		66,215		94,323
Asset backed securities		18,728		27,124
Other securities		46,908		25,839
Total securities	\$	928,282	\$	810,413
Less: allowance for credit losses	Ψ	180	Ψ	198
Net securities	\$	928,102	\$	810,215
ANALYSIS OF DEPOSITS				
Deposit mix:				
Noninterest-bearing demand deposits	\$	1,262,981	\$	1,268,788
Interest-bearing demand deposits		3,875,497		3,232,633
Time deposits		744,593		421,348
Brokered deposits		101,146		3
Total deposits	\$	5,984,217	\$	4,922,772
ANALYSIS OF BORROWINGS				
Borrowings mix:				
Overnight FHLB advances	\$	415,000	\$	15,000
Federal funds purchased		129,630		3,800
Subordinated notes		232,662		113,850
Junior subordinated debentures	_	48,602	•	38,155
Total borrowings	\$	825,894	\$	170,805

INCOME STATEMENT (Dollars in thousands)	Dece	December 31, 2021		
		Amount		Amount
Interest income	\$	292,571	\$	200,155
Interest expense		61,451		21,922
Net interest income		231,120		178,233
Provision for credit losses (1)		8,284		3,486
Net interest income after provision for credit	\$	222,836	\$	174,747
Trust fees	\$	10,641	\$	11,206
Investment advisory and management fees		3,858		4,080
Deposit service fees		8,134		6,132
Gain on sales of residential real estate loans		2,411		4,397
Gain on sales of government guaranteed portions of loans		119		227
Capital Markets Revenue		41,309		60,992
Securities gains (losses), net		-		(88)
Earnings on bank-owned life insurance		2,056		1,838
Debit card fees		5,459		4,216
Correspondent banking fees		967		1,114
Loan related fee income		2,428		2,268
Fair value gain on derivatives		1,975		170
Other		1,372		3,870
Total noninterest income	\$	80,729	\$	100,422
Salaries and employee benefits	\$	115,368	\$	100,907
Occupancy and equipment expense	*	21,975	*	15,918
Professional and data processing fees		16,282		14,579
Acquisition costs		3,715		624
Post-acquisition compensation, transition and integration costs		5,526		-
Disposition costs		-		13
FDIC insurance, other insurance and regulatory fees		5,806		4,475
Loan/lease expense		1,829		1,671
Net cost of operation of other real estate		(40)		(1,420)
Advertising and marketing		4,958		4,254
Communication and data connectivity		2,213		1,798
Supplies		1,109		1,053
Bank service charges		2,282		2,173
Correspondent banking expense		840		799
Core deposit intangible amortization		2,854		2,032
Payment card processing		1,964		1,412
Trust expense		775		758
Other		2,560		2,656
	•		•	
Total noninterest expense	<u>\$</u>	190,016	\$	153,702
Net income before taxes	\$	113,549	\$	121,467
Income tax expense		14,483		22,562
Net income	<u>\$</u>	99,066	\$	98,905
Basic EPS	\$	5.94	\$	6.30
Diluted EPS	\$	5.87	\$	6.20
Weighted average common shares outstanding		16,681,844		15,708,744
Weighted average common and common equivalent shares outstanding		16,890,007		15,944,708

⁽¹⁾ Provision for credit losses for the year ended December 31, 2022 included \$11.0 million related to the acquired Guaranty Bank non-PCD loans and \$1.4 million related to acquired Guaranty Bank OBS exposures.

EQUITY & PERFORMANCE	(Dollars in thousands except Common Share Data)	Decem	nber 31, 2022	Dec	cember 31, 2021
COMMON SHARE DATA					
Common shares outstanding			16,795,942		15,613,460
Book value per common share (1)			\$46.01		\$43.36
Tangible book value per common s	share (2)		\$36.82		\$38.02
Closing stock price			\$49.64		\$56.00
Market capitalization			\$833,751		\$874,354
Market price / book value			107.90%		129.15%
Market price / tangible book value			134.83%		147.30%
Earnings per common share (basic) LTM (3)		\$5.95		\$6.30
Price earnings ratio LTM (3)			8.35 x		8.88 x
TCE / TA (4)			7.93%		9.87%
CONDENSED STATEMENT (OF CHANGES IN STOCKHOLDERS' EQUITY				
Beginning balance		<u> </u>	677,010	\$	593,793
Cumulative effect from the adoption	on of ASU 2016-13 CECL	,	-	,	(937)
Net income			99,066		98,905
Other comprehensive income (loss), net of tax		(66,450)		176
	91 shares of common stock as a result of the				
acquisition of Guaranty Federa			117,214		-
Repurchase and cancellation of sha			(52,954)		(14,168)
as a result of share repurchase p Common stock cash dividends dec			(4,022)		(3,781)
Other (5)	nareu		2,860		3,022
Ending balance		\$	772,724	\$	677,010
S			<u> </u>		
REGULATORY CAPITAL RA	TIOS				
Total risk-based capital ratio			14.28%		14.77%
Tier 1 risk-based capital ratio			9.95%		11.46%
Tier 1 leverage capital ratio			9.61%		10.46%
Common equity tier 1 ratio			9.29%		10.76%
KEY PERFORMANCE RATIO		<u></u>			
Return on average assets (annualiz	· ·		1.37%		1.68%
Return on average total equity (and	nualized)		13.24%		15.52%
Net interest margin			3.49%		3.30%
Net interest margin (TEY) (Non-C	GAAP)(6) (7)		3.73%		3.49%
Efficiency ratio (Non-GAAP) (7)			60.93%		55.16%
Gross loans and leases / total asset			77.23%		76.77%
Full-time equivalent employees (8)			973		726
AVERAGE BALANCES			T.00(100	Φ.	5.072.255
Assets		\$	7,206,180	\$	5,873,357
Loans/leases			5,604,074		4,456,461
Deposits			5,676,546		4,776,575
Total stockholders' equity			748,032		637,190

⁽¹⁾ Includes accumulated other comprehensive income (loss).

 $^{(2) \,} Includes \, accumulated \, other \, comprehensive \, income \, (loss) \, and \, excludes \, intangible \, assets \, (Non-GAAP).$

⁽³⁾ LTM: Last twelve months.

⁽⁴⁾ TCE: tangible common equity / total tangible assets. See GAAP to Non-GAAP reconciliations in the Company's Form 10-K and earnings release.

⁽⁵⁾ Includes mostly common stock issued for options exercised and the employee stock purchase plan, as well as stock-based compensation.

⁽⁶⁾ TEY: Tax equivalent yield.

⁽⁷⁾ See GAAP to Non-GAAP reconciliations in the Company's Form 10-K and earnings release.

⁽⁸⁾ Increase due to the acquisition of Guaranty Bank.

ASSET QUALITY (Dollars in thousands)	Decer	nber 31, 2022	December 31, 2021		
ROLLFORWARD OF ALLOWANCE FOR CREDIT LOSSES ON LOANS/LEASES					
Beginning balance		78,721	\$	84,376	
Adoption of ASU 2016-13 "CECL" - Day 1 adjustment	Φ	70,721	Φ	(8,102)	
Initial ACL recorded for acquired loans		5,902		(0,102)	
Credit loss expense (1)		9,636		5,702	
Loans/leases charged off		(7,525)		(4,538)	
Recoveries on loans/leases previously charged off		972		1,283	
Ending balance	<u> </u>	87,706	<u> </u>	78,721	
		<u> </u>		<u> </u>	
NONPERFORMING ASSETS					
Nonaccrual loans/leases (2)	<u> </u>	8,765	\$	2,759	
Accruing loans/leases past due 90 days or more		5		1	
Total nonperforming loans/leases		8,770		2,760	
Other real estate owned		133		-	
Total nonperforming assets	\$	8,903	\$	2,760	
ASSET QUALITY RATIOS					
Nonperforming assets / total assets		0.11%		0.05%	
ACL for loans and leases / total loans/leases		1.43%		1.68%	
ACL for loans and leases / nonperforming loans/leases		1000.07%		2852.21%	

⁽¹⁾ Credit loss expense on loans/leases for the quarter ended June 30, 2022 included \$11.0 million related to the acquired Guaranty Bank non-PCD loans. (2) The increase in nonaccrual loans for the quarter ended June 30, 2022 is due to the addition of \$7.3 million related to the acquired Guaranty Bank loan portfolio.

NET INTEREST INCOME AND MARGIN	Year End December 31, 2022	Year End December 31, 2021

		Average Balance	Ear	Interest ned or Paid	Average Yield or Cost		Average Balance	Inte	erest Earned or Paid	Average Yield or Cost
					(dollars in	thous	ands)			
Fed funds sold	\$	14,436	\$	410	2.84%	\$	1,964	\$	2	0.10%
Interest-bearing deposits at financial institutions		63,448		1,089	1.72%		116,421		173	0.15%
Securities (1)		910,712		36,359	3.99%		804,636		29,504	3.66%
Restricted investment securities		35,554		2,068	5.73%		19,386		950	4.83%
Loans (1)		5,604,074		268,985	4.80%		4,456,461		179,738	4.03%
Total earning assets (1)	\$	6,628,224	\$	308,911	4.66%	\$	5,398,868	\$	210,367	3.90%
Interest-bearing deposits	\$	3,715,017	\$	35,359	0.95%	\$	3,058,917	\$	8,621	0.28%
Time deposits		568,245		7,003	1.23%		448,191		4,679	1.04%
Short-term borrowings		8,637		299	3.46%		6,281		5	0.08%
Federal Home Loan Bank advances		286,474		6,954	2.39%		23,389		70	0.30%
Other borrowings		1,068		53	4.96%		-		-	0.00%
Subordinated notes		165,685		9,200	5.55%		115,398		6,272	5.44%
Junior subordinated debentures		45,497		2,583	5.60%		38,067		2,276	5.90%
Total interest-bearing liabilities	\$	4,790,623	\$	61,451	1.28%	\$	3,690,243	\$	21,923	0.59%
Net interest income / spread (1)			\$	247,460				\$	188,444	
Net interest margin					3.49%					3.30%
Net interest margin (TEY) (Non-GAAP) (1) (2)					3.73%					3.49%
Adjusted net interest margin (TEY) (Non-GAAP)	(1)(2	()			3.60%					3.47%

⁽¹⁾ Includes nontaxable securities and loans. Interest earned and yields on nontaxable securities and loans are determined on a tax equivalent basis using a 21% tax rate.

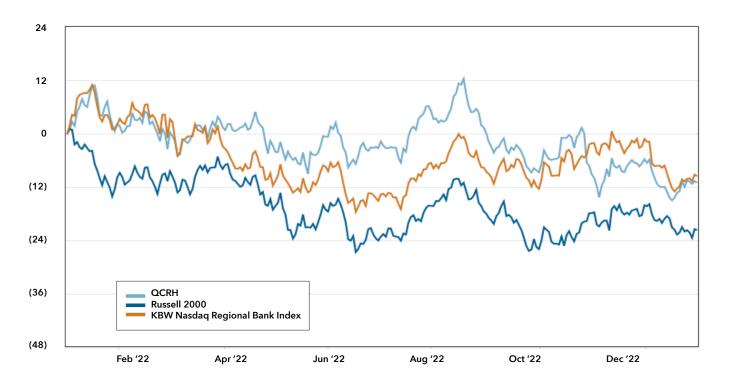
⁽²⁾ TEY: Tax equivalent yield.

STOCK LISTING INFORMATION

The common stock of QCR Holdings, Inc. is traded on the Nasdaq Global Market under the symbol "QCRH".



2022 Stock Performance - Price Change (%)



STOCK LISTING INFORMATION

2023 Annual Meeting of Stockholders

We invite you to electronically attend the virtual annual meeting which will be held on Thursday, May 18, 2023 at 8:00 a.m. Central Daylight Time. You will be able to attend the meeting and vote during the meeting by visiting: www.virtualshareholdermeeting.com/ QCRH2023. Prior to the meeting, you will be able to vote by visiting www.proxyvote.com.

Stockholders interested in information may contact:

Shellee R. Showalter
Senior Vice President,
Director of Investor Services & Compensation
QCR Holdings, Inc.
3551 Seventh Street, Moline, IL 61265
309.743.7760

Annual Report on Form 10-K

Copies of the QCR Holdings annual report on Form 10-K and exhibits filed with the Securities and Exchange Commission are available to stockholders without charge by accessing our website at www.qcrh.com or may contact:

Nick W. Anderson Senior Vice President, Chief Accounting Officer QCR Holdings, Inc. 3551 Seventh Street, Moline, IL 61265 309.743.7707

Internet Information

Information on our subsidiaries' history, locations, products and services can be accessed on the internet at: www.qcbt.bank, www.crbt.bank, www.communitybt.bank, www.bankcsb.com, www.gbankmo.com, and www.m2equipmentfinance.com

Stock Transfer Agent

Inquiries related to stockholder records, stock transfers, lost certificates, changes of ownership, changes of address, and dividend payments should be sent to our transfer agent at the following address:

AST Shareholder Services Attn: Operations Center 6201 15th Avenue, Brooklyn, NY 11219 1.718.921.8124 or 1.800.937.5449

Analysts or other investors interested in information may contact:

Todd A. Gipple
President, Chief Operating Officer and
Chief Financial Officer
QCR Holdings, Inc.
3551 Seventh Street, Moline, IL 61265
309.743.7745

Heather L. Brummel
Group Operations Executive Administrative Assistant
QCR Holdings, Inc.
3551 Seventh Street, Moline, IL 61265
309.277.2657

Independent Registered Public Accounting Firm

RSM US LLP, Davenport, IA

Corporate Counsel

Lane & Waterman LLP, Davenport, IA Barack Ferrazzano Kirschbaum & Nagelberg LLP, Chicago, IL



relationship driven.













