

UNITED STATES OF AMERICA  
BEFORE THE  
BOARD OF GOVERNORS OF THE FEDERAL RESERVE SYSTEM  
WASHINGTON, D.C.

Written Agreement by and between  
  
SOUTHFIRST BANCSHARES, INC.  
Sylacauga, Alabama  
  
and  
  
FEDERAL RESERVE BANK OF  
ATLANTA  
Atlanta, Georgia

Docket No. 12-065-WA/RB-HC

WHEREAS, SouthFirst Bancshares, Inc., Sylacauga, Alabama (“SFB”), a registered thrift holding company, owns and controls SouthFirst Bank, Sylacauga, Alabama (the “Bank”), a national savings association;

WHEREAS, it is the common goal of SFB and the Federal Reserve Bank of Atlanta (the “Reserve Bank”) to maintain the financial soundness of SFB so that SFB may serve as a source of strength to the Bank;

WHEREAS, SFB and the Reserve Bank have mutually agreed to enter into this Written Agreement (the “Agreement”); and

WHEREAS, on September 17, 2012, the board of directors of SFB, at a duly constituted meeting, adopted a resolution authorizing and directing Randall L. Fields to enter into this Agreement on behalf of SFB, and consenting to compliance with each and every provision of this Agreement by SFB and its institution-affiliated parties, as defined in sections

3(u) and 8(b)(3) of the Federal Deposit Insurance Act, as amended (the “FDI Act”) (12 U.S.C. §§ 1813(u) and 1818(b)(3)).

NOW, THEREFORE, SFB and the Reserve Bank agree as follows:

### **Source of Strength**

1. The board of directors of SFB shall take appropriate steps to fully utilize SFB’s financial and managerial resources, pursuant to section 38A of the FDI Act (12 U.S.C. § 1831o-1) and section 238.8(a) of Regulation LL of the Board of Governors of the Federal Reserve System (the “Board of Governors”) (12 C.F.R. § 238.8(a)), to serve as a source of strength to the Bank, including, but not limited to, taking steps to ensure that the Bank complies with the Consent Order entered into with the Office of the Comptroller of the Currency on August 15, 2012, and any other supervisory action taken by the Bank’s federal regulator.

### **Dividends**

1. (a) SFB shall not declare or pay any dividends without the prior written approval of the Reserve Bank and the Director of the Division of Banking Supervision and Regulation of the Board of Governors.

(b) SFB shall not directly or indirectly take dividends or any other form of payment representing a reduction in capital from the Bank without the prior written approval of the Reserve Bank.

(c) All requests for prior approval shall be received by the Reserve Bank at least 30 days prior to the proposed dividend declaration date. All requests shall contain, at a minimum, current and projected information on SFB’s capital, earnings, and cash flow; the Bank’s capital, asset quality, earnings, and allowance for loan and lease losses; and identification of the sources of funds for the proposed payment. SFB must also demonstrate that the requested

declaration or payment of dividends is consistent with the Board of Governors' Policy Statement on the Payment of Cash Dividends by State Member Banks and Bank Holding Companies, dated November 14, 1985 (Federal Reserve Regulatory Service, 4-877 at page 4-323).

### **Debt and Stock Redemption**

2. (a) SFB shall not, directly or indirectly, incur, increase, or guarantee any debt without the prior written approval of the Reserve Bank. All requests for prior written approval shall contain, but not be limited to, a statement regarding the purpose of the debt, the terms of the debt, and the planned source(s) for debt repayment, and an analysis of the cash flow resources available to meet such debt repayment.

(b) SFB shall not, directly or indirectly, purchase or redeem any shares of its stock without the prior written approval of the Reserve Bank.

### **Compliance with Laws and Regulations**

3. (a) In appointing any new director or senior executive officer, or changing the responsibilities of any senior executive officer so that the officer would assume a different senior executive officer position, SFB shall comply with the notice provisions of section 32 of the FDI Act (12 U.S.C. § 1831i) and Subpart H of Regulation LL of the Board of Governors (12 C.F.R. §§ 238.71 *et seq.*).

(b) SFB shall comply with the restrictions on indemnification and severance payments of section 18(k) of the FDI Act (12 U.S.C. § 1828(k)) and Part 359 of the Federal Deposit Insurance Corporation's regulations (12 C.F.R. Part 359).

### **Progress Reports**

4. Within 45 days after the end of each calendar quarter following the date of this Agreement, the board of directors shall submit to the Reserve Bank written progress reports

detailing the form and manner of all actions taken to secure compliance with the provisions of this Agreement and the results thereof, and a parent company only balance sheet, income statement, and, as applicable, report of changes in stockholders' equity.

### **Communications**

5. All communications regarding this Agreement shall be sent to:
  - (a) Mr. Allen Stanley  
Assistant Vice President  
Federal Reserve Bank of Atlanta  
1000 Peachtree Street, N.E.  
Atlanta, Georgia 30309
  - (b) Mr. Randall L. Fields  
Chief Executive Officer  
SouthFirst Bancshares, Inc.  
126 North Norton Street  
Sylacauga, Alabama 35150

### **Miscellaneous**

6. Notwithstanding any provision of this Agreement, the Reserve Bank may, in its sole discretion, grant written extensions of time to SFB to comply with any provision of this Agreement.

7. The provisions of this Agreement shall be binding upon SFB and its institution-affiliated parties, in their capacities as such, and their successors and assigns.

8. Each provision of this Agreement shall remain effective and enforceable until stayed, modified, terminated, or suspended in writing by the Reserve Bank.

9. The provisions of this Agreement shall not bar, estop, or otherwise prevent the Board of Governors, the Reserve Bank, or any other federal or state agency from taking any other action affecting SFB, the Bank, any nonbank subsidiary of SFB, or any of their current or former institution-affiliated parties and their successors and assigns.

10. Pursuant to section 50 of the FDI Act (12 U.S.C. § 1831aa), this Agreement is enforceable by the Board of Governors under section 8 of the FDI Act (12 U.S.C. § 1818).

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed as of the 20<sup>th</sup> day of September, 2012.

SOUTHFIRST BANCSHARES,  
INC.

FEDERAL RESERVE BANK  
OF ATLANTA

By: /s/ Randall L. Fields  
Randall L. Fields  
Chief Executive Officer

By: /s/ Allen Stanley  
Allen Stanley  
Assistant Vice President