

UNITED STATES SECURITIES AND EXCHANGE COMMISSION
Washington, D.C. 20549

FORM 10-K

ANNUAL REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934

For the fiscal year ended December 31, 2003

OR

TRANSITION REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934

For the transition period from _____ to _____

Commission file number: 001-15933

BLUE VALLEY BAN CORP

(Exact name of registrant as specified in its charter)

Kansas

(State or other jurisdiction of incorporation or organization)

48-1070996

(I.R.S. Employer Identification No.)

11935 Riley

Overland Park, Kansas

(Address of principal executive offices)

66225-6128

(Zip Code)

Registrant's telephone number, including area code: **(913) 338-1000**

Securities registered pursuant to Section 12(b) of the Act:

Title of each class

Name of each exchange on which registered

Guarantee with respect to the Trust Preferred Securities, \$8.00 par value, of BVBC Capital Trust I

American Stock Exchange

Securities registered pursuant to Section 12(g) of the Act: None

Indicate by check mark whether the registrant (1) has filed all reports required to be filed by Section 13 or 15(d) of the Securities Exchange Act of 1934 during the preceding 12 months (or for such shorter period that the registrant was required to file such reports), and (2) has been subject to such filing requirements for the past 90 days. Yes [] No []

Indicate by check mark if disclosure of delinquent filers pursuant to Item 405 of Regulation S-K is not contained herein, and will not be contained, to the best of registrant's knowledge, in definitive proxy or information statements incorporated by reference in Part III of this Form 10-K or any amendment to this Form 10-K. []

Indicate by checkmark whether the registrant is an accelerated filer. Yes [] No []

As of February 29, 2004 the registrant had 2,279,611 shares of Common Stock (\$1.00 par value) outstanding, of which 1,191,526 shares were held by non-affiliates. The aggregate market value of the common shares of the registrant held by non-affiliates, computed based on the June 30, 2003 closing price of the stock, was approximately \$33.4 million.

DOCUMENTS INCORPORATED BY REFERENCE

1. Part III – Proxy Statement for the 2004 Annual Meeting of Stockholders

BLUE VALLEY BAN CORP

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Part I

Item 1: Business

The Company and Subsidiaries

Blue Valley Ban Corp. ("Blue Valley", the "Company") is a bank holding company organized in 1989. In 2001, Blue Valley elected to become a financial holding company and such status was granted. The Company's wholly-owned subsidiary, Bank of Blue Valley (the "Bank") was also organized in 1989 to provide banking services to closely-held businesses and their owners, professionals and residents in Johnson County, Kansas, a high growth, demographically attractive area within the Kansas City, Missouri - Kansas Metropolitan Statistical Area (the "MSA"). The focus of Blue Valley has been to take advantage of the current and anticipated growth in our market area as well as to serve the needs of small and mid-sized commercial borrowers – customers that we believe currently are underserved as a result of banking consolidation in the industry generally and within our market specifically. In addition, Blue Valley originates residential mortgages nationwide through the Bank's InternetMortgage.com website.

We have experienced significant internal growth since our inception. We currently have six banking center locations in Johnson County, Kansas, including our main office and a mortgage operations office in Overland Park, both of which include lobby banking centers, full-service offices in Olathe and Shawnee, Kansas, and supermarket banking facilities in Leawood and Shawnee, Kansas. We are nearing completion of a full service banking center located at 135th and Mission Road in Leawood, Kansas. This location is scheduled to open during the second quarter of 2004.

Our lending activities focus on commercial lending and residential mortgage origination services, and to a lesser extent, consumer lending. We strive to identify, develop and maintain diversified lines of business which provide acceptable returns on a risk-adjusted basis. Our primary lines of business consist of commercial and industrial lending, commercial real estate lending, construction lending, indirect lending, leasing, and residential mortgage lending and origination services.

We also seek to develop lines of business which diversify our revenue sources, increase our non-interest income and offer additional value-added services to our customers. We develop these new lines of business while monitoring related risk factors. The growth experienced in 2003 and 2002 in our residential mortgage origination services provides an example of the benefits that we have gained through diversification. This growth has largely been attained in a favorable low interest rate environment. Management recognizes that future increases in interest rates could have a detrimental impact on the revenues generated by this business and we seek to manage this business to enable us to minimize this detrimental impact where possible. In addition to fees generated in conjunction with our lending activities, we derive non-interest income by providing mortgage origination services, deposit and cash management services, investment brokerage services and trust services.

In addition to the Bank, we have four wholly-owned subsidiaries: Blue Valley Building Corp., which owns the building and property that comprise our headquarters and mortgage operations facility in Overland Park, Kansas, the banking center at 135th and Mission Road in Leawood, Kansas, and one other property intended for future use; Blue Valley Insurance Services, Inc., an insurance agency created to offer insurance products to our customers; and BVBC Capital Trust I and BVBC Capital Trust II, which were created to offer the Company's trust preferred securities and to purchase our junior subordinated debentures.

Our Market Area

We operate primarily as a community bank, serving the banking needs of small and medium-sized companies and individuals in the Kansas City MSA generally, and in suburban Johnson County, in particular. Our trade area generally consists of Johnson County, Kansas. We believe that coupling our strategy of providing exceptional customer service and local decision making with attractive market demographics has led to a rate of growth which exceeds the national total asset and deposit growth rates of the banking industry as well as the growth experienced locally by many of our competitors.

The income levels and growth rate of Johnson County, Kansas compare favorably to national averages. Johnson County's population growth rate ranks in the top 2% of counties nationally, and its per capita income ranks in the top 1% of counties nationally. Johnson County is also a significant banking market in the State of Kansas and in the Kansas City MSA. According to available industry data, as of June 30, 2003, total deposits in Johnson County, including those of banks, thrifts and credit unions, were approximately \$10.3 billion, which represented 22.90% of total deposits in the state of Kansas and 35.61% of total deposits in the Kansas City MSA.

As our founders anticipated, the trade area surrounding our main banking facility in Overland Park has become one of the most highly developed retail areas in the Kansas City MSA. Our Olathe, Kansas branch is located approximately 10 miles west of our main office. We opened our Olathe branch in 1994 when we acquired the deposits of a branch of a failed savings and loan association. We made this acquisition because it was located in a contiguous market area and we believed that it represented a stable deposit base. The Shawnee, Kansas banking facilities are approximately 20 miles northwest of our headquarters location. We opened our Shawnee grocery branch for the convenience of our existing customers in Shawnee, and to expand our market presence in Shawnee. During the first quarter of 2001, construction of our freestanding banking facility in Shawnee, Kansas was completed and operations commenced. The Leawood, Kansas grocery branch is approximately 5 miles southeast of our headquarters location. We opened our Leawood grocery branch during October of 2002 to provide us a physical presence and expand our market penetration in Leawood. In 2002, we also acquired land for a 20,000 square foot branch and office building in Leawood, which we anticipate will open in the second quarter of 2004. During 2003 we acquired an office building approximately 1 mile northwest of our headquarters location. At this location, we consolidated our mortgage operations and opened a banking facility.

Lending Activities

Overview. Our principal loan categories include commercial, commercial real estate, construction, leasing and residential mortgages. We also offer a variety of consumer loans. Our primary source of interest income is interest earned on our loan portfolio. As of December 31, 2003, our loans represented approximately 67.77% of our total assets, our legal lending limit to any one borrower was \$14.2 million, and our largest single borrower as of that date had outstanding loans of \$12.8 million.

We have been successful in expanding our loan portfolio because of the commitment of our staff and the economic growth in our area of operation. Our staff has significant experience in lending and has been successful in offering our products to both potential customers and existing customers. We believe that we have been successful in maintaining our customers because of our staff's attentiveness to their financial needs and the development of personal relationships with them. We strive to become a strategic business partner with our customers, not just a source of funds.

We conduct our lending activities pursuant to the loan policies adopted by our board of directors. These policies currently require the approval of our loan committee of all commercial credits in excess of \$600,000 and all real estate credits in excess of \$1.0 million. Credits up to \$600,000 on commercial loans and \$1.0 million on real estate loans can be approved by the Bank's President. Our management information systems and loan review policies are designed to monitor lending sufficiently to ensure adherence to our loan policies. The following table shows the composition of our loan portfolio at December 31, 2003.

LOAN PORTFOLIO

	As of December 31, 2003	
	Amount	Percent
	(Dollars in thousands)	
Commercial.....	\$ 109,818	25.86 %
Commercial real estate.....	87,438	20.59
Construction.....	123,445	29.08
Leases.....	22,175	5.22
Residential real estate.....	27,017	6.37
Consumer	29,701	6.99
Home equity.....	<u>25,026</u>	<u>5.89</u>
Total loans and leases	424,620	100.00 %
Less allowance for loan losses.....	<u>7,051</u>	
Loans receivable, net.....	<u>\$ 417,569</u>	

Commercial loans. As of December 31, 2003, approximately \$109.8 million, or 25.86%, of our loan portfolio represented commercial loans. The Bank has developed a strong reputation in the servicing of small business and commercial loans. We have expanded this portfolio through the addition of commercial lending staff, their business development efforts and our reputation. Commercial loans have historically been a significant portion of our loan portfolio and we expect to continue our emphasis on this loan category.

The Bank's commercial lending activities historically have been directed to small and medium-sized companies in or near Johnson County, Kansas, with annual sales generally between \$100,000 and \$20 million. The Bank's commercial customers are primarily firms engaged in manufacturing, service, retail, construction, distribution and sales with significant operations in our market areas. The Bank's commercial loans are primarily secured by real estate, accounts receivable, inventory and equipment, and the Bank may seek to obtain personal guarantees for its commercial loans. As of December 31, 2003, approximately 10.59% of our commercial loans had outstanding balances in excess of \$300,000, and these loans accounted for 65.79% of the total carrying value of our commercial loan portfolio. The Bank primarily underwrites its commercial loans on the basis of the borrowers' cash flow and ability to service the debt, as well as the value of any underlying collateral and the financial strength of any guarantors.

Approximately \$8.9 million, or 8.06%, of our commercial loans are Small Business Administration (SBA) loans, of which \$6.6 million is government guaranteed. The SBA guarantees the repayment of a portion of the principal on these loans, plus accrued interest on the guaranteed portion of the loan. Under the federal Small Business Act, the SBA may guarantee up to 85% of qualified loans of \$150,000 or less and up to 75% of qualified loans in excess of \$150,000, up to a maximum guarantee of \$1.0 million. We are an active SBA lender in our market area and have been approved to participate in the SBA Certified Lender Program.

Commercial lending is subject to risks specific to the business of each borrower. In order to address these risks, we seek to understand the business of each borrower, place appropriate value on any personal guarantee or collateral pledged to secure the loan, and structure the loan amortization to maintain the value of any collateral during the term of the loan.

Commercial real estate loans. The Bank also makes loans to provide permanent financing for retail and office buildings, multi-family properties and churches. As of December 31, 2003, approximately \$87.4 million, or 20.59%, of our loan portfolio represented commercial real estate loans. Our commercial real estate loans are underwritten on the basis of the appraised value of the property, the cash flow of the underlying property, and the financial strength of any guarantors.

Risks inherent in commercial real estate lending are related to the market value of the property taken as collateral, the underlying cash flows and documentation. Commercial real estate lending involves more risk than residential lending because loan balances may be greater and repayment is dependent on the borrower's operations.

We attempt to mitigate these risks by carefully assessing property values, investigating the source of cash flow servicing the loan on the property and adhering to our lending and underwriting policies and procedures.

Construction loans. Our construction loans include loans to developers, home building contractors and other companies and consumers for the construction of single-family homes, land development, and commercial buildings, such as retail and office buildings and multi-family properties. As of December 31, 2003, approximately \$123.4 million, or 29.08%, of our loan portfolio represented real estate construction loans. The builder and developer loan portfolio has been a consistent and profitable component of our loan portfolio over our fourteen-year history. We attribute this success to our expertise, availability and prompt service. The Bank's experience and reputation in this area have grown, thereby enabling it to focus on relationships with a smaller number of larger builders and increasing the total value of the Bank's real estate construction portfolio. Construction loans are made to qualified builders to build houses to be sold following construction, pre-sold houses and model houses. These loans are generally underwritten based upon several factors, including the experience and current financial condition of the borrowing entity, amount of the loan to appraised value, and general conditions of the housing market. Construction loans are also made to individuals for whom houses are being constructed by builders with whom the Bank has an existing relationship. Such loans are made on the basis of the individual's financial condition, the loan to value ratio, the reputation of the builder, and whether the individual will be pre-qualified for permanent financing.

Risks related to construction lending include assessment of the market for the finished product, reasonableness of the construction budget, ability of the borrower to fund cost overruns, and the borrower's ability to liquidate and repay the loan at a point when the loan-to-value ratio is the greatest. We seek to manage these risks by, among other things, ensuring that the collateral value of the property throughout the construction process does not fall below acceptable levels, ensuring that funds disbursed are within parameters set by the original construction budget, and properly documenting each construction draw.

Lease financing. Our lease portfolio includes capital leases that we have originated and leases that we have acquired from brokers or third parties. As of December 31, 2003, our lease portfolio totaled \$22.2 million or 5.22%, of our total loan portfolio, consisting of \$16.5 million principal amount of leases originated by us and \$5.7 million principal amount of leases that we purchased. We provide lease financing for a variety of equipment and machinery, including office equipment, heavy equipment, telephone systems, tractor trailers and computers. Lease terms are generally from three to five years. Management believes this area is attractive because of its ability to provide a source of both interest and fee income. Our leases are generally underwritten based upon several factors, including the overall credit worthiness, experience and current financial condition of the lessee, the amount of the financing to collateral value, and general conditions of the market.

The primary risks related to our lease portfolio are the value of the underlying collateral and specific risks related to the business of each borrower. To address these risks, we attempt to understand the business of each borrower, value the underlying collateral appropriately and structure the loan amortization to ensure that the value of the collateral exceeds the lease balance during the term of the lease.

Residential real estate loans. Our residential real estate loan portfolio consists primarily of first and second mortgage loans on residential properties. As of December 31, 2003, \$27.0 million, or 6.37%, of our loan portfolio represented residential mortgage loans. The terms of these loans typically include 2-5 year balloon payments based on a 15 to 30 year amortization, and accrue interest at a fixed or variable rate. By offering these products, we can offer credit to individuals who are self-employed or have significant income from partnerships or investments. These individuals are often unable to satisfy the underwriting criteria permitting the sale of their mortgages into the secondary market. Due to interest rate risk considerations, we generally sell our fixed rate residential mortgage loans in the secondary market.

In addition, we also originate residential mortgage loans with the intention of selling these loans in the secondary market. During 2003, we originated approximately \$1.5 billion of residential mortgage loans, and we sold approximately \$1.6 billion in the secondary market. We originate conventional first mortgage loans through our internet website as well as through referrals from real estate brokers, builders, developers, prior customers and media advertising. We have offered customers the ability to apply for mortgage loans and to pre-qualify for mortgage loans over the Internet since 1999. In 2001, we expanded our internet mortgage application capacity with the acquisition of the internet domain name InternetMortgage.com and created a separate National Mortgage

division. The timing of this expansion allowed us to establish this division in a relatively low-rate environment, and reap the benefits of a significant increase in mortgage originations and refinancing experienced since 2001. The origination of a mortgage loan from the date of initial application through closing normally takes 15 to 60 days. We acquire forward commitments from investors on mortgage loans that we intend to sell into the secondary market to reduce market risk on mortgage loans in the process of origination and those held for sale.

Our mortgage loan credit review process is consistent with the standards set by traditional secondary market sources. We review appraised value and debt service ratios, and we gather data during the underwriting process in accordance with various laws and regulations governing real estate lending. Loans originated by the Bank are sold with servicing released to increase current income and reduce the costs associated with retaining servicing rights. Commitments are obtained from the appropriate investor on a loan-by-loan basis on a 30, 45 or 60-day delivery commitment. Interest rates are committed to the borrower when a rate commitment is obtained from the investor. Loans are funded by the Bank and purchased by the investor within 30 days following closing pursuant to commitments obtained at the time of origination. We sell conventional conforming loans and all loans that are non-conforming as to credit quality to secondary market investors for cash on a non-recourse basis. Consequently, foreclosure losses on all sold loans are generally the responsibility of the investor and not that of the Bank.

As with other loans to individuals, the risks related to residential mortgage loans include primarily the value of the underlying property and the financial strength and employment stability of the borrower. We attempt to manage these risks by performing a pre-funding underwriting that consists of the verification of employment and utilizes a detailed checklist of loan qualification requirements, including the source and amount of down payments, bank accounts, existing debt and overall credit.

Consumer and other loans. As of December 31, 2003, our consumer and other loans totaled \$29.7 million, or 6.99%, of our total loan portfolio. A substantial part of this amount consisted of installment loans to individuals in our market area. Installment lending offered directly by the Bank in our market area includes automobile loans, recreational vehicle loans, home improvement loans, unsecured lines of credit and other loans to professionals, people employed in education, industry and government, as well as retired individuals and others. A significant portion of our consumer loan portfolio consists of indirect automobile loans offered through automobile dealerships located primarily in our trade area. As of December 31, 2003, approximately \$20.0 million, or 4.71%, of our loan portfolio represented indirect installment loans. Our loans made through this program generally represent loans to purchase new automobiles. There are currently 22 dealerships participating in this program.

Since 1999, we have offered customers the ability to apply for consumer loans, personal lines of credit and overdraft protection lines of credit over the Internet through our electronic banking services. To date, consumer loan applications received over the Internet have not represented a material amount of our consumer loan portfolio. Our consumer and other loans are underwritten based on the borrower's income, current debt, past credit history, collateral, and the reputation of the originating dealership with respect to indirect automobile loans.

Consumer loans are subject to the same risks as other loans to individuals, including the financial strength and employment stability of the borrower. In addition, some consumer loans are subject to the additional risk that the loan is not secured by collateral. For some of the loans that are secured, the underlying collateral may be rapidly depreciating and not provide an adequate source of repayment if we are required to repossess the collateral. We attempt to mitigate these risks by requiring a down payment and carefully verifying and documenting the borrower's credit quality, employment stability, monthly income, and with respect to indirect automobile loans, understanding and documenting the value of the collateral and the reputation of the originating dealership.

Investment Activities

The objectives of our investment policy are to:

- secure the safety of principal;
- provide adequate liquidity;

- provide securities for use in pledging for public funds or repurchase agreements; and
- maximize after-tax income.

We invest primarily in direct obligations of the United States, obligations guaranteed as to principal and interest by the United States, obligations of agencies of the United States and bank-qualified obligations of state and local political subdivisions. In order to ensure the safety of principal, we typically do not invest in mortgage-backed securities, corporate debt, or other securities even though they are permitted by our investment policy. In addition, we enter into federal funds transactions with our principal correspondent banks, and depending on our liquidity position, act as a net seller or purchaser of these funds. The sale of federal funds is effectively short-term loans from us to other banks; while conversely, the purchase of federal funds is effectively short-term loans from other banks to us.

Deposit Services

The principal sources of funds for the Bank are core deposits from the local market areas surrounding the Bank's offices, including demand deposits, interest-bearing transaction accounts, money market accounts, savings deposits and time deposits of less than \$100,000. Transaction accounts include interest-bearing and non-interest-bearing accounts, which provide the Bank with a source of fee income and cross-marketing opportunities as well as a low-cost source of funds. Since 2001, the Bank has realized a significant level of deposit growth from commercial checking accounts. While these accounts do not earn interest, many of them receive an earnings credit on their average balance to offset the cost of other services provided by the Bank. The Bank also offers two types of short-term investment accounts. The Bank's money market account is a daily access account that bears a higher rate than a personal interest-bearing checking account and allows for limited check-writing ability. A significant portion of our deposit growth during 2003 and 2002 has been attributable to our Money Management Account, or "short-term parking account." The Money Management Account provides a hybrid of the features available from a traditional money market account and a traditional time deposit. The account requires a minimum balance of \$10,000 and allows for daily deposits but limits withdrawals to the first day and the 15th day of each month. This account typically pays a tiered rate of interest which is higher than a customer could receive on a traditional money market account but lower than the rates generally available on time deposits. We believe that the trade-off to depositors between higher interest rates but more limited access to withdrawals has proven to be an attractive product in our market areas and provides us with a more attractive source of funds than other alternatives such as Federal Home Loan Bank borrowings, as it provides us with the potential to cross-sell additional services to these account holders. Time and savings accounts also provide a relatively stable and low cost source of funding. The Bank's Funds Management policy also allows for acceptance of brokered deposits which can be utilized to support the growth of the Bank. As of December 31, 2003, the Bank had \$35.8 million in brokered deposits, and the Bank does not anticipate brokered deposits becoming a significant percentage of its deposit base; however, we continue to evaluate their potential role in the Bank's overall funding and liquidity strategies. In pricing deposit rates, management considers profitability, the matching of term lengths with assets, the attractiveness to customers and rates offered by our competitors.

Investment Brokerage Services

In 1999, the Bank began offering investment brokerage services through an unrelated broker-dealer. These services are currently offered at our Overland Park, Shawnee and Olathe locations. Two individuals responsible for providing these services are joint employees of the Bank and the registered broker-dealer. Investment brokerage services provide a source of fee income for the Bank. In 2003, the amount of our fee income generated from investment brokerage services was \$270,000.

Trust Services

We began offering trust services in 1996. Until 1999, the Bank's trust services were offered exclusively through the employees of an unaffiliated trust company. The Bank hired a full-time officer in 1999 to develop the Bank's trust business. Trust services are marketed to both existing Bank customers and new customers. We believe that the ability to offer trust services as a part of our complement of financial services to new customers of the Bank

presents a significant cross-marketing opportunity. The services currently offered by the Bank's trust department include the administration of self-directed individual retirement accounts, qualified retirement plans, custodial and directed trust accounts. As of December 31, 2003, the Bank's trust department administered 195 accounts, with assets under management of approximately \$90.4 million. Trust services provide the Bank with a source of fee income and additional deposits. In 2003, the amount of our fee income from trust services was \$217,000.

Competition

We encounter competition primarily in seeking deposits and in obtaining loan customers. The level of competition for deposits in our market area and nationally is high. Our principal competitors for deposits are other financial institutions within a few miles of our locations, including other banks, savings institutions and credit unions. Competition among these institutions is based primarily on interest rates offered, the quality of service provided, and the convenience of banking facilities. Additional competition for depositors' funds comes from U.S. government securities, private issuers of debt obligations and other providers of investment alternatives for depositors.

We compete in our lending, investment brokerage and trust activities with other financial institutions, such as banks and thrift institutions, credit unions, automobile financing companies, mortgage companies, securities firms, investment companies and other finance companies. Many of our competitors are not subject to the same extensive federal regulations that govern bank holding companies and federally insured banks and state regulations governing state-chartered banks. As a result, these non-bank competitors have some advantages over us in providing certain products and services. Many of the financial institutions with which we compete are larger and possess greater financial resources, name recognition and market presence.

Employees

As of December 31, 2003, the Bank had approximately 261 full-time employees. Blue Valley, Blue Valley Building Corp., BVBC Capital Trust I, BVBC Capital Trust II and Blue Valley Investment Corp. did not have any employees. Blue Valley Insurances Services, Inc. had 2 full-time employees as of December 31, 2003. None of the employees of the Company's subsidiaries are subject to a collective bargaining agreement. We consider the Company's subsidiaries' relationship with their employees to be excellent.

Directors and Executive Officers of the Registrant

For each of our directors and our executive officers, we have set forth below their ages as of December 31, 2003, and their principal positions.

<u>Name</u>	<u>Age</u>	<u>Positions</u>
<i>Directors</i>		
Robert D. Regnier	55	President, Chief Executive Officer and Chairman of the Board of Directors of Blue Valley; President, Chief Executive Officer and Director of the Bank
Donald H. Alexander.....	65	Director of Blue Valley and the Bank
Wayne A. Henry, Jr.	51	Director of Blue Valley
C. Ted McCarter	67	Director of Blue Valley and Chairman of the Board of Directors of the Bank
Thomas A. McDonnell.....	58	Director of Blue Valley
<i>Additional Directors of the Bank</i>		
Harvey S. Bodker.....	68	Director of the Bank
Suzanne E. Dotson.....	58	Director of the Bank
Charles H. Hunter.....	61	Director of the Bank
<i>Executive Officers who are not Directors</i>		
Mark A. Fortino	37	Senior Vice President and Chief Financial Officer of the Bank; Treasurer of Blue Valley
Ralph J. Schramp	54	Senior Vice President – Commercial Lending and Business Development for the Bank
Sheila Stokes.....	42	Senior Vice President – Retail Division of the Bank

Regulation and Supervision

Blue Valley and its subsidiaries are extensively regulated under both federal and state laws. Laws and regulations to which Blue Valley and the Bank are subject govern, among other things, the scope of business, investments, reserve levels, capital levels relative to operations, the nature and amount of collateral for loans, the establishment of branches, mergers and consolidations and the payment of dividends. These laws and regulations are intended primarily to protect depositors, not stockholders. Any change in applicable laws or regulations may have a material effect on Blue Valley’s business and prospects, and legislative and policy changes may affect Blue Valley’s operations. Blue Valley cannot predict the nature or the extent of the effects on its business and earnings that fiscal or monetary policies, economic controls or new federal or state legislation may have in the future.

The following references to statutes and regulations affecting Blue Valley and the Bank are brief summaries only and do not purport to be complete and are qualified in their entirety by reference to the statutes and regulations.

Applicable Legislation

The enactment of legislation described below has significantly affected the banking industry generally and will have an on-going effect on Blue Valley and its subsidiaries.

Gramm-Leach-Bliley Act. The Gramm-Leach-Bliley Act was signed into law on November 12, 1999. This major banking legislation expands the permissible activities of bank holding companies such as Blue Valley by permitting them to engage in activities, or affiliate with entities that engage in activities, that are "financial in nature." Activities that the Act expressly deems to be financial in nature include, among other things, securities and insurance underwriting and agency, investment management and merchant banking. The Federal Reserve and the Treasury Department, in cooperation with one another, determine what additional activities are “financial in nature.” With certain exceptions, the Gramm-Leach-Bliley Act similarly expands the authorized activities of subsidiaries of

national banks. The provisions of the Gramm-Leach-Bliley Act authorizing the expanded powers became effective March 11, 2000.

Bank holding companies that intend to engage in activities that are “financial in nature” must elect to become “financial holding companies.” Financial holding company status is only available to a bank holding company if all of its affiliated depository institutions are “well capitalized” and “well managed,” based on applicable banking regulations, and have a Community Reinvestment Act rating of at least “a satisfactory record of meeting community credit needs.” Financial holding companies and banks may continue to engage in activities that are financial in nature only if they continue to satisfy the well capitalized and well managed requirements. Bank holding companies that do not elect to be financial holding companies or that do not qualify for financial holding company status may engage only in non-banking activities deemed “closely related to banking” prior to adoption of the Gramm-Leach-Bliley Act. In 2001, Blue Valley elected to become a financial holding company.

The Act also calls for "functional regulation" of financial services businesses in which functionally regulated subsidiaries of bank holding companies will continue to be regulated by the regulator that ordinarily has supervised their activities. As a result, state insurance regulators will continue to oversee the activities of insurance companies and agencies, and the Securities and Exchange Commission will continue to regulate the activities of broker-dealers and investment advisers, even where the companies or agencies are affiliated with a bank holding company. Federal Reserve authority to examine and adopt rules regarding functionally regulated subsidiaries is limited.

The Gramm-Leach-Bliley Act imposed an “affirmative and continuing” obligation on all financial service providers (not just banks and their affiliates) to safeguard consumer privacy and requires federal and state regulators, including the Federal Reserve and the FDIC, to establish standards to implement this privacy obligation. With certain exceptions, the Act prohibits banks from disclosing to non-affiliated parties any non-public personal information about customers unless the bank has provided the customer with certain information and the customer has had the opportunity to prohibit the bank from sharing the information with non-affiliates. The new privacy obligations became effective July 1, 2001.

The Gramm-Leach-Bliley Act has been and may continue to be the subject of extensive rule making by federal banking regulators and others.

Economic Growth and Regulatory Paperwork Reduction Act of 1996. The Economic Growth and Regulatory Paperwork Reduction Act of 1996 became law on September 30, 1996. This Act streamlined the non-banking activities application process for well-capitalized and well-managed bank holding companies by permitting qualified bank holding companies to commence an approved non-banking activity without prior notice to the Federal Reserve, although written notice is required within 10 days after commencing the activity. Also, the Act reduced the prior notice period to 12 days in the event of any non-banking acquisition or share purchase, assuming the size of the acquisition does not exceed 10% of risk-weighted assets of the acquiring bank holding company and the consideration does not exceed 15% of a bank holding company’s Tier 1 capital.

Bank Holding Company Regulation

Blue Valley is a registered bank holding company subject to periodic examination by the Federal Reserve and required to file periodic reports of its operations and such additional information as the Federal Reserve may require.

Investments and Activities. A bank holding company must obtain approval from the Federal Reserve before:

- Acquiring, directly or indirectly, ownership or control of any voting shares of another bank or bank holding company if, after the acquisition, it would own or control more than 5% of the shares of the bank or bank holding company (unless it already owns or controls the majority of the shares);
- Acquiring all or substantially all of the assets of another bank or bank holding company; or

- Merging or consolidating with another bank holding company.

The Federal Reserve will not approve any acquisition, merger or consolidation that would have a substantially anticompetitive result unless the anticompetitive effects of the proposed transaction are clearly outweighed by a greater public interest in meeting the convenience and needs of the community to be served. The Federal Reserve also considers capital adequacy and other financial and managerial factors in reviewing acquisitions or mergers.

With certain exceptions, a bank holding company is also prohibited from:

- Acquiring or retaining direct or indirect ownership or control of more than 5% of the voting shares of any company that is not a bank or bank holding company; and
- Engaging, directly or indirectly, in any business other than that of banking, managing and controlling banks or furnishing services to banks and their subsidiaries.

Bank holding companies may, however, engage in businesses found by the Federal Reserve to be “financial in nature,” as describe above. As a financial holding company, Blue Valley is authorized to engage in the expanded activities permitted under the Gramm-Leach-Bliley Act as long as it continues to qualify for financial holding company status.

Finally, subject to certain exceptions, the Bank Holding Company Act and the Change in Bank Control Act, and the Federal Reserve’s implementing regulations, require Federal Reserve approval prior to any acquisition of “control” of a bank holding company, such as Blue Valley. In general, a person or company is presumed to have acquired control if it acquires 10% of the outstanding shares of a bank or bank holding company and is conclusively determined to have acquired control if it acquires 25% or more of the outstanding shares of a bank or bank holding company.

Source of Strength. The Federal Reserve expects Blue Valley to act as a source of financial strength and support for the Bank and to take measures to preserve and protect the Bank in situations where additional investments in the Bank may not otherwise be warranted. The Federal Reserve may require a bank holding company to terminate any activity or relinquish control of a non-bank subsidiary (other than a non-bank subsidiary of a bank) upon the Federal Reserve’s determination that the activity or control constitutes a serious risk to the financial soundness or stability of any subsidiary depository institution of the bank holding company. Further, federal bank regulatory authorities have additional discretion to require a bank holding company to divest itself of any bank or non-bank subsidiary if the agency determines that divestiture may aid the depository institution’s financial condition. Blue Valley Building Corp., Blue Valley Insurance Services, Inc., BVBC Capital Trust I and BVBC Capital Trust II are Blue Valley’s only direct subsidiaries that are not banks.

Capital Requirements. The Federal Reserve uses capital adequacy guidelines in its examination and regulation of bank holding companies and banks. If the capital falls below minimum guideline levels, a bank holding company, among other things, may be denied approval to acquire or establish additional banks or non-bank businesses. The Federal Reserve’s capital guidelines establish a risk-based requirement expressed as a percentage of total risk-weighted assets and a leverage requirement expressed as a percentage of total assets. The risk-based requirement consists of a minimum ratio of total capital to total risk-weighted assets of 8%, of which at least one-half must be Tier 1 capital (which consists principally of stockholders’ equity). The leverage requirement consists of a minimum ratio of Tier 1 capital to total assets of 3%.

The risk-based and leverage standards presently used by the Federal Reserve are minimum requirements, and higher capital levels may be required if warranted by the particular circumstances or risk profiles of individual banking organizations. Further, any banking organization experiencing or anticipating significant growth would be expected to maintain capital ratios, including tangible capital positions, which is Tier 1 capital less all intangible assets, well above the minimum levels.

Dividends. The Federal Reserve has issued a policy statement concerning the payment of cash dividends by bank holding companies. The policy statement provides that a bank holding company experiencing earnings

weaknesses should not pay cash dividends exceeding its net income or which could only be funded in ways that weakened the bank holding company's financial health, such as by borrowing. Also, the Federal Reserve possesses enforcement powers over bank holding companies and their non-bank subsidiaries to prevent or remedy actions that represent unsafe or unsound practices or violations of applicable statutes and regulations. Among these powers is the ability to proscribe the payment of dividends by banks and bank holding companies.

Bank Regulations

The Bank operates under a Kansas state bank charter and is subject to regulation by the Kansas Banking Department and the Federal Reserve Bank. The Kansas Banking Department and the Federal Reserve Bank regulate or monitor all areas of the Bank's operations, including capital requirements, issuance of stock, declaration of dividends, interest rates, deposits, record keeping, establishment of branches, acquisitions, mergers, loans, investments, borrowing, security devices and procedures and employee responsibility and conduct. The Kansas Banking Department places limitations on activities of the Bank including the issuance of capital notes or debentures and the holding of real estate and personal property and requires the Bank to maintain a certain ratio of reserves against deposits. The Kansas Banking Department requires the Bank to file a report annually showing receipts and disbursements of the Bank, in addition to any periodic report requested.

Deposit Insurance. The FDIC, through its Bank Insurance Fund, insures the Bank's deposit accounts to a maximum of \$100,000 for each insured depositor. The FDIC, through its Savings Association Insurance Fund, insures certain deposit accounts acquired by the Bank in 1994 from a branch of a failed savings institution. These deposit accounts are insured to a maximum of \$100,000 for each insured depositor. The FDIC bases deposit insurance premiums on the perceived risk each bank presents to its deposit insurance fund. In addition, all Bank Insurance Fund-insured and Savings Association Insurance Fund-insured institutions currently pay an assessment based on insured deposits to service debt issued by the Financing Corporation, a federal agency established to finance the recapitalization of the former Federal Savings and Loan Insurance Corporation. The FDIC may terminate the deposit insurance of any insured depository institution if the FDIC determines, after a hearing, that the institution has engaged or is engaging in unsafe or unsound practices, is in an unsafe or unsound condition to continue operations or has violated any applicable law, regulation, order, or any condition imposed in writing by, or written agreement with, the FDIC. The FDIC may also suspend deposit insurance temporarily during the hearing process for a permanent termination of insurance if the institution has no tangible capital. Management is not aware of any activity or condition that could result in termination of the deposit insurance of the Bank.

Capital Requirements. The FDIC has established the following minimum capital standards for state-chartered, insured non-member banks, such as the Bank: (1) a leverage requirement consisting of a minimum ratio of Tier 1 capital to total assets of 3%; and (2) a risk-based capital requirement consisting of a minimum ratio of total capital to total risk-weighted assets of 8%, at least one-half of which must be Tier 1 capital. These capital requirements are minimum requirements, and higher capital levels may be required if warranted by the particular circumstances or risk profiles of individual institutions.

The federal banking regulators also have broad power to take "prompt corrective action" to resolve the problems of undercapitalized institutions. The extent of the regulators' powers depends upon whether the institution in question is "well capitalized," "adequately capitalized," "undercapitalized," "significantly undercapitalized" or "critically undercapitalized." Under the prompt corrective action rules, an institution is:

- "Well-capitalized" if the institution has a total risk-based capital ratio of 10% or greater, a Tier 1 risk-based capital ratio of 6% or greater, and a leverage ratio of 5% or greater, and the institution is not subject to an order, written agreement, capital directive, or prompt corrective action directive to meet and maintain a specific capital level for any capital measure;
- "Adequately capitalized" if the institution has a total risk-based capital ratio of 8% or greater, a Tier 1 risk-based capital ratio of 4% or greater, and a leverage ratio of 4% or greater;
- "Undercapitalized" if the institution has a total risk-based capital ratio that is less than 8%, a Tier 1 risk-based capital ratio that is less than 4%, or a leverage ratio that is less than 4%;

- “Significantly undercapitalized” if the institution has a total risk-based capital ratio that is less than 6%, a Tier 1 risk-based capital ratio that is less than 3%, or a leverage ratio that is less than 3%; and
- “Critically undercapitalized” if the institution has a ratio of tangible equity to total assets that is equal to or less than 2%.

The federal banking regulators must take prompt corrective action with respect to capital deficient institutions. Depending upon the capital category to which an institution is assigned, the regulators’ corrective powers include:

- Placing limits on asset growth and restrictions on activities, including the establishing of new branches;
- Requiring the institution to issue additional capital stock (including additional voting stock) or to be acquired;
- Restricting transactions with affiliates;
- Restricting the interest rate the institution may pay on deposits;
- Requiring that senior executive officers or directors be dismissed;
- Requiring the institution to divest subsidiaries;
- Prohibiting the payment of principal or interest on subordinated debt; and
- Appointing a receiver for the institution.

Companies controlling an undercapitalized institution are also required to guarantee the subsidiary institution’s compliance with the capital restoration plan subject to an aggregate limitation of the lesser of 5% of the institution’s assets at the time it received notice that it was undercapitalized or the amount of the capital deficiency when the institution first failed to meet the plan. The Federal Deposit Insurance Act generally requires the appointment of a conservator or receiver within 90 days after an institution becomes critically undercapitalized.

As of December 31, 2003, the Bank had capital in excess of the requirements for a “well-capitalized” institution.

Federal Deposit Insurance Corporation Improvement Act. The Bank, having over \$500 million in total assets, is subject to numerous reporting requirements of Section 112 of the Federal Deposit Insurance Corporation Act (FDICIA 112). The primary purpose of FDICIA 112 is to provide a framework for early risk identification in financial management through independent audits, more stringent reporting requirements and an effective system of internal controls.

Insider Transactions. The Bank is subject to restrictions on extensions of credit to executive officers, directors, principal stockholders or any related interest of these persons. Extensions of credit must be made on substantially the same terms, including interest rates and collateral as the terms available for third parties and must not involve more than the normal risk of repayment or present other unfavorable features. The Bank is also subject to lending limits and restrictions on overdrafts to these persons.

Community Reinvestment Act Requirements. The Community Reinvestment Act (CRA) of 1977 requires that, in connection with examinations of financial institutions within their jurisdiction, the federal banking regulators must evaluate the record of the financial institutions in meeting the credit needs of their local communities, including low and moderate income neighborhoods, consistent with the safe and sound operation of those banks. These factors are also considered in evaluating mergers, acquisitions and applications to open a branch or facility. In its most recent CRA examination dated June 10, 2002, the Bank received a rating of “Satisfactory.”

State Bank Activities. With limited exceptions, FDIC-insured state banks, like the Bank, may not make or retain equity investments of a rate or in an amount that are not permissible for national banks and also may not engage as a principal in any activity that is not permitted for a national bank or its subsidiary, respectively, unless the bank meets, and continues to meet, its minimum regulatory capital requirements and the FDIC determines that the activity would not pose a significant risk to the deposit insurance fund of which the bank is a member.

Regulations Governing Extensions of Credit. The Bank is subject to restrictions on extensions of credit to Blue Valley and on investments in Blue Valley's securities and using those securities as collateral for loans. These regulations and restrictions may limit Blue Valley's ability to obtain funds from the Bank for its cash needs, including funds for acquisitions and for payment of dividends, interest and operating expenses. Further, the Bank Holding Company Act and Federal Reserve regulations prohibit a bank holding company and its subsidiaries from engaging in various tie-in arrangements in connection with extensions of credit, leases or sales of property or furnishing of services.

Reserve Requirements. The Federal Reserve requires all depository institutions to maintain reserves against their transaction accounts. Reserves of 3% must be maintained against net transaction accounts of \$6.6 million to \$45.4 million plus 10% must be maintained against that portion of net transaction accounts in excess \$45.4 million (subject to adjustment by the Federal Reserve). The balances maintained to meet the reserve requirements imposed by the Federal Reserve may be used to satisfy liquidity requirements.

Other Regulations

Interest and various other charges collected or contracted for by the Bank are subject to state usury laws and other federal laws concerning interest rates. The Bank's loan operations are also subject to federal laws applicable to credit transactions. The federal Truth in Lending Act governs disclosures of credit terms to consumer borrowers. The Home Mortgage Disclosure Act of 1975 requires financial institutions to provide information to enable the public and public officials to determine whether a financial institution is fulfilling its obligation to help meet the housing needs of the community it serves. The Equal Credit Opportunity Act prohibits discrimination on the basis of race, creed or other prohibited factors in extending credit. The Fair Credit Reporting Act of 1978 governs the use and provision of information to credit reporting agencies. The Fair Debt Collection Act governs the manner in which consumer debts may be collected by collection agencies. The various federal agencies charged with the responsibility of implementing these federal laws have adopted various rules and regulations. The deposit operations of the Bank are also subject to the Right to Financial Privacy Act, which imposes a duty to maintain confidentiality of consumer financial records and prescribes procedures for complying with administrative subpoenas of financial records, and the Electronic Funds Transfer Act, and Regulation E issued by the Federal Reserve to implement that Act, which govern automatic deposits to and withdrawals from the use of ATMs and other electronic banking services.

Item 2: Properties

The Company's principal office occupies 2.40 acres of ground on the corner of 119th and Riley streets in Overland Park, Kansas. The construction of the building was completed in 1994 and consists of 38,031 square feet. The building and land are subject to third-party mortgage indebtedness in the original principal amount of \$2.5 million. As of December 31, 2003, the outstanding principal amount of this indebtedness was \$1.3 million.

In 2001, our Olathe, Kansas location was moved to a more suitable property occupying 0.41 acres of ground on the corner of Santa Fe and Ridgeview Streets. The building consists of 2,580 square feet on the main floor, plus basement storage.

Our Shawnee, Kansas office currently occupies 425 square feet in a grocery store located at Highway K-7 and 55th Street. The lease for this space bears a primary term through December 2004. Our free-standing facility in Shawnee, Kansas is also located at Highway K-7 and 55th Street and was completed during the first quarter of 2001. The building consists of 4,000 square feet and occupies 0.85 acres of land.

In January 2003, we purchased a 55,000 square foot building located on the northwest corner of College Boulevard and Lowell in Overland Park, Kansas. This building occupies 3.10 acres of ground and is leased to the Bank. The Bank consolidated its mortgage operations and operates a small branch at this facility.

Our current Leawood, Kansas banking center opened in 2002 and occupies 400 square feet in a grocery store located at 135th Street and Mission Road. The lease for this space bears a primary term through June, 2005. Additionally, in 2001 we purchased undeveloped land on the corner of 135th Street and Mission Road for the purposes of constructing a full-service banking center within a two-story 20,000 square foot office building. We are nearing the completion of the building and anticipate the banking center will open in the second quarter of 2004.

In 1998, we purchased approximately 1.34 acres of undeveloped land on the corners of K-68 and US 69 Highway in Louisburg, Kansas, just south of Johnson County for potential future development as a full-service branch.

Item 3: Legal Proceedings

We are involved from time to time in routine litigation incidental to our business. We are not a party to any pending litigation that is likely to have a material adverse effect on our consolidated financial condition, results of operations or cash flows.

Item 4: Submission of Matters to a Vote of Security Holders

No matters were submitted to a vote of our stockholders, through the solicitation of proxies or otherwise, during the fourth quarter of the fiscal year covered by this report.

Part II

Item 5. Market for Registrant's Common Equity and Related Stockholder Matters.

Market for Common Stock

We are a reporting company under the Securities Exchange Act as a result of a trust preferred securities offering we completed during July 2000. Shares of our common stock have traded on the Over-The-Counter Bulletin Board since July 2002 under the symbol "BVBC." As of February 29, 2004, there were approximately 136 stockholders of record of our common stock. The following table sets forth the high and low prices of the Company's common stock based on close quotations provided by *Yahoo.com*. These prices reflect inter-dealer prices, without retail mark-up, mark-down or commission and may not represent actual transactions.

Fiscal Period	2003		2002	
	High	Low	High	Low
First	\$ 25.84	\$ 20.53	\$ n.a.	\$ n.a.
Second	27.83	22.42	n.a.	n.a.
Third	29.82	26.34	26.66	16.82
Fourth	30.07	24.85	22.51	20.03

Dividends

During December 2003, our board of directors declared a cash dividend on our common stock. A \$0.15 per share dividend was paid on January 30, 2004, to stockholders of record on December 31, 2003. During December 2002, our board of directors declared a cash dividend of \$0.10 per share of common stock and the dividend was paid on January 15, 2003 to stockholders of record on December 31, 2002.

Because our consolidated net income consists largely of the net income of the Bank, our ability to pay dividends on our common stock is subject to our receipt of dividends from the Bank. The ability of the Bank to pay dividends to us, and our ability to pay dividends to our stockholders, are regulated by federal banking laws. In addition, if we elect to defer interest payments on our outstanding junior subordinated debentures, we will be prohibited from paying dividends on our common stock during such deferral.

Our board of directors intends to declare future dividends subject to limitations imposed by regulatory capital guidelines in addition to consideration of the Company's profitability and liquidity.

Item 6: Selected Consolidated Financial Data

The following table presents our consolidated financial data as of and for the five years ended December 31, 2003, and should be read in conjunction with the consolidated financial statements and notes thereto and "Management's Discussion and Analysis of Financial Condition and Results of Operations," each of which is included elsewhere in this Form 10-K. The selected statements of condition and statements of income data, insofar as they relate to the five years in the five-year period ended December 31, 2003, have been derived from our audited consolidated financial statements.

	As of and for the Year Ended December 31,				
	2003	2002	2001	2000	1999
(Dollars in thousands, except share and per share data)					
Selected Statement of Income Data					
Interest income:					
Loans, including fees	\$ 28,293	\$ 26,857	\$ 27,921	\$ 26,733	\$ 20,422
Federal funds sold and interest -bearing deposits.....	49	297	679	777	431
Securities	2,070	3,405	4,541	3,607	2,755
Total interest income	<u>30,412</u>	<u>30,559</u>	<u>33,141</u>	<u>31,117</u>	<u>23,608</u>
Interest expense:					
Interest-bearing demand deposits	165	388	815	872	644
Savings and money market deposit accounts	2,204	2,711	4,846	5,726	3,156
Other time deposits	6,935	7,759	9,775	7,555	6,032
Funds borrowed	4,245	3,368	2,958	2,543	1,372
Total interest expense	<u>13,549</u>	<u>14,226</u>	<u>18,394</u>	<u>16,696</u>	<u>11,204</u>
Net interest income.....	16,863	16,333	14,747	14,421	12,404
Provision for loan losses	1,350	2,920	2,400	1,950	2,144
Net interest income after provision for loan losses	<u>15,513</u>	<u>13,413</u>	<u>12,347</u>	<u>12,471</u>	<u>10,260</u>
Non-interest income:					
Loans held for sale fee income	19,866	16,690	6,931	1,154	1,623
NSF charges & service fees.....	1,283	1,026	836	655	553
Other service charges.....	924	821	796	963	659
Realized gain on available-for-sale securities.....	-	193	500	-	3
Other income	463	281	203	284	186
Total non-interest income	<u>22,536</u>	<u>19,011</u>	<u>9,266</u>	<u>3,056</u>	<u>3,024</u>
Non-interest expense:					
Salaries and employee benefits	19,670	16,437	10,063	5,856	4,578
Occupancy	3,137	2,101	1,574	1,124	894
FDIC and other insurance.....	174	161	140	177	113
General & administrative	6,304	5,417	3,933	3,136	3,095
Total non-interest expense.....	<u>29,285</u>	<u>24,116</u>	<u>15,710</u>	<u>10,293</u>	<u>8,680</u>
Income before income taxes	8,764	8,308	5,903	5,234	4,604
Income tax provision.....	3,130	2,912	1,960	1,757	1,521
Net income	<u>\$ 5,634</u>	<u>\$ 5,396</u>	<u>\$ 3,943</u>	<u>\$ 3,477</u>	<u>\$ 3,083</u>
Per Share Data					
Basic earnings	\$ 2.51	\$ 2.48	\$ 1.82	\$ 1.62	\$ 1.45
Diluted earnings	2.43	2.40	1.77	1.59	1.42
Dividends	0.15	0.10	-	-	-
Book value basic (at end of period)	17.64	15.47	13.11	11.12	8.83
Weighted average common shares outstanding:					
Basic	2,244,930	2,178,803	2,165,030	2,141,523	2,131,372
Diluted.....	2,320,840	2,252,929	2,222,166	2,191,305	2,166,008
Dividend payout ratio	5.98%	4.04%	-%	-%	-%

As of and for the
Year Ended December 31,

	2003	2002	2001	2000	1999
(Dollars in thousands, except share and per share data)					
Selected Financial Condition Data					
(at end of period):					
Total securities	\$ 105,736	\$ 61,364	\$ 77,676	\$ 78,503	\$ 48,646
Total mortgage loans held for sale.....	18,297	119,272	41,853	1,207	952
Total loans.....	424,620	380,082	334,075	287,669	250,410
Total assets	626,485	605,183	492,023	414,667	332,613
Total deposits	470,495	423,787	394,245	338,221	268,145
Funds borrowed	111,153	141,381	65,174	49,917	43,177
Total stockholders' equity.....	40,198	34,344	28,525	23,815	18,869
Trust assets under administration	90,389	44,245	41,571	35,268	19,436
Selected Financial Ratios and Other Data:					
<i>Performance Ratios:</i>					
Net interest margin (1)	3.01%	3.35%	3.51%	4.35%	4.77%
Non-interest income to average assets	3.62	3.55	2.02	0.84	1.06
Non-interest expense to average assets	4.71	4.51	3.43	2.84	3.04
Net overhead ratio (2)	1.08	0.95	1.41	2.00	1.98
Efficiency ratio (3)	74.33	68.23	65.42	58.89	56.26
Return on average assets (4)	0.91	1.01	0.86	0.96	1.08
Return on average equity (5)	14.85	17.34	15.26	16.84	17.43
<i>Asset Quality Ratios:</i>					
Non-performing loans to total loans	0.72%	0.29%	0.92%	0.86%	0.21%
Allowance for possible loan losses to:					
Total loans	1.66	1.82	1.58	1.54	1.52
Non-performing loans	230.79	618.29	171.96	179.47	710.80
Net charge-offs to average total loans	0.30	0.36	0.51	0.49	0.32
Non-performing assets to total assets	0.50	0.18	0.62	0.60	0.16
<i>Balance Sheet Ratios:</i>					
Loans to deposits	90.25%	89.69%	84.74%	85.05%	93.39%
Average interest-earning assets to average interest-bearing liabilities	114.61	115.64	114.50	113.30	116.11
<i>Capital Ratios:</i>					
Total equity to total assets	6.42%	5.67%	5.80%	5.74%	5.67%
Total capital to risk-weighted assets ratio	12.41	10.13	10.69	11.95	8.07
Tier 1 capital to risk-weighted assets ratio	10.04	8.82	8.87	9.51	6.82
Tier 1 capital to average assets ratio	8.31	7.74	7.17	7.47	5.80
Average equity to average assets ratio	6.10	5.82	5.64	5.70	6.20

- (1) Net interest income, on a full tax-equivalent basis, divided by average interest-earning assets.
- (2) Non-interest expense less non-interest income divided by average total assets.
- (3) Non-interest expense divided by the sum of net interest income plus non-interest income.
- (4) Net income divided by average total assets.
- (5) Net income divided by average common equity.

Item 7: Management's Discussion and Analysis of Financial Condition and Results of Operations

The following presents management's discussion and analysis of our financial condition and results of operations as of the dates and for the periods indicated. You should read this discussion in conjunction with our "Selected Consolidated Financial Data," our consolidated financial statements and the accompanying notes, and the other financial data contained elsewhere in this report.

This report contains forward-looking statements within the meaning of Section 21E of the Securities Exchange Act of 1934, as amended. The Company intends such forward-looking statements to be covered by the safe harbor provisions for forward-looking statements contained in the Private Securities Litigation Reform Act of 1995, and is including this statement for purposes of those safe harbor provisions. Forward-looking statements, which are based on certain assumptions and describe future plans, strategies and expectations of the Company, can generally be identified by use of the words "believe," "expect," "intend," "anticipate," "estimate," "project," or similar expressions. The Company is unable to predict the actual results of its future plans or strategies with certainty. Factors which could have a material adverse effect on the operations and future prospects of the Company include, but are not limited to, fluctuations in market rates of interest and loan and deposit pricing; a deterioration of general economic conditions or the demand for housing in the Company's market areas; a deterioration in the demand for mortgage financing; legislative or regulatory changes; adverse developments in the Company's loan or investment portfolio; any inability to obtain funding on favorable terms; the loss of key personnel; significant increases in competition; and the possible dilutive effect of potential acquisitions or expansions. These risks and uncertainties should be considered in evaluating forward-looking statements and undue reliance should not be placed on such statements.

Critical Accounting Policies

Please refer to Note 1 of our consolidated financial statements where we present a listing and discussion of our most significant accounting policies. After a review of these policies, we determined that accounting for the allowance for loan losses, income taxes, and stock-based compensation are deemed critical accounting policies because of the valuation techniques used, and the sensitivity of certain financial statement amounts to the methods, as well as the assumptions and estimates, underlying these policies. Accounting for these critical areas requires the most subjective and complex judgments that could be subject to revision as new information becomes available.

As presented in Note 1 and Note 3 to the consolidated financial statements, the allowance for loan losses represents management's estimate of probable credit losses inherent in the loan portfolio as of the balance sheet date. This evaluation is inherently subjective as it requires estimates that are susceptible to significant revision as more information becomes available. The adequacy of the allowance is analyzed monthly based on internal loan reviews and qualitative measurements of our loan portfolio. Management assesses the adequacy of the allowance for loan losses based upon a number of factors including, among others:

- analytical reviews of loan loss experience in relationship to outstanding loans and commitments;
- unfunded loan commitments;
- problem and non-performing loans and other loans presenting credit concerns;
- trends in loan growth, portfolio composition and quality;
- appraisals of the value of collateral; and
- management's judgment with respect to current economic conditions and their impact on the existing loan portfolio.

The Bank computes its allowance by assigning specific reserves to impaired loans, plus a general reserve based on loss factors applied to the rest of the loan portfolio. The specific reserve on impaired loans is computed as the amount of the loan in excess of the present value of the estimated future cash flows discounted at the loan's effective interest rate, or based on the loan's observable market value or the fair value of the collateral if the loan is

collateral dependent. The general reserve loss factors are determined based on such items as management's evaluation of risk in the portfolio, local economic conditions, and historical loss experience. To further assist in confirming the results of the above-described allowance computation, during 1999, the Bank refined its risk grading system by developing associated reserve factors for each risk grade.

The income tax amounts in Note 7 to the consolidated financial statements reflect the current period income tax expense for all periods presented, as well as future tax liabilities and benefits associated with differences in timing of expenses and income recognition for book and tax accounting purposes. Our current tax liability and expense amounts are determined using estimates and these estimates are subject to review and possible revision by taxing authorities.

We discuss our accounting for stock-based compensation in greater detail in Note 1 to our consolidated financial statements. Included in Note 1 is the effect on our net income in the event we change our accounting of stock options to the guidance presented by Statement of Financial Accounting Standards No. 123 "Accounting for Stock-Based Compensation" from our current policy, which follows Accounting Principles Board Opinion No. 25.

Overview

Net income for 2003 was \$5.6 million, a \$238,000, or 4.41% increase over the \$5.4 million earned in 2002. The principal contributors to our increase in net income during 2003 were increases in net interest and non-interest income. Diluted earnings per share increased 1.25% to \$2.43 for the year ended December 31, 2003 from \$2.40 in the previous year. The Company's returns on average assets and average stockholders' equity for 2003 were 0.91% and 14.85%, compared to 1.01% and 17.34%, respectively, for 2002.

Net interest income for 2003 was \$16.9 million compared to \$16.3 million earned during 2002. The increase of \$530,000 or 3.24% was primarily the result of an increase in earning assets.

Non-interest income increased 18.54% to \$22.5 million in 2003 from \$19.0 million in 2002. Non-interest income to average assets increased to 3.62% in 2003 from 3.55% in 2002. The expansion of the Company's mortgage capabilities coupled with continued declines in market interest rates resulted in a significant increase in the number of residential mortgage loans originated and sold in 2003 compared to 2002. This resulted in higher origination fees during 2003 than during 2002. However, increases in market rates, which occurred during the second half of 2003, resulted in lower loans held for sale fee income. Future market interest rate fluctuations and their resultant impact on loans held for sale fee income are difficult to project or quantify; however, it is likely that a future rise in interest rates would have a detrimental impact on mortgage loan refinancing and lower loans held for sale fee income.

Total assets for the Company at December 31, 2003, were \$626.5 million, an increase of \$21.3 million, or 3.51%, from \$605.2 million at December 31, 2002. Deposits and stockholders' equity at December 31, 2003 were \$470.5 million and \$40.2 million, compared with \$423.8 million and \$34.3 million at December 31, 2002, increases of \$46.7 million, or 11.02%, and \$5.9 million, or 17.04%, respectively.

Loans at December 31, 2003 totaled \$424.6 million, an increase of \$44.5 million, or 11.71%, compared to December 31, 2002. The loan to deposit ratio at December 31, 2003 was 90.25% compared to 89.69% at December 31, 2002. The increase in the loan to deposit ratio was due to loan growth, which, on a relative basis, slightly outpaced deposit growth. Our funding philosophy for loans not held for sale has been to primarily increase deposits from retail and commercial deposit sources and secondarily use other borrowing sources as necessary to fund loans within the limits of the Bank's capital base.

Our low level of non-performing assets reflects the Bank's conservative underwriting policies and aggressive management of impaired loans and has resulted in low levels of nonaccrual loans. Over the five years ended December 31, 2003, our non-performing loans to total loans ratio has averaged 0.69%. As of December 31, 2003, our ratio of non-performing loans to total loans was 0.72%, which was slightly above the historical average. Our non-performing credit relationships are regularly reviewed and closely monitored. Our philosophy has been to value non-performing loans at their estimated collectible value and to aggressively manage these situations. Generally, the Bank maintains its allowance for loan losses in excess of its non-performing loans. Over the five years ended December 31, 2003, our ratio of allowance for loan losses to non-performing loans has exceeded

170.00%. As of December 31, 2003, our ratio of allowance for loan losses to non-performing loans was 230.79%, compared to 618.29% at December 31, 2002.

The net charge-off ratio has averaged 0.40% for the five years ended December 31, 2003. Our net charge-off ratio for the year ended December 31, 2003 was 0.30%, which was significantly below our historical average. The Bank continues to aggressively manage defaults in the loan portfolio in a softer economic environment. Management intends to vigorously pursue collection of all charged-off leases and loans.

Net Interest Income

A primary component of our net income is our net interest income. Net interest income is determined by the spread between the fully tax equivalent (FTE) yields we earn on our interest-earning assets and the rates we pay on our interest-bearing liabilities, as well as the relative amounts of such assets and liabilities. FTE net interest margin is determined by dividing FTE net interest income by average interest-earning assets.

Years ended December 31, 2003 and 2002. FTE net interest income for 2003 increased to \$17.2 million from \$16.7 million in 2002, a \$487,000, or 2.92%, increase.

FTE interest income for 2003 was \$30.7 million, a decrease of \$190,000, or 0.62%, from \$30.9 million in 2002, primarily as a result of continued asset repricing in the current low interest rate environment. The yield on average interest-earning assets fell to 5.38%, as compared to 6.21% in 2002, a decline of 83 basis points. Average interest earning assets increased \$73.3 million, or 14.73%, during 2003. Due to the increase in earning asset volume, loan interest and fee income increased to \$28.3 million in 2003 from \$26.9 million in 2002, or 5.34%. Interest income on investment securities decreased by \$1.4 million, or 36.77%, in 2003 compared to the prior year. The decline in market interest rates caused many of the securities in our portfolio to be called. Generally, the resultant return in principal was reinvested at lower yields; consequently, the overall impact on the portfolio has been a decline in the yield in 2003 compared to the prior year. The effect of the increase in earning assets was generally offset by the decrease in yield.

Interest expense for 2003 was \$13.5 million, down \$677,000, or 4.76%, from \$14.2 million in 2002. The decrease results from a decline in the yields paid on our interest bearing liabilities, primarily interest-bearing deposits. Although total average interest bearing liabilities increased \$67.9 million or 15.76% during 2003 mostly due to the increases in money market and time deposits and FHLB borrowings, the yield on our total average interest bearing liabilities and deposits decreased to 2.72% and 2.50%, respectively, in 2003 compared to 3.31% and 3.08% in 2002, respectively, decreases of 59 and 58 basis points, respectively.

Years ended December 31, 2002 and 2001. FTE net interest income for 2002 increased to \$16.7 million from \$15.1 million in 2001, a \$1.6 million, or 10.27%, increase.

FTE interest income for 2002 was \$30.9 million, a decrease of \$2.6 million, or 7.80%, from \$33.5 million in 2001, primarily as a result of continued decreases in market interest rates during 2002. The yield on average interest-earning assets fell to 6.21%, as compared to 7.79% in 2001, a decline of 158 basis points. Average interest earning assets increased \$67.4 million or 15.67% during 2002. Due to the decrease in yields, loan interest and fee income decreased slightly to \$26.9 million in 2002 from \$27.9 million in 2001, or 3.81%. Interest income on investment securities decreased by \$1.2 million, or 23.77% in 2002 compared to the prior year. The decline in market interest rates caused many of the securities in our portfolio to be called. Some of the resultant return in principal has been reinvested; however, the overall impact on the portfolio has been a decline in the balance and yield in 2002 compared to the prior year.

Interest expense for 2002 was \$14.2 million, down \$4.2 million, or 22.66%, from \$18.4 million in 2001. The decrease results from a decline in the yields paid on our interest bearing liabilities, primarily interest-bearing deposits. The yield on our total average interest bearing liabilities and deposits decreased to 3.31% and 3.08%, respectively, in 2002 compared to 4.89% and 4.81% in 2001, respectively, decreases of 158 and 173 basis points, respectively. Total interest bearing liabilities increased \$54.6 million or 14.52% during 2002. This increase was attributable mainly to the increases in savings, money market and time deposits and FHLB borrowings.

Average Balance Sheets. The following table sets forth for the periods and as of the dates indicated, information regarding our average balances of assets and liabilities as well as the dollar amounts of interest income from interest-earning assets and interest expense on interest-bearing liabilities and the resultant yields or costs. Ratio, yield and rate information are based on average daily balances where available; otherwise, average monthly balances have been used. Nonaccrual loans are included in the calculation of average balances for loans for the periods indicated.

AVERAGE BALANCES, YIELDS AND RATES

	Year Ended December 31,								
	2003			2002			2001		
Assets	Average Balance	Interest	Average Yield/ Rate	Average Balance	Interest	Average Yield/ Rate	Average Balance	Interest	Average Yield/ Rate
Federal funds sold.....									
Investment securities – taxable.....									
Investment securities – non-taxable (1).....									
Mortgage loans held for sale.....	\$ 5,500	\$ 49	0.89 %	\$ 18,171	\$ 297	1.63 %	\$ 15,269	\$ 679	4.45 %
Loans, net of unearned discount and fees	55,259	1,489	2.69	51,273	2,741	5.34	59,010	3,811	6.46
Total earning assets	12,885	881	6.84	14,526	1,007	6.93	15,782	1,105	7.00
Cash and due from banks – non-interest bearing.....	86,808	4,460	5.14	63,866	3,937	6.17	29,505	1,752	5.94
Allowance for possible loan losses.....	410,593	23,833	5.80	349,879	22,920	6.55	310,727	26,169	8.42
Premises and equipment, net.....	571,045	30,712	5.38	497,715	30,902	6.21	430,293	33,516	7.79
Other assets.....	30,453			22,910			16,224		
Total assets.....	(7,592)			(5,547)			(4,809)		
Liabilities and Stockholders' Equity									
Deposits-interest bearing:									
Interest-bearing demand accounts.....	\$ 622,423			\$ 535,004			\$ 458,276		
Savings and money market deposits.....									
Time deposits.....	\$ 26,415	\$ 165	0.63 %	\$ 29,779	\$ 388	1.30 %	\$ 31,441	\$ 815	2.59 %
Total interest-bearing deposits.....	150,503	2,204	1.46	146,132	2,711	1.86	131,492	4,846	3.69
Short-term borrowings.....	195,599	6,935	3.55	176,762	7,759	4.39	158,078	9,775	6.18
Long-term debt	372,517	9,304	2.50	352,673	10,858	3.08	321,011	15,436	4.81
Total interest-bearing liabilities	44,230	451	1.02	21,722	266	1.22	21,862	667	3.05
Non-interest bearing deposits.....	81,499	3,794	4.66	55,993	3,102	5.54	32,937	2,291	6.96
Other liabilities	498,246	13,549	2.72	430,388	14,226	3.31	375,810	18,394	4.89
Stockholders' equity.....	81,269			69,550			53,324		
Total liabilities and stockholders' equity	4,959			3,952			3,295		
Net interest income/spread	37,949			31,114			25,847		
Net interest margin	\$ 622,423			\$ 535,004			\$ 458,276		
		\$ 17,163	2.66 %		\$ 16,676	2.90 %		\$ 15,122	2.88 %
			3.01 %			3.35 %			3.51 %

(1) Presented on a fully tax-equivalent basis assuming a tax rate of 34%. For the three years ended December 31, 2003, 2002 and 2001, the tax equivalency adjustment amounted to \$300,000, \$343,000, and 186,000, respectively

Analysis of Changes in Net Interest Income Due to Changes in Interest Rates and Volumes. The following table presents the dollar amount of changes in interest income and interest expense for major components of interest-earning assets and interest-bearing liabilities. It distinguishes between the increase or decrease related to changes in balances and changes in interest rates. For each category of interest-earning assets and interest-bearing liabilities, information is provided on changes attributable to:

- changes in volume, reflecting changes in volume multiplied by the current period rate; and
- changes in rate, reflecting changes in rate multiplied by the prior period volume.

CHANGES IN INTEREST INCOME AND EXPENSE VOLUME AND RATE VARIANCES

	Year Ended December 31,					
	2003 Compared to 2002			2002 Compared to 2001		
	Change Due to Rate	Change Due to Volume	Total Change	Change Due to Rate	Change Due to Volume	Total Change
Federal funds sold	\$ (135)	\$ (113)	\$ (248)	\$ (429)	\$ 47	\$ (382)
Investment securities – taxable	(1,359)	107	(1,252)	(657)	(414)	(1,071)
Investment securities – non-taxable (1)	(14)	(112)	(126)	(11)	(87)	(98)
Mortgage loans held for sale	(656)	1,179	523	67	2,118	2,185
Loans, net of unearned discount	(2,611)	3,524	913	(5,813)	2,565	(3,248)
Total interest income	<u>(4,775)</u>	<u>4,585</u>	<u>(190)</u>	<u>(6,843)</u>	<u>4,229</u>	<u>(2,614)</u>
Interest-bearing demand accounts	(202)	(21)	(223)	(405)	(22)	(427)
Savings and money market deposits	(571)	64	(507)	(2,407)	272	(2,135)
Time deposits	(1,492)	668	(824)	(2,836)	820	(2,016)
Short-term borrowings	(45)	230	185	(399)	(2)	(401)
Long-term debt	(495)	1,187	692	(466)	1,277	811
Total interest expense	<u>(2,805)</u>	<u>2,128</u>	<u>(677)</u>	<u>(6,513)</u>	<u>2,345</u>	<u>(4,168)</u>
Net interest income	<u>\$ (1,970)</u>	<u>\$ 2,457</u>	<u>\$ 487</u>	<u>\$ (330)</u>	<u>\$ 1,884</u>	<u>\$ 1,554</u>

(1) Presented on a fully tax-equivalent basis assuming a tax rate of 34%.

Provision for Loan Losses

We make provisions for loan losses in amounts management deems necessary to maintain the allowance for loan losses at an appropriate level. During the year ended December 31, 2003, we provided \$1.4 million for loan losses, as compared to \$2.9 million for the year ended December 31, 2002, a decrease of \$1.6 million, or 53.77%. During 2003, our provision for loan losses decreased due to an overall improvement in credit quality, as indicated by the decline in total impaired loans to \$10.2 million at December 31, 2003 from \$11.7 million at December 31, 2002. The provision for 2002 had been increased due to risks associated with one commercial credit. The loan portfolio increased to \$424.6 million in 2003 from \$380.1 million in 2002, or 11.71%. The provision for loan losses increased to \$2.9 million in 2002 from \$2.4 million in 2001, or 21.67%, while the loan portfolio increased to \$380.1 million in 2002 from \$334.1 million in 2001, or 13.77%.

The allowance for loan losses as a percentage of loans was 1.66% at December 31, 2003, as compared to 1.82% in 2002 and 1.58% in 2001. The decrease in this percentage from December 31, 2002 was primarily due to the increased provision for 2002 discussed in the previous paragraph. Therefore, with the exception of the increase in the 2002 allowance, the December 31, 2003 percentage is consistent with previous years as displayed in the

Summary of Loan Loss Experience and Related Information table on page 29. We increased the allowance for loan losses in 2003, 2002 and 2001 based upon an analysis of several factors, including the impairment and general reserve factor analysis referred to in our *Critical Accounting Policies* and changes in the loan mix. Total impaired loans decreased to \$10.2 million with a related reserve of \$1.5 million at December 31, 2003 compared to \$11.7 million and \$1.8 million, respectively, at December 31, 2002. General reserve factors, which are applied to categories of unimpaired loans, resulted in a decrease in the overall general reserve percentage to 1.34% at December 31, 2003 compared to 1.38% at December 31, 2002. The overall general reserve percentage at December 31, 2001 was 1.17%. The decrease in the general reserve factor in 2003 is attributable to changes in the loan portfolio mix, with larger relative amounts of loans in loan categories bearing lower general reserve factors.

Due to the factors discussed above and the growth in our commercial real estate and construction loan portfolios, the overall result was a higher allowance for loan losses at December 31, 2003 compared with December 31, 2002. The allowance for loan losses represents our best estimate of probable losses that have been incurred as of the respective balance sheet dates.

Non-interest Income

The following table describes the items of our non-interest income for the periods indicated:

NON-INTEREST INCOME

	Year Ended December 31		
	2003	2002	2001
	(In thousands)		
Loans held for sale fee income	\$ 19,866	\$ 16,690	\$ 6,931
NSF charges and service fees.....	1,283	1,026	836
Other service charges	924	821	796
Net realized gains on sales of investment securities	-	193	500
Other income	463	281	203
Total non-interest income	<u>\$ 22,536</u>	<u>\$ 19,011</u>	<u>\$ 9,266</u>

Non-interest income increased to \$22.5 million, or 18.54%, during 2003, from \$19.0 million during 2002. This increase is attributable to increases in loans held for sale fee income of \$3.2 million and NSF charges and services fees of \$257,000. We experienced growth in our loans held for sale income due to the expansion of our national and local mortgage capabilities concurrent with favorable conditions for residential mortgage origination and refinancing. Mortgage originations and refinancing continued to flourish due to the low interest rate environment which began in 2001 and persisted through 2003. The volume of closed residential mortgages grew to over \$1.5 billion in 2003 from \$1.3 billion and \$640 million in 2002 and 2001, respectively. However, mortgage rates increased modestly during the second half of 2003, and the volume of mortgage refinancing activity declined dramatically. Other service charge income, which includes trust services income, investment brokerage income, merchant bankcard processing and debit card processing income, increased by \$103,000 or 12.54% from 2002 to 2003. In 2002, we took advantage of opportunities to mitigate the risk of long-term rate volatility in our available-for-sale investment portfolio by selling some of our longer-term bonds. Due to the yield environment when we sold the securities, we realized \$193,000 of net gains on the sales in 2002. Sustainability of the level of our loans held for sale fee income is primarily dependent upon the persistence of the low interest rate environment, and secondarily dependent on our ability to develop new products and alternative delivery channels. Future growth of other non-interest income categories is dependent upon new product development, and growth in our customer base.

Non-interest income increased to \$19.0 million, or 105.17%, during 2002, from \$9.3 million during 2001. This increase is attributable to increases in loans held for sale fee income of \$9.8 million and NSF charges and services fees of \$190,000. We experienced significant growth in our loans held for sale income due to the expansion of our national and local mortgage capabilities concurrent with favorable conditions for residential mortgage origination and refinancing. Mortgage originations and refinancing continued to flourish due to the low interest rate environment which began in 2001 and persisted through 2002. Other service charge income, which includes trust

services income, investment brokerage income, merchant bankcard processing and debit card processing income, remained relatively unchanged from 2001. In 2002 and 2001, we took advantage of opportunities to mitigate the risk of long-term rate volatility in our available-for-sale investment portfolio by selling some of our longer-term bonds. Due to the yield environment when we sold the securities, we realized \$193,000 and \$500,000 of net gains on the sales in 2002 and 2001, respectively.

Non-interest Expense

The following table describes the items of our non-interest expense for the periods indicated.

NON-INTEREST EXPENSE

	Year Ended December 31		
	2003	2002	2001
	(In thousands)		
Salaries and employee benefits	\$ 19,670	\$ 16,437	\$ 10,063
Occupancy.....	3,137	2,101	1,574
FDIC and other insurance expense.....	174	161	140
General and administrative.....	6,304	5,417	3,933
Total non-interest expenses.....	<u>\$ 29,285</u>	<u>\$ 24,116</u>	<u>\$ 15,710</u>

Non-interest expense increased to \$29.3 million, or 21.43%, during 2003, as compared to \$24.1 million in the prior year. This increase is primarily attributable to increases in salaries and employee benefits and occupancy expenses, consistent with the Company's growth. Our salaries and employee benefits expense increased to \$19.7 million in 2003, or 19.66%, from \$16.4 million in 2002, mainly due to volume-related growth in incentive compensation related to mortgage origination activity as well as additional staff to facilitate our growth. We manage our staffing levels to accommodate the volume of our business. During 2003, FTEs fluctuated from approximately 257 to 313, and ended the year at approximately 263. The fluctuations in our staffing levels were primarily attributable to fluctuations in the volume of mortgage originations during the year. Occupancy expenses increased to \$3.1 million, or 49.30% in 2003, from \$2.1 million in 2002, primarily due to the addition of our 7900 College facility and higher telecommunication and depreciation expenses related to our growth and expansion. General and administrative expenses increased \$887,000 to \$6.3 million in 2003, compared to \$5.4 million in 2002, principally due to increased marketing, postage/courier, and loan processing fees associated with the increased volume in the Company's mortgage origination departments. Future increases in non-interest expense are dependent upon continued growth of the Company, especially our mortgage origination business.

Non-interest expense increased to \$24.1 million, or 53.51%, during 2002, as compared to \$15.7 million in the prior year. This increase was primarily attributable to increases in salaries and employee benefits and occupancy expenses, consistent with the Company's growth. Our salaries and employee benefits expense increased to \$16.4 million in 2002, or 63.34%, from \$10.1 million in 2001, as we hired additional staff to facilitate our growth. We had 262 full-time equivalent employees at December 31, 2002 compared to 217 at December 31, 2001. Many areas of the Company added employees to manage growth. Occupancy expenses increased to \$2.1 million, or 33.48% in 2002, from \$1.6 million in 2001, primarily due to increases in depreciation, rent, telephone expenses, and repairs and maintenance as the Company expanded its infrastructure to facilitate growth. General and administrative expenses increased \$1.5 million to \$5.4 million in 2002, compared to \$3.9 million in 2001, principally due to increased marketing, postage/courier, and loan processing fees associated with the increased volume in the Company's mortgage origination departments.

Income Taxes

Our income tax expense during 2003 was \$3.1 million, compared to \$2.9 million during 2002, and \$2.0 million during 2001. These increases reflect our higher earnings for the current and previous fiscal years. Our

consolidated effective income tax rates of 35.71%, 35.05% and 33.20% for the three respective years ended December 31, 2003 varies from the statutory rate principally due to the effects of state income taxes and interest income earned on our municipal securities portfolio which is generally tax-exempt for federal income tax purposes.

Financial Condition

Lending Activities. Our loan portfolio is a key source of income, and since our inception, has been a principal component of our revenue growth. Our loan portfolio reflects an emphasis on construction, commercial and commercial real estate, residential real estate, personal lending and leasing. We emphasize commercial lending to professionals, businesses and their owners. Commercial loans and loans secured by commercial real estate accounted for 46.45% of our total loans at December 31, 2003, 43.40% of our total loans at December 31, 2002, and 44.62% of our total loans at year end 2001. These loans increased at an 18.41% compound annual rate during the three-year period ended December 31, 2003.

Loans were \$424.6 million at December 31, 2003, an increase of \$44.5 million, or 11.71%, compared to December 31, 2002. Loans at December 31, 2002 were \$380.1 million, an increase of \$46.0 million, or 13.77%, compared to December 31, 2001. Increases in deposits and Federal Home Loan Bank borrowings facilitated our loan growth during 2003. The loan to deposit ratio increased to 90.25%, compared to 89.69% at December 31, 2002, and 84.74% at December 31, 2001.

We experienced increases in most loan categories during 2003. The growth of our commercial, commercial real estate and residential real estate portfolios is a result of the economic growth and development of our market area, coupled with the efforts and experience of our lending staff. The Company targets consumer lending lines of business in an effort to more broadly diversify our risk across multiple lines of business. Historically, a significant portion of the growth in our personal lending lines was attributable to growth in our indirect automobile loan portfolio. In 2003, additional sales officers cultivated additional dealer relationships as well as additional business from existing dealers and our indirect loan portfolio grew by \$7.9 million or 64.67%. The growth in 2003 reversed a two-year decline which started in 2001 when we encountered significant competition from national finance companies offering below market rate financing incentives. We also encountered a considerable number of early pay-offs within other categories of our consumer loan portfolio due to customer refinancing, resulting in an overall net increase of \$2.9 million in the consumer loan portfolio.

The following table sets forth the composition of our loan portfolio by loan type as of the dates indicated. The amounts in the following table are shown net of discounts and other deductions.

	As of December 31.									
	2003		2002		2001		2000		1999	
	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
	(Dollars in thousands)									
Commercial	\$ 109,818	25.86 %	\$ 93,658	24.64 %	\$ 85,311	25.54 %	\$ 76,556	26.61 %	\$ 64,552	25.78 %
Commercial real estate.	87,438	20.59	71,295	18.76	63,756	19.08	42,267	14.69	26,617	10.63
Construction.....	123,445	29.08	127,071	33.43	93,656	28.03	59,733	20.76	41,007	16.38
Leases.....	22,175	5.22	22,600	5.95	24,221	7.25	25,302	8.81	30,416	12.14
Residential real estate..	27,017	6.37	21,581	5.68	24,460	7.32	37,290	12.96	33,251	13.28
Consumer.....	29,701	6.99	26,750	7.04	29,895	8.96	35,864	12.47	44,747	17.87
Home equity.....	25,026	5.89	17,127	4.50	12,776	3.82	10,657	3.70	9,820	3.92
Total loans and leases.....	424,620	100.00 %	380,082	100.00 %	334,075	100.00 %	287,669	100.00 %	250,410	100.00 %
Less allowance for loan losses.....	7,051		6,914		5,267		4,440		3,817	
Loans receivable, net....	\$ 417,569		\$ 373,168		\$ 328,808		\$ 283,229		\$ 246,593	

Collateral and Concentration. At December 31, 2003, 2002 and 2001, substantially all of our loans were collateralized with real estate, inventory, accounts receivable and/or other assets or were guaranteed by the Small Business Administration. Loans to individuals and businesses in the construction industry totaled \$123.4 million, or 29.08%, of total loans, as of December 31, 2003. The Bank does not have any other concentrations of loans to individuals or businesses involved in a single industry totaling 5% of total loans. The Bank's lending limit under

federal law to any one borrower was \$14.2 million at December 31, 2003. The Bank's largest single borrower, net of participations, at December 31, 2003 had outstanding loans of \$12.8 million.

The following table presents the aggregate maturities of loans in each major category of our loan portfolio as of December 31, 2003, excluding the allowance for loan and valuation losses. Additionally, the table presents the dollar amount of all loans due more than one year after December 31, 2003 which have predetermined interest rates (fixed) or adjustable interest rates (variable). Actual maturities may differ from the contractual maturities shown below as a result of renewals and prepayments or the timing of loan sales.

**MATURITIES AND SENSITIVITIES OF LOANS TO
CHANGES IN INTEREST RATES**

	As of December 31, 2003					
	Less than one year	One to five years	Over five years	Total	More than One Year	
					Fixed	Variable
	(In thousands)					
Commercial Real Estate.....	\$ 13,506	\$ 60,208	\$ 13,724	\$ 87,438	\$ 32,281	\$ 41,651
Commercial.....	53,083	49,458	7,277	109,818	14,637	42,098
Construction	97,179	23,347	2,917	123,445	4,330	21,934

Non-performing Assets

Non-performing assets consist primarily of loans past due 90 days or more, nonaccrual loans and foreclosed real estate. The following table sets forth our non-performing assets as of the dates indicated:

NON-PERFORMING ASSETS

	As of December 31,				
	2003	2002	2001	2000	1999
	(Dollars in thousands)				
Real estate loans:					
Past due 90 days or more	\$ 337	\$ 54	\$ -	\$ 206	\$ -
Nonaccrual	1,991	582	824	499	-
Installment loans:					
Past due 90 days or more	4	-	33	-	-
Nonaccrual	-	-	13	37	87
Credit cards and related plans:					
Past due 90 days or more	39	23	-	-	-
Nonaccrual	-	-	-	-	-
Commercial and all other loans:					
Past due 90 days or more	117	-	76	24	50
Nonaccrual	318	233	752	1,326	375
Lease financing receivables:					
Past due 90 days or more	-	3	-	-	-
Nonaccrual	249	223	1,365	382	25
Debt securities and other assets (excluding other real estate owned and other repossessed assets):					
Past due 90 days or more	-	-	-	-	-
Nonaccrual	-	-	-	-	-
Total non-performing loans	<u>3,055</u>	<u>1,118</u>	<u>3,063</u>	<u>2,474</u>	<u>537</u>
Foreclosed assets held for sale	416	614	49	334	186
Total non-performing assets	<u>\$ 3,471</u>	<u>\$ 1,732</u>	<u>\$ 3,112</u>	<u>\$ 2,808</u>	<u>\$ 723</u>
Total non-performing loans to total loans.....	0.72 %	0.29 %	0.92 %	0.86 %	0.21 %
Total non-performing loans to total assets.....	0.50	0.18	0.62	0.60	0.16
Allowance for loan losses to non-performing loans	230.79	618.29	171.96	179.47	710.80
Non-performing assets to loans and foreclosed assets held for sale	0.82	0.46	0.93	0.97	0.29

Impaired Loans. A loan is considered impaired when it is probable that we will not receive all amounts due according to the contractual terms of the loan. This includes loans that are delinquent 90 days or more, nonaccrual loans, and certain other loans identified by management. Accrual of interest is discontinued, and interest accrued and unpaid is removed, at the time the loans are delinquent 90 days or when management believes that full collection of principal and interest under the original loan contract is unlikely to occur. Interest is recognized for nonaccrual loans only upon receipt, and only after all principal amounts are current according to the terms of the contract.

Impaired loans totaled \$10.2 million at December 31, 2003, \$11.7 million at December 31, 2002, and \$8.4 million at December 31, 2001, with related allowances for loan losses of \$1.5 million, \$1.8 million, and \$1.5 million, respectively.

Total interest income of \$736,000, \$699,000 and \$923,000 was recognized on average impaired loans of \$11.7 million, \$9.6 million and \$6.6 million for 2003, 2002 and 2001, respectively. Included in this total is cash basis interest income of \$67,000, \$46,000 and \$202,000 recognized on nonaccrual impaired loans during 2003, 2002 and 2001, respectively.

Allowance For Loan Losses. The allowance for loan losses is increased by provisions charged to expense and reduced by loans charged off, net of recoveries. The adequacy of the allowance is analyzed monthly based on internal loan reviews and quality measurements of our loan portfolio. The Bank computes its allowance by assigning specific reserves to impaired loans, and then applies a general reserve based on a loss factor applied to the rest of the loan portfolio. The loss factor is determined based on such items as management's evaluation of risk in the portfolio, local economic conditions, and historical loss experience. Specific allowances are accrued on specific loans evaluated for impairment for which the basis of each loan, including accrued interest, exceeds the discounted amount of expected future collections of interest and principal or, alternatively, the fair value of the loan collateral.

The following table sets forth information regarding changes in our allowance for loan and valuation losses for the periods indicated.

**SUMMARY OF LOAN LOSS EXPERIENCE
AND RELATED INFORMATION**

	As of and for the Year Ended December 31,				
	2003	2002	2001	2000	1999
	(Dollars in thousands)				
Balance at beginning of period.....	\$ 6,914	\$ 5,267	\$ 4,440	\$ 3,817	\$ 2,341
<i>Loans charged-off:</i>					
Commercial real estate.....	395	323	-	-	-
Residential real estate.....	-	-	5	-	-
Commercial	802	323	1,015	343	567
Personal	68	66	80	153	47
Home equity	10	-	-	-	-
Construction	-	-	-	-	-
Leases	279	870	836	1,034	158
Total loans charged-off.....	<u>1,554</u>	<u>1,582</u>	<u>1,936</u>	<u>1,530</u>	<u>772</u>
<i>Recoveries:</i>					
Commercial real estate.....	10	1	-	-	-
Residential real estate.....	-	-	5	-	-
Commercial	77	123	119	104	90
Personal	35	23	41	46	2
Home equity	-	-	-	-	-
Construction	-	-	-	-	-
Leases	219	162	198	53	12
Total recoveries	<u>341</u>	<u>309</u>	<u>363</u>	<u>203</u>	<u>104</u>
Net loans charged-off	<u>1,213</u>	<u>1,273</u>	<u>1,573</u>	<u>1,327</u>	<u>668</u>
Provision for loan losses.....	<u>1,350</u>	<u>2,920</u>	<u>2,400</u>	<u>1,950</u>	<u>2,144</u>
Balance at end of period.....	<u>\$ 7,051</u>	<u>\$ 6,914</u>	<u>\$ 5,267</u>	<u>\$ 4,440</u>	<u>\$ 3,817</u>
<i>Loans outstanding:</i>					
Average	\$ 410,593	\$ 349,879	\$ 310,727	\$ 268,227	\$ 206,310
End of period.....	424,620	380,082	334,075	287,669	250,410
<i>Ratio of allowance for loan losses to loans outstanding:</i>					
Average	1.72 %	1.98 %	1.70 %	1.66 %	1.85 %
End of period.....	1.66	1.82	1.58	1.54	1.52
<i>Ratio of net charge-offs to:</i>					
Average loans.....	0.30	0.36	0.51	0.49	0.32
End of period loans	0.29	0.33	0.47	0.46	0.27

The following table shows our allocation of the allowance for loan losses by specific category at the end of each of the periods shown. Management attempts to allocate specific portions of the allowance for loan losses based on specifically identifiable problem loans. However, the allocation of the allowance to each category is not necessarily indicative of future losses and does not restrict the use of the allowance to absorb losses in any category.

ALLOCATION OF THE ALLOWANCE FOR LOAN LOSSES

	As of December 31,									
	2003		2002		2001		2000		1999	
	Amount	% of Total Allowance	Amount	% of Total Allowance	Amount	% of Total Allowance	Amount	% of Total Allowance	Amount	% of Total Allowance
Commercial	\$ 2,899	41.12 %	\$ 3,012	43.56 %	\$ 1,181	22.42 %	\$ 1,687	38.00 %	\$ 1,206	31.60 %
Commercial real estate	1,161	16.47	1,008	14.58	888	16.86	485	10.92	268	7.02
Construction	1,581	22.42	1,405	20.32	1,070	20.32	672	15.14	454	11.89
Leases	690	9.78	813	11.76	1,440	27.34	526	11.84	559	14.65
Residential real estate	273	3.87	293	4.24	400	7.59	399	8.99	364	9.53
Consumer	288	4.09	256	3.70	210	3.99	547	12.32	843	22.09
Home equity	159	2.25	127	1.84	78	1.48	124	2.79	123	3.22
Total	<u>\$ 7,051</u>	<u>100.00 %</u>	<u>\$ 6,914</u>	<u>100.00 %</u>	<u>\$ 5,267</u>	<u>100.00 %</u>	<u>\$ 4,440</u>	<u>100.00 %</u>	<u>\$ 3,817</u>	<u>100.00 %</u>

Investment securities. The primary objectives of our investment portfolio are to secure the safety of principal, to provide adequate liquidity and to provide securities for use in pledging for public funds or repurchase agreements. Income is a secondary consideration. As a result, we generally do not invest in mortgage-backed securities and other higher yielding investments.

Total investment securities increased by \$44.4 million or 72.31% during 2003, as we reinvested significant liquidity generated by the reduction in our loans held for sale balance during the fourth quarter of the year.

As of December 31, 2003, all of the securities in our investment portfolio were classified as available for sale in order to provide us with an additional source of liquidity when necessary, and as pledging requirements will permit.

The following table presents the composition of our available for sale investment portfolio by major category at the dates indicated.

INVESTMENT SECURITIES PORTFOLIO COMPOSITION

	At December 31,		
	2003	2002	2001
	(In thousands)		
U.S. government agency securities	\$ 93,790	\$ 47,579	\$ 62,050
State and municipal obligations.....	11,452	13,785	15,626
Equity and other.....	494	-	-
Total.....	<u>\$ 105,736</u>	<u>\$ 61,364</u>	<u>\$ 77,676</u>

The following table sets forth the maturities, carrying value or fair value (in the case of investment securities available for sale), and average yields for debt securities in our investment portfolio at December 31, 2003. Yields are presented on a tax equivalent basis. Expected maturities will differ from contractual maturities due to unscheduled repayments.

Under our investment policy, not more than 10% of the Bank's capital may be invested in the tax-exempt general obligation bonds of any single issuer.

MATURITY OF INVESTMENTS IN DEBT SECURITIES AVAILABLE FOR SALE

	One Year or Less		One to Five Years		Five to Ten Years		More Than Ten Years		Total Investment Securities		
	Carrying Value	Average Yield	Carrying Value	Average Yield	Carrying Value	Average Yield	Carrying Value	Average Yield	Carrying Value	Fair Value	Average Yield
(Dollars in thousands)											
Available for Sale											
U.S. government agency securities.....	\$ -	- %	\$ 93,790	2.49 %	\$ -	- %	\$ -	- %	\$ 93,790	\$ 93,790	2.49 %
State and municipal obligations.....	922	4.63	7,253	4.76	3,276	4.83	-	-	11,451	11,451	4.77
Mortgage-backed securities.....	-	-	-	-	-	-	-	-	-	-	-
Other securities.....	-	-	-	-	-	-	-	-	-	-	-
Total available for sale ..	<u>\$ 922</u>	<u>4.63 %</u>	<u>\$ 101,043</u>	<u>2.65 %</u>	<u>\$ 3,276</u>	<u>4.83 %</u>	<u>\$ -</u>	<u>- %</u>	<u>\$ 105,241</u>	<u>\$ 105,241</u>	<u>2.74 %</u>

Deposits. Deposits grew by \$46.7 million, or 11.02%, for the year ended December 31, 2003, compared to 2002 year-end. The primary source of deposit growth in 2003 was in money management and time deposit balances, which increased by \$29.2 million and \$35.5 million, respectively. The increase in the money management balances during 2003 was primarily attributable to a change in the rate offered on our money management account to a tiered rate structure; whereby larger customer deposit balances earned a higher rate of interest. The increase in time deposit balances was primarily due to increases in brokered time deposit balances. During 2003, the brokered time deposit market offered attractive rates during a period when our liquidity requirements afforded us the opportunity to take advantage of this low-cost funding source. We have traditionally offered market-competitive rates on our time deposit products and believe they provide us with a more attractive source of funds than other alternatives such as Federal Home Loan Bank borrowings, due to our ability to cross-sell additional services to these account holders. Our strategy to grow our deposits includes opening additional branches in markets management deems underserved, offering new products, and obtaining brokered deposits as allowed by our board of directors.

The following table sets forth the balances for each major category of our deposit accounts and the weighted-average interest rates paid for interest-bearing deposits for the periods indicated:

Deposits

	Year Ended December 31,								
	2003			2002			2001		
(Dollars in thousands)									
	Balance	Percent of Deposits	Weighted Average Rate	Balance	Percent of Deposits	Weighted Average Rate	Balance	Percent Of Deposits	Weighted Average Rate
Demand	\$ 74,717	15.88 %	— %	\$ 86,591	20.43 %	— %	\$ 74,229	18.83 %	— %
Savings	7,740	1.64	0.62	6,037	1.42	1.39	5,050	1.28	2.54
Interest-bearing demand.....	26,260	5.58	0.63	30,747	7.26	1.30	28,397	7.20	2.59
Money Market.....	30,594	6.50	0.68	33,932	8.01	1.30	30,427	7.72	2.67
Money Management	126,037	26.79	1.79	96,837	22.85	2.05	93,462	23.71	4.04
Time Deposits	205,147	43.61	3.55	169,643	40.03	4.39	162,680	41.26	4.81
Total deposits.....	<u>\$ 470,495</u>	<u>100.00 %</u>		<u>\$ 423,787</u>	<u>100.00 %</u>		<u>\$ 394,245</u>	<u>100.00 %</u>	

The following table sets forth the amount of our time deposits that are greater than \$100,000 by time remaining until maturity as of December 31, 2003:

**AMOUNTS AND MATURITIES OF
TIME DEPOSITS OF \$100,000 OR MORE**

	As of December 31, 2003	
	Amount	Weighted Average Rate Paid
	(Dollars in thousands)	
Three months or less.....	\$ 32,215	1.83 %
Over three months through six months.....	9,532	2.77
Over six months through twelve months.....	25,709	2.38
Over twelve months.....	39,213	4.20
Total.....	\$ 106,669	2.92 %

Liquidity and Capital Resources

Liquidity. Liquidity is measured by a financial institution's ability to raise funds through deposits, borrowed funds, capital, or the sale of marketable assets, such as residential mortgage loans or a portfolio of SBA loans. Other sources of liquidity, including cash flow from the repayment of loans, are also considered in determining whether liquidity is satisfactory. Liquidity is also achieved through growth of core deposits and liquid assets, and accessibility to the money and capital markets. The funds are used to meet deposit withdrawals, maintain reserve requirements, fund loans and operate the organization. Core deposits, defined as demand deposits, interest-bearing transaction accounts, savings deposits and time deposits less than \$100,000 (excluding brokered deposits), were 76.20% of our total deposits at December 31, 2003, and 82.54% and 83.32% of total deposits at December 31, 2002 and 2001, respectively. Generally, the Company's funding strategy is to utilize Federal Home Loan Bank borrowings to fund originations of mortgage loans held for sale and fund balances generated by other lines of business with deposits. In addition, the Company uses other forms of short-term borrowings for cash management and liquidity management purposes on a limited basis. These forms of borrowings include federal funds purchased and revolving lines of credit. The Company's Asset-Liability Management Committee utilizes a variety of liquidity monitoring tools, including an asset/liability modeling service, to analyze and manage the Company's liquidity.

The Bank is a member of the Federal Home Loan Bank System, which consists of 12 regional Federal Home Loan Banks governed and regulated by the Federal Housing Finance Board. The Federal Home Loan Banks provide a central credit facility for member institutions. The Bank, as a member of the FHL Bank of Topeka, is required to acquire and hold shares of capital stock in the FHL Bank of Topeka in an amount at least equal to 1.00% of the aggregate principal amount of its unpaid residential mortgage loans or 5.00% of our total outstanding FHLB advances. The Bank is currently in compliance with this requirement, with a \$6.6 million investment in stock of the FHL Bank of Topeka as of December 31, 2003. During 2003 and 2002, the Bank took advantage of some special advances from the FHLB to supplement its funding base. The Bank had \$62.5 million and \$52.5 million in outstanding long-term advances from the FHL Bank of Topeka at December 31, 2003 and 2002, respectively.

Management has established internal guidelines and analytical tools to measure liquid assets, alternative sources of liquidity, as well as relevant ratios concerning asset levels and purchased funds. These indicators are reported to the board of directors monthly, and at December 31, 2003, the Bank was within the established guidelines.

The following table sets forth a summary of our short-term borrowings during and as of the end of each period indicated.

SHORT-TERM BORROWINGS

	Amount outstanding at period end	Average amount outstanding during the period (1)	Maximum Outstanding At any Month end	Weighted average interest rate during the period	Weighted Average interest rate at period end
(Dollars in thousands)					
At or for the year ended December 31, 2003:					
Federal Home Loan Bank borrowings.....	\$ -	\$ 15,118	\$ 40,000	1.29 %	- %
Federal Funds purchased.....	-	3,674	11,000	1.22	-
Repurchase agreements.....	22,648	23,264	25,661	0.60	0.50
Total.....	<u>\$ 22,648</u>	<u>\$ 42,056</u>		<u>0.90</u>	<u>0.50</u>
At or for the year ended December 31, 2002:					
Federal Home Loan Bank borrowings.....	\$ 35,000	\$ 2,236	\$ 35,000	1.95 %	1.28 %
Federal Funds purchased.....	10,000	1,043	10,000	1.93	1.81
Repurchase agreements.....	23,688	16,962	23,688	1.08	0.67
Total.....	<u>\$ 68,688</u>	<u>\$ 20,241</u>		<u>1.22</u>	<u>0.80</u>
At or for the year ended December 31, 2001:					
Federal Home Loan Bank borrowings.....	\$ -	\$ 2,985	\$ 5,000	6.37 %	- %
Federal Funds purchased.....	-	-	-	-	-
Note Payable - other.....	-	231	1,000	6.00	-
Repurchase agreements.....	17,173	17,246	20,862	2.37	1.07
Total.....	<u>\$ 17,173</u>	<u>\$ 20,462</u>		<u>2.43</u>	<u>1.07</u>

(1) Calculations are based on daily averages where available and monthly averages otherwise.

Capital Resources. At December 31, 2003, our total stockholders' equity was \$40.2 million, and our equity to asset ratio was 6.41%. At December 31, 2002, our total stockholders' equity was \$34.3 million and our equity to asset ratio was 5.67%.

During 2003, BVBC Capital Trust II (BVBC Trust II), a Delaware business trust formed by Blue Valley, completed the sale of \$7.5 million of its trust preferred securities bearing interest at LIBOR + 3.25%. BVBC Trust II also issued common securities to Blue Valley and used the proceeds from the offering to purchase \$7,732,000 in principal amount of junior subordinated debentures, bearing interest at LIBOR + 3.25%, due in 2033 issued by Blue Valley. The junior subordinated debentures are the sole assets of BVBC Trust II and are eliminated, along with the related income statement effects, in the consolidated financial statements. The proceeds were retained by Blue Valley for general corporate purposes, including additional investments from time to time in the subsidiaries of the Company in the form of additional capital to fund expansion. The trust preferred securities meet the criteria to be considered regulatory capital, subject to limitations defined in note (1) to the risk-based capital table on the following page.

The Federal Reserve Board's risk-based guidelines establish a risk-adjusted ratio, relating capital to different categories of assets and off-balance sheet exposures, such as loan commitments and standby letters of credit. These guidelines place a strong emphasis on tangible stockholder's equity as the core element of the capital base, with appropriate recognition of other components of capital. At December 31, 2003, our Tier 1 capital ratio was 10.04%, while our total risk-based capital ratio was 12.41%, both of which exceed the capital minimums established in the risk-based capital requirements.

Contractual Obligations

Our known contractual obligations outstanding as of December 31, 2003 are presented below.

	Payments due by Period (in thousands)				
	Total	Less than 1 year	1-3 years	3-5 years	More than 5 years
Long-term Debt Obligations	\$ 87,706	\$ 613	\$ 1,347	\$ 31,520	\$ 54,226
Operating Lease Obligations	171	146	25		
Total	\$ 87,877	\$ 759	\$ 1,372	\$ 31,520	\$ 54,226

Our risk-based capital ratios at December 31, 2003, 2002 and 2001 are presented below.

RISK-BASED CAPITAL

	2003	December 31, 2002	2001
	(Dollars in thousands)		
Tier 1 capital			
Stockholders' equity.....	\$ 40,198	\$ 34,344	\$ 28,525
Intangible assets.....	(1,128)	(1,281)	(1,433)
Unrealized (appreciation) depreciation on available-for-sale securities	(570)	(785)	(831)
Trust preferred securities (1).....	13,210	11,187	9,231
Total Tier 1 capital	<u>51,710</u>	<u>43,465</u>	<u>35,492</u>
Tier 2 capital			
Qualifying allowance for loan losses	6,448	6,171	5,002
Trust preferred securities (1).....	5,790	313	2,269
Total Tier 2 capital.....	<u>12,238</u>	<u>6,484</u>	<u>7,271</u>
Total risk-based capital.....	<u>\$ 63,948</u>	<u>\$ 49,949</u>	<u>\$ 42,763</u>
Risk weighted assets	<u>\$ 515,201</u>	<u>\$ 492,922</u>	<u>\$ 399,923</u>
Ratios at end of period			
Total capital to risk-weighted assets ratio	12.41 %	10.13 %	10.69 %
Tier 1 capital to average assets ratio (leverage ratio)	8.31 %	7.74 %	7.17 %
Tier 1 capital to risk-weighted assets ratio.....	10.04 %	8.82 %	8.87 %
Minimum guidelines			
Total capital to risk-weighted assets ratio	8.00 %	8.00 %	8.00 %
Tier 1 capital to average assets ratio (leverage ratio)	4.00 %	4.00 %	4.00 %
Tier 1 capital to risk-weighted assets ratio.....	4.00 %	4.00 %	4.00 %

- (1) Federal Reserve guidelines for calculation of Tier 1 capital limits the amount of cumulative trust preferred securities which can be included in Tier 1 capital to 25% of total Tier 1 capital (Tier 1 capital before reduction of intangibles). At December 31, 2003, approximately \$13.2 million of the trust preferred securities have been included as Tier 1 capital. The balance of the trust preferred securities have been included as Tier 2 capital.

Inflation

The consolidated financial statements and related data presented in this report have been prepared in accordance with accounting principles generally accepted in the United States of America, which require the measurement of financial position and operating results in terms of historical dollars without considering changes in the relative purchasing power of money over time due to inflation. Unlike most industrial companies, substantially all of our assets and liabilities are monetary in nature. As a result, interest rates have a more significant impact on our performance than the effects of general levels of inflation. Interest rates do not necessarily move in the same direction or in the same magnitude as prices of goods and services. Additional discussion of the impact of interest rate changes is included in Item 7A: Qualitative and Quantitative Disclosure About Market Risk. In addition, we disclose the estimated fair value of our financial instruments in accordance with Statement of Financial Accounting Standards No. 107. See Note 15 to the consolidated financial statements included in this report.

Off-Balance Sheet Arrangements

The Company enters into off-balance sheet arrangements in the ordinary course of business. Our off-balance sheet arrangements generally are limited to commitments to extend credit, mortgage loans in the process of origination and forward commitments to sell those mortgage loans, letters of credit and lines of credit.

Commitments to extend credit are agreements to lend to a customer as long as there is no violation of any condition established in the agreement. They generally have fixed expiration dates or other termination clauses. The commitments extend over varying periods of time with the majority being disbursed within a one-year period. Since a portion of the commitments may expire without being drawn upon, the total commitment amounts do not necessarily represent future cash requirements. Each customer's creditworthiness is evaluated on a case-by-case basis. The amount of collateral obtained, if deemed necessary, is based on management's credit evaluation of the counterparty. Collateral held varies, but may include accounts receivable, inventory, property, plant and equipment, commercial real estate and residential real estate. At December 31, 2003, the Company had outstanding commitments to originate loans aggregating approximately \$32,913,000.

Mortgage loans in the process of origination represent amounts that the Company plans to fund within a normal period of 60 to 90 days and which are intended for sale to investors in the secondary market. Forward commitments to sell mortgage loans are obligations to deliver loans at a specified price on or before a specified future date. The Bank acquires such commitments to reduce market risk on mortgage loans in the process of origination and mortgage loans held for sale. Total mortgage loans in the process of origination amounted to \$47,965,000 and mortgage loans held for sale amounted to \$18,297,000 at December 31, 2003 and combined had related forward commitments to sell mortgage loans amounted to approximately \$66,262,000 at December 31, 2003 respectively. Mortgage loans in the process of origination represent commitments to originate loans at fixed rates.

Letters of credit are conditional commitments issued by the Company to guarantee the performance of a customer to a third party. Those guarantees are primarily issued to support public and private borrowing arrangements, including commercial paper, bond financing and similar transactions. The credit risk involved in issuing letters of credit is essentially the same as that involved in extending loans to customers. The Company had total outstanding letters of credit amounting to \$20,228,000 at December 31, 2003.

Lines of credit are agreements to lend to a customer as long as there is no violation of any condition established in the contract. Lines of credit generally have fixed expiration dates. Since a portion of the line may expire without being drawn upon, the total unused lines do not necessarily represent future cash requirements. Each customer's creditworthiness is evaluated on a case-by-case basis. The amount of collateral obtained, if deemed necessary, is based on management's credit evaluation of the counterparty. Collateral held varies, but may include accounts receivable, inventory, property, plant and equipment, commercial real estate and residential real estate.

Management uses the same credit policies in granting lines of credit as it does for on-balance sheet instruments. At December 31, 2003 unused lines of credit borrowings aggregated approximately \$131,995,000.

Future Accounting Requirements

The Financial Accounting Standards Board recently issued its Interpretation No. 46 (FIN 46 revised), *Consolidation of Variable Interest Entities*. This new Interpretation addresses consolidation by business enterprises of variable interest entities, which have one or more of the following characteristics:

1. The equity investment at risk is not sufficient to permit the entity to finance its activities without additional subordinated financial support provided by other parties, including the equity holders.
2. The equity investors lack one or more of the following essential characteristics of a controlling financial interest:
 - a. The direct or indirect ability to make decisions about the entity's activities through voting rights or similar rights;
 - b. The obligation to absorb the expected losses of the entity; or,
 - c. The right to receive the expected residual returns of the entity.
3. The equity investors have voting rights that are not proportionate to their economic interests, and the activities of the entity involve or are conducted on behalf of an investor with a disproportionately small voting interest.

The Company's initial application of the Interpretation will require deconsolidation of the Company's investment in BVBC Capital Trusts I and II, which we do not anticipate will have a material impact on the financial statements of the Company. The Company will apply FIN 46 (revised) in our first reporting period ending after March 15, 2004.

Item 7A: Qualitative and Quantitative Disclosure About Market Risk

As a continuing part of our financial strategy, we attempt to manage the impact of fluctuations in market interest rates on our net interest income. This effort entails providing a reasonable balance between interest rate risk, credit risk, liquidity risk and maintenance of yield. Our funds management policy is established by our Bank Board of Directors and monitored by our Asset/Liability Management Committee. Our funds management policy sets standards within which we are expected to operate. These standards include guidelines for exposure to interest rate fluctuations, liquidity, loan limits as a percentage of funding sources, exposure to correspondent banks and brokers, and reliance on non-core deposits. Our funds management policy also establishes the reporting requirements to our Bank Board of Directors. Our investment policy complements our funds management policy by establishing criteria by which we may purchase securities. These criteria include approved types of securities, brokerage sources, terms of investment, quality standards, and diversification.

We use an asset/liability modeling service to analyze the Company's current sensitivity to instantaneous and permanent changes in interest rates. The system simulates the Company's asset and liability base and projects future net interest income results under several interest rate assumptions. This allows management to view how changes in interest rates will affect the spread between the yield received on assets and the cost of deposits and borrowed funds.

The asset/liability modeling service is also used to analyze the net economic value of equity at risk under instantaneous shifts in interest rates. The "net economic value of equity at risk" is defined as the market value of assets less the market value of liabilities plus/minus the market value of any off-balance sheet positions. By effectively looking at the present value of all future cash flows on or off the balance sheet, the net economic value of equity modeling takes a longer-term view of interest rate risk.

We strive to maintain a position that changes in interest rates will not affect net interest income or the economic value of equity by more than 5%, per 50 basis points. The following table sets forth the estimated percentage change in our net interest income over the next twelve-month period and our economic value of equity at risk at December 31, 2003 based on the indicated instantaneous and permanent changes in interest rates.

<u>Changes in Interest Rates</u>	<u>Net Interest Income (next 12 months)</u>	<u>Net Economic Value of Equity at Risk</u>
300 basis point rise	33.49%	5.44%
200 basis point rise	22.83%	4.07%
100 basis point rise	12.25%	2.35%
Base Rate Scenario	-	-
25 basis point decline	(4.64%)	(0.94%)
50 basis point decline	(9.21%)	(2.15%)
75 basis point decline	(15.26%)	(3.71%)

The above table indicates that, at December 31, 2003, in the event of a sudden and sustained increase in prevailing market rates, our net interest income would be expected to increase as our assets would be expected to reprice quicker than our liabilities, while a decrease in rates would indicate just the opposite. Generally, in the decreasing rate scenarios, not only would adjustable rate assets (loans) reprice to lower rates faster than our liabilities, but our liabilities - long-term Federal Home Loan Bank of Topeka (FHLB) advances and existing time deposits - would not decrease in rate as much as market rates. In addition, fixed rate loans might experience an increase in prepayments, further decreasing yields on earning assets and causing net interest income to decrease. Another consideration with a rising interest rate scenario is the impact on mortgage loan refinancing, which would likely decline, leading to lower loans held for sale fee income, though the impact is difficult to quantify or project.

The above table also indicates that, at December 31, 2003, in the event of a sudden decrease in prevailing market rates, the economic value of our equity would decrease. Given our current asset/liability position, a 25, 50 or 75 basis point decline in interest rates will result in a lower economic value of our equity as the change in estimated loss on liabilities exceeds the change in estimated gain on assets in these interest rate scenarios. Currently, under a falling rate environment, the Company's estimated market value of loans could increase as a result of fixed rate loans, net of possible prepayments. The estimated market value of investment securities could also rise as our portfolio contains higher yielding securities. However, the estimated market value increase in fixed rate loans and investment securities is offset by time deposits unable to reprice to lower rates immediately and fixed-rate callable advances from FHLB. The likelihood of advances being called in a decreasing rate environment is diminished resulting in the advances existing until final maturity, which has the effect of lowering the economic value of equity.

The following table summarizes the anticipated maturities or repricing of our interest-earning assets and interest-bearing liabilities as of December 31, 2003, based on the information and assumptions set forth below.

INTEREST-RATE SENSITIVITY ANALYSIS

	Expected Maturity Date								
	Fiscal Year Ending December 31,								
	0-90 Days	91-365 Days	2004	2005	2006	2007	2008	Thereafter	Total
Interest-Earning Assets:									
Fixed Rate Loans.....	\$ 5,908	\$ 11,292	\$ 17,200	\$ 22,254	\$ 31,727	\$ 15,168	\$ 27,875	\$ 5,077	\$ 119,302
Average Interest Rate.....	5.92 %	7.58 %	7.01 %	7.78 %	6.90 %	8.12 %	6.40 %	14.30 %	7.43 %
Variable Rate Loans.....	311,171	5,394	316,565	-	-	-	-	-	316,565
Average Interest Rate.....	4.73 %	5.79 %	4.75 %	-	-	-	-	-	4.75 %
Fixed Rate Investments.....	200	722	922	49,628	33,615	15,646	2,155	3,276	105,242
Average Interest Rate.....	4.66 %	4.62 %	4.63 %	2.07 %	2.92 %	3.56 %	4.78 %	4.83 %	2.74 %
Variable Rate Investments.....	-	-	-	-	-	-	-	-	-
Average Interest Rate.....	-	-	-	-	-	-	-	-	-
Federal Funds Sold.....	29,400	-	29,400	-	-	-	-	-	29,400
Average Interest Rate.....	0.90 %	-	0.90 %	-	-	-	-	-	0.90 %
Total interest-earning assets..	<u>\$ 346,679</u>	<u>\$ 17,408</u>	<u>\$ 364,087</u>	<u>\$ 71,882</u>	<u>\$ 65,342</u>	<u>\$ 30,814</u>	<u>\$ 30,030</u>	<u>\$ 8,353</u>	<u>\$ 570,508</u>
Interest-Bearing Liabilities:									
Interest-bearing demand.....	\$ 26,260	\$ -	\$ 26,260	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 26,260
Average Interest Rate.....	0.38 %	-	0.38 %	-	-	-	-	-	0.38 %
Savings and money market.....	165,335	-	165,335	-	-	-	-	-	165,335
Average Interest Rate.....	1.58 %	-	1.58 %	-	-	-	-	-	1.58 %
Time deposits.....	43,313	52,008	95,321	27,950	18,646	36,352	7,155	19,760	205,184
Average Interest Rate.....	2.01 %	2.56 %	2.31 %	3.49 %	4.63 %	4.69 %	3.88 %	4.21 %	3.34 %
Funds borrowed.....	23,599	461	24,060	653	694	20,736	10,784	54,225	111,153
Average Interest Rate.....	0.46 %	6.04 %	0.57 %	6.04 %	6.05 %	1.71 %	5.20 %	5.41 %	3.66 %
Total interest-bearing liabilities.....	<u>\$ 258,507</u>	<u>\$ 52,469</u>	<u>\$ 310,976</u>	<u>\$ 28,603</u>	<u>\$ 19,340</u>	<u>\$ 57,088</u>	<u>\$ 17,939</u>	<u>\$ 73,985</u>	<u>\$ 507,932</u>
Cumulative:									
Rate sensitive assets (RSA).....	\$ 346,679	\$ 364,070	\$ 364,087	\$ 435,969	\$ 501,311	\$ 532,125	\$ 562,155	\$ 570,508	\$ 570,508
Rate sensitive liabilities (RSL)	258,507	310,976	310,976	339,579	358,919	416,007	433,946	507,932	507,932
GAP (GAP = RSA – RSL)	88,172	53,094	53,110	96,390	142,392	116,118	128,209	62,577	62,577
RSA/RSL.....	134.11 %	117.07 %	117.08 %	128.38 %	139.67 %	127.91 %	129.54 %	112.32 %	
RSA/Total assets.....	57.28	60.16	60.16	72.04	82.84	87.93	92.89	94.27	
RSL/Total assets.....	42.72	51.39	51.39	56.11	59.31	68.74	71.70	83.93	
GAP/Total assets.....	14.57	8.77	8.78	15.93	23.53	19.19	21.19	10.34	
GAP/RSA.....	25.43	14.58	14.59	22.11	28.40	21.82	22.81	10.97	

Certain assumptions are contained in the above table which affect the presentation. Although certain assets and liabilities may have similar maturities or periods to repricing, they may react in different degrees to changes in market interest rates. The interest rates on certain types of assets and liabilities may fluctuate in advance of changes in market interest rates, while interest rates on other types of assets and liabilities lag behind changes in market interest rates.

Disclosures about fair values of financial instruments, which reflect changes in market prices and rates, can be found in note 15 to the consolidated financial statements included in this report.

Item 8: Consolidated Financial Statements of Blue Valley Ban Corp

See index to Blue Valley Ban Corp financial statements on page F-1.

Item 9: Changes in and Disagreements with Accountants on Accounting and Financial Disclosure

No items are reportable.

Item 9A: Controls and Procedures

Management, including the Company's Chief Executive Officer and Treasurer, conducted an evaluation of the effectiveness of the design and operation of the Company's disclosure controls and procedures as of December 31, 2003. Based upon the evaluation, management concluded that the Company's disclosure controls and procedures are effective to ensure that all material information requiring disclosure in this annual report was made known to them in a timely manner.

The Company made no significant changes in internal controls over financial reporting or in other factors that could materially affect the Company's internal control over financial reporting.

Part III

Item 10: Directors and Executive Officers of the Registrant

Information regarding the Company's directors and executive officers is included in the Company's Proxy Statement for the 2004 Annual Meeting of Stockholders and is hereby incorporated by reference.

Information regarding the Bank's directors and executive officers is included in Part I of this Form 10-K under the caption "Directors and Executive Officers of the Registrant."

The Company has adopted a code of conduct that applies to our senior financial officers. Information regarding our code of conduct can be obtained by contacting us directly at:

Investor Relations
11935 Riley
Overland Park, KS 66213
913.338.1000
Email: ir@bankbv.com

Item 11: Executive Compensation

This information is included in the Company's Proxy Statement for the 2004 Annual Meeting of Stockholders and is hereby incorporated by reference.

Item 12: Security Ownership of Certain Beneficial Owners and Management

This information is included in the Company's Proxy Statement for the 2004 Annual Meeting of Stockholders and is hereby incorporated by reference.

Item 13: Certain Relationships and Related Transactions

The Bank periodically makes loans to our executive officers and directors, the members of their immediate families and companies that they are affiliated with. As of December 31, 2003, the Bank had aggregate loans

outstanding to such persons of approximately \$6.0 million, which represented 14.87% of our stockholders' equity of \$40.2 million on that date. These loans:

- were made in the ordinary course of business;
- were made on substantially the same terms, including interest rates and collateral, as those prevailing at the time for comparable transactions with other persons; and
- did not involve more than the normal risk of collectibility or present other unfavorable features.

Item 14: Principal Accounting Fees and Services

This information is included in the Company's Proxy Statement for the 2004 Annual Meeting of Stockholders and is hereby incorporated by reference.

Part IV

Item 15: Exhibits, Financial Statement Schedules, and Reports on Form 8-K

(a) 1 and 2. Financial Statements and any Financial Statement Schedules

The financial statements and financial statement schedules listed in the accompanying index to consolidated financial statements and financial statement schedules are filed as part of this Form 10-K.

(b) Reports on Form 8-K

On October 10th, 2003, Blue Valley filed a report on Form 8-K covering the press release for the Company's third quarter 2003 earnings.

On December 15th, 2003, Blue Valley filed a report on Form 8-K covering the press release for the Company's dividend declaration.

(c) Exhibits

- 3.1 Amended and Restated Articles of Incorporation of Blue Valley Ban Corp. *
- 3.2 Bylaws, as amended, of Blue Valley Ban Corp. *
- 4.1 1998 Equity Incentive Plan. *
- 4.2 1994 Stock Option Plan. *
- 4.3 Form of Indenture of Blue Valley Ban Corp. **
- 4.4 Form of Junior Subordinated Debentures, due September 30, 2030. **
- 4.5 Certificate of Trust of BVBC Capital Trust I. *
- 4.6 Form of Amended and Restated Trust Agreement of BVBC Capital Trust I. **
- 4.7 Form of Cumulative Preferred Security Certificate for BVBC Capital Trust I. *
- 4.8 Form of Trust preferred securities Guarantee Agreement of Blue Valley Ban Corp relating to the Cumulative Trust preferred securities. *
- 4.9 Form of Agreement as to Expenses and Liabilities. *
- 4.10 Form of Indenture dated April 10, 2003, between Blue Valley Ban Corp and Wilmington Trust Company
- 4.11 Amended and Restated Declaration of Trust dated April 10, 2003
- 4.12 Guarantee Agreement dated April 10, 2003
- 4.13 Fee Agreement dated April 10, 2003
- 4.14 Specimen of Floating Rate Junior Subordinated Debt Security
- 10.1 Promissory Note of Blue Valley Building dated July 15, 1994. *

- 10.2 Mortgage, Assignment of Leases and Rents and Security Agreement between Blue Valley Building and Businessmen's Assurance Company of America, dated July 15, 1994. *
- 10.3 Assignment of Leases and Rents between Blue Valley Building and Businessmen's Assurance Company of America dated July 15, 1994. *
- 11.1 Statement regarding computation of per share earnings. Please see p. F-12.
- 21.1 Subsidiaries of Blue Valley Ban Corp.
- 23.3 Consent of BKD, LLP.
- 31.1 Certification of the Chief Executive Officer pursuant to Section 302 of the Sarbanes-Oxley Act of 2002
- 31.2 Certification of the Treasurer pursuant to Section 302 of the Sarbanes-Oxley Act of 2002
- 32.1 Certification of the Chief Executive Officer and Treasurer pursuant to 18 U.S.C. Section 1350

* Filed with the Commission on April 10, 2000 as an Exhibit to Blue Valley's Registration Statement on Form S-1, Amendment No. 1, File No. 333-34328. Exhibit incorporated herein by reference.

** Filed with the Commission on June 29, 2000 as an Exhibit to Blue Valley's Registration Statement on Form S-1, Amendment No. 3, File No. 333-34328. Exhibit incorporated herein by reference.

SIGNATURES

Pursuant to the requirements of Section 13 or 15 (d) of the Securities Exchange Act of 1934, the Registrant has duly caused this report to be signed on its behalf by the undersigned, thereunto duly authorized.

Date: March 18, 2004

By: /s/ Robert D. Regnier
Robert D. Regnier, President,
Chief Executive Officer and Director

Date: March 18, 2004

By: /s/ Mark A. Fortino
Mark A. Fortino, Treasurer and
Principal Financial and Accounting Officer

Date: March 18, 2004

By: /s/ Donald H. Alexander
Donald H. Alexander, Director

Date: March 18, 2004

By: /s/ Wayne A. Henry, Jr.
Wayne A. Henry, Jr., Director

Date: March 18, 2004

By: /s/ C. Ted McCarter
C. Ted McCarter, Director

Date: March 18, 2004

By: /s/ Thomas A. McDonnell
Thomas A. McDonnell, Director

BLUE VALLEY BAN CORP
DECEMBER 31, 2003, 2002 AND 2001

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Independent Accountants' Report

Board of Directors and Stockholders
Blue Valley Ban Corp
Overland Park, Kansas

We have audited the accompanying consolidated balance sheets of Blue Valley Ban Corp (the "Company") as of December 31, 2003 and 2002, and the related consolidated statements of income, stockholders' equity and cash flows for each of the three years in the period ended December 31, 2003. These financial statements are the responsibility of the Company's management. Our responsibility is to express an opinion on these consolidated financial statements based on our audits.

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the financial position of Blue Valley Ban Corp as of December 31, 2003 and 2002, and the results of its operations and its cash flows for each of the three years in the period ended December 31, 2003 in conformity with accounting principles generally accepted in the United States of America.

/s/ BKD, LLP

Kansas City, Missouri
February 13, 2004

BLUE VALLEY BAN CORP
CONSOLIDATED BALANCE SHEETS

DECEMBER 31, 2003 AND 2002
(dollars in thousands, except share data)

ASSETS

	<u>2003</u>	<u>2002</u>
Cash and due from banks	\$ 21,317	\$ 27,755
Federal funds sold	<u>29,400</u>	<u>—</u>
Cash and cash equivalents	50,717	27,755
Available-for-sale securities	105,736	61,364
Mortgage loans held for sale	18,297	119,272
Loans, net of allowance for loan losses of \$7,051 and \$6,914 in 2003 and 2002, respectively	417,569	373,168
Premises and equipment, net	18,250	10,277
Foreclosed assets held for sale, net	416	614
Interest receivable	1,923	2,014
Deferred income taxes	1,302	1,688
Prepaid expenses and other assets	3,593	2,541
Federal Home Loan Bank stock, Federal Reserve Bank stock, and other securities	7,554	5,209
Core deposit intangible asset, at amortized cost	<u>1,128</u>	<u>1,281</u>
Total Assets	<u>\$ 626,485</u>	<u>\$ 605,183</u>

See Notes to Consolidated Financial Statements

BLUE VALLEY BAN CORP
CONSOLIDATED BALANCE SHEETS

DECEMBER 31, 2003 AND 2002
(dollars in thousands, except share data)

LIABILITIES AND STOCKHOLDERS' EQUITY

	<u>2003</u>	<u>2002</u>
LIABILITIES		
Demand deposits	\$ 74,717	\$ 86,591
Savings, NOW and money market deposits	190,631	167,553
Time deposits	<u>205,147</u>	<u>169,643</u>
Total Deposits	470,495	423,787
Federal funds purchased and other interest-bearing liabilities	23,447	36,830
Short-term debt	-	35,000
Long-term debt	87,706	69,551
Interest payable and other liabilities	<u>4,639</u>	<u>5,671</u>
Total Liabilities	<u>586,287</u>	<u>570,839</u>
STOCKHOLDERS' EQUITY		
Capital stock		
Common stock, par value \$1 per share;		
Authorized 15,000,000 shares; issued and outstanding		
2003 – 2,279,161 shares; 2002 – 2,222,711 shares	2,279	2,223
Additional paid-in capital	7,404	6,284
Retained earnings	30,344	25,052
Unearned compensation	(399)	-
Accumulated other comprehensive income		
Unrealized appreciation on available -for-sale securities,		
net of income taxes of \$380 in 2003 and \$523 in 2002	<u>570</u>	<u>785</u>
Total Stockholders' Equity	<u>40,198</u>	<u>34,344</u>
Total Liabilities and Stockholders' Equity	<u>\$ 626,485</u>	<u>\$ 605,183</u>

See Notes to Consolidated Financial Statements

BLUE VALLEY BAN CORP

CONSOLIDATED STATEMENTS OF INCOME

YEARS ENDED DECEMBER 31, 2003, 2002 AND 2001

(dollars in thousands, except per share data)

	<u>2003</u>	<u>2002</u>	<u>2001</u>
INTEREST INCOME			
Interest and fees on loans	\$ 28,293	\$ 26,857	\$ 27,921
Federal funds sold	49	297	679
Available-for-sale securities	2,070	3,405	4,422
Held-to-maturity securities	<u>—</u>	<u>—</u>	<u>119</u>
Total Interest Income	<u>30,412</u>	<u>30,559</u>	<u>33,141</u>
INTEREST EXPENSE			
Interest-bearing demand deposits	165	388	815
Savings and money market deposit accounts	2,204	2,711	4,846
Other time deposits	6,935	7,759	9,775
Federal funds purchased and other interest-bearing liabilities	195	223	462
Short-term debt	256	43	205
Long-term debt	<u>3,794</u>	<u>3,102</u>	<u>2,291</u>
Total Interest Expense	<u>13,549</u>	<u>14,226</u>	<u>18,394</u>
NET INTEREST INCOME	16,863	16,333	14,747
PROVISION FOR LOAN LOSSES	<u>1,350</u>	<u>2,920</u>	<u>2,400</u>
NET INTEREST INCOME AFTER PROVISION FOR LOAN LOSSES	<u>15,513</u>	<u>13,413</u>	<u>12,347</u>
NONINTEREST INCOME			
Loans held for sale fee income	19,866	16,690	6,931
Service fees	2,207	1,847	1,632
Realized gains on sales of securities	—	193	500
Other income	<u>463</u>	<u>281</u>	<u>203</u>
Total Noninterest Income	<u>22,536</u>	<u>19,011</u>	<u>9,266</u>
NONINTEREST EXPENSE			
Salaries and employee benefits	19,670	16,437	10,063
Net occupancy expense	3,137	2,101	1,574
Other operating expense	<u>6,478</u>	<u>5,578</u>	<u>4,073</u>
Total Noninterest Expense	<u>29,285</u>	<u>24,116</u>	<u>15,710</u>
INCOME BEFORE INCOME TAXES	8,764	8,308	5,903
PROVISION FOR INCOME TAXES	<u>3,130</u>	<u>2,912</u>	<u>1,960</u>
NET INCOME	<u>\$ 5,634</u>	<u>\$ 5,396</u>	<u>\$ 3,943</u>
BASIC EARNINGS PER SHARE	<u>\$ 2.51</u>	<u>\$ 2.48</u>	<u>\$ 1.82</u>
DILUTED EARNINGS PER SHARE	<u>\$ 2.43</u>	<u>\$ 2.40</u>	<u>\$ 1.77</u>
DIVIDENDS PER SHARE	<u>\$ 0.15</u>	<u>\$ 0.10</u>	<u>\$ —</u>

See Notes to Consolidated Financial Statements

BLUE VALLEY BAN CORP

CONSOLIDATED STATEMENTS OF STOCKHOLDERS' EQUITY

YEARS ENDED DECEMBER 31, 2003, 2002 AND 2001

(dollars in thousands, except share data)

	Comprehensive Income	Common Stock	Additional Paid-In Capital	Retained Earnings	Unearned Compensation	Accumulated Other Comprehensive Income	Total
BALANCE, DECEMBER 31, 2000		\$ 2,142	\$ 5,277	\$15,935	\$ -	\$ 461	\$ 23,815
Issuance of 33,456 shares of common stock		33	364				397
Net income	\$ 3,943			3,943			3,943
Change in unrealized appreciation on available-for-sale securities, net of income taxes of \$246	<u>370</u>					<u>370</u>	<u>370</u>
	<u>\$ 4,313</u>						
BALANCE, DECEMBER 31, 2001		<u>\$ 2,175</u>	<u>\$ 5,641</u>	<u>\$19,878</u>	<u>\$ -</u>	<u>\$ 831</u>	<u>\$ 28,525</u>
Issuance of 47,535 shares of common stock		48	643				691
Dividends on common stock (\$0.10 per share)				(222)			(222)
Net income	5,396			5,396			5,396
Change in unrealized appreciation on available-for-sale securities, net of income taxes of \$(30)	<u>(46)</u>					<u>(46)</u>	<u>(46)</u>
	<u>\$ 5,350</u>						
BALANCE, DECEMBER 31, 2002		<u>\$ 2,223</u>	<u>\$ 6,284</u>	<u>\$25,052</u>	<u>\$ -</u>	<u>\$ 785</u>	<u>\$34,344</u>
Issuance of 56,450 shares of common stock		56	1,120		(399)		777
Dividends on common stock (\$0.15 per share)				(342)			(342)
Net income	5,634			5,634			5,634
Change in unrealized appreciation on available-for-sale securities, net of income taxes of \$(143)	<u>(215)</u>					<u>(215)</u>	<u>(215)</u>
	<u>\$ 5,419</u>						
BALANCE, DECEMBER 31, 2003		<u>\$ 2,279</u>	<u>\$ 7,404</u>	<u>\$30,344</u>	<u>\$ (399)</u>	<u>\$ 570</u>	<u>\$40,198</u>

	December 31, 2003	December 31, 2002	December 31, 2001
Reclassification Disclosure			
Unrealized appreciation (depreciation) on available-for-sale securities, net of income taxes of \$(143), \$47 and \$446 for the periods ended December 31, 2003, 2002 and 2001, respectively	\$ (215)	\$ 70	\$ 670
Less: reclassification adjustments for appreciation included in net income, net of income taxes of \$0, \$77 and \$200 for the periods ended December 31, 2003, 2002 and 2001, respectively	<u>-</u>	<u>(116)</u>	<u>(300)</u>
Change in unrealized appreciation on available-for-sale securities, net of income taxes (credit) of \$(143), \$(30), and \$246 for the periods ended December 31, 2003, 2002 and 2001, respectively	<u>\$ (215)</u>	<u>\$ (46)</u>	<u>\$ 370</u>

See Notes to Consolidated Financial Statements

BLUE VALLEY BAN CORP

CONSOLIDATED STATEMENTS OF CASH FLOWS

YEARS ENDED DECEMBER 31, 2003, 2002 AND 2001

(dollars in thousands)

	2003	2002	2001
CASH FLOWS FROM OPERATING ACTIVITIES			
Net income	\$ 5,634	\$ 5,396	\$ 3,943
Adjustments to reconcile net income to net cash flow from operating activities:			
Depreciation and amortization	1,579	1,114	848
Amortization of premiums and discounts on securities	38	42	24
Provision for loan losses	1,350	2,920	2,400
Deferred income taxes	529	(754)	(212)
Net gain on sales of available-for-sale securities	-	(193)	(500)
Net loss on sale of foreclosed assets	58	121	-
Net (gain) loss on sale of premises and equipment	(18)	35	(5)
Originations of loans held for sale	(1,544,916)	(1,305,219)	(641,332)
Proceeds from the sale of loans held for sale	1,645,891	1,227,800	600,686
Changes in:			
Interest receivable	91	500	546
Prepaid expenses and other assets	(1,353)	(617)	(87)
Interest payable and other liabilities	(1,374)	1,370	1,365
Net cash provided by (used in) operating activities	107,509	(67,485)	(32,324)
CASH FLOWS FROM INVESTING ACTIVITIES			
Net originations of loans	(46,439)	(58,127)	(53,295)
Proceeds from sales of loan participations	-	9,135	4,946
Purchase of premises and equipment	(9,099)	(3,060)	(1,445)
Proceeds from sale of premises and equipment	18	12	11
Proceeds from the sale of foreclosed assets	828	1,026	655
Proceeds from maturities of held-to-maturity securities	-	-	2,000
Proceeds from sales of available-for-sale securities	-	13,183	16,400
Proceeds from maturities of available-for-sale securities	80,168	65,198	33,875
Purchases of available-for-sale securities	(124,936)	(61,994)	(50,357)
Purchases of Federal Home Loan Bank stock, Federal Reserve Bank stock, and other securities	(2,345)	(2,625)	(1,926)
Proceeds from the sale of Federal Home Loan Bank stock, Federal Reserve Bank stock, and other securities	-	893	-
Net cash acquired in branch acquisition	-	-	1,604
Net cash used in investing activities	(101,805)	(36,359)	(47,532)
CASH FLOWS FROM FINANCING ACTIVITIES			
Net increase in demand deposits, money market, NOW and savings accounts	11,204	22,579	31,279
Net increase in time deposits	35,504	6,963	22,162
Repayments of long-term debt	(4,670)	(162)	(150)
Proceeds from long-term debt	22,825	22,095	19,500
Net proceeds (payments) on short-term debt	(35,000)	35,000	(5,000)
Proceeds from sale of common stock	777	691	397
Net increase (decrease) in federal funds purchased and other interest-bearing liabilities	(13,382)	19,274	907
Net cash provided by financing activities	17,258	106,440	69,095
INCREASE (DECREASE) IN CASH AND CASH EQUIVALENTS	22,962	2,596	(10,761)
CASH AND CASH EQUIVALENTS, BEGINNING OF YEAR	27,755	25,159	35,920
CASH AND CASH EQUIVALENTS, END OF YEAR	\$ 50,717	\$ 27,755	\$ 25,159
SUPPLEMENTAL CASH FLOWS INFORMATION			
Loans transferred to foreclosed assets held for sale	\$ 688	\$ 1,712	\$ 370
Restricted stock issued	\$ 399	\$ -	\$ -
Cash dividends declared on common stock	\$ 342	\$ -	\$ -
Interest paid	\$ 13,195	\$ 14,638	\$ 18,443
Income taxes paid (net of refunds)	\$ 4,771	\$ 2,535	\$ 2,693

See Notes to Consolidated Financial Statements

BLUE VALLEY BAN CORP

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

DECEMBER 31, 2003, 2002 AND 2001

NOTE 1: NATURE OF OPERATIONS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Nature of Operations

The Company is a holding company for Bank of Blue Valley (the Bank), Blue Valley Building Corporation, Blue Valley Insurance Services, Inc., BVBC Capital Trust I and BVBC Capital Trust II through 100% ownership of each.

The Bank is primarily engaged in providing a full range of banking and mortgage services to individual and corporate customers in southern Johnson County, Kansas. The Bank also originates mortgages nationwide on the Internet through its National Mortgage division. The Bank is subject to competition from other financial institutions. The Bank also is subject to the regulation of certain federal and state agencies and undergoes periodic examinations by those regulatory authorities.

The Blue Valley Building Corporation is primarily engaged in leasing real property at its facilities in Overland Park, Kansas and owning other properties intended for future use.

BVBC Capital Trust I and II are Delaware business trusts created in 2000 and 2003, respectively, to offer trust preferred securities and to purchase the Company's prior subordinated debentures. The Trusts have terms of 35 years, but may dissolve earlier as provided in their trust agreements.

Operating Segment

The Company provides community banking services through its subsidiary bank, including such products and services as loans; time deposits, checking and savings accounts; mortgage originations; trust services; and investment services. These activities are reported as a single operating segment.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

Material estimates that are particularly susceptible to significant change relate to the determination of the allowance for loan losses and the valuation of real estate acquired in connection with foreclosures or in satisfaction of loans. In connection with the determination of the allowance for loan losses and the valuation of foreclosed assets held for sale, management obtains independent appraisals for significant properties.

BLUE VALLEY BAN CORP

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

DECEMBER 31, 2003, 2002 AND 2001

NOTE 1: NATURE OF OPERATIONS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Management believes that the allowances for loan losses and the valuation of foreclosed assets held for sale are adequate. While management uses available information to recognize losses on loans and foreclosed assets held for sale, changes in economic conditions may necessitate revision of these estimates in future years. In addition, various regulatory agencies, as an integral part of their examination process, periodically review the Company's allowances for loan losses and valuation of foreclosed assets held for sale. Such agencies may require the Company to recognize additional losses based on their judgments of information available to them at the time of their examination.

Principles of Consolidation

The consolidated financial statements include the accounts of Blue Valley Ban Corp and its 100% owned subsidiaries. Significant intercompany accounts and transactions have been eliminated in consolidation.

Cash Equivalents

The Company considers all liquid investments with original maturities of three months or less to be cash equivalents. At December 31, 2003, cash equivalents consisted of federal funds sold.

The Bank is required to maintain reserve funds in cash and/or on deposit with the Federal Reserve Bank. The reserve required at December 31, 2003 was \$750,000.

Investment in Debt Securities

Available-for-sale securities, which include any security for which the Company has no immediate plan to sell, but which may be sold in the future, are carried at fair value. Realized gains and losses, based on amortized cost of the specific security, are included in other income. Unrealized gains and losses are recorded, net of related income tax effects, in stockholders' equity. Premiums and discounts are amortized and accreted, respectively, to interest income using a method which approximates the level-yield method over the period to maturity.

Interest on investments in debt securities is included in income when earned.

Other Investments

The Company, as a member of the Federal Home Loan Bank (FHLB) and Federal Reserve Bank (FRB) systems, is required to maintain an investment in capital stock of both the FHLB and FRB. No ready market exists for either stock, and the stocks have no quoted market value. Such stock is recorded at cost.

BLUE VALLEY BAN CORP

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

DECEMBER 31, 2003, 2002 AND 2001

NOTE 1: NATURE OF OPERATIONS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Mortgage Loans Held for Sale

Mortgage loans held for sale are carried at the lower of cost or fair value, determined using an aggregate basis. Write-downs to fair value are recognized as a charge to earnings at the time the decline in value occurs. Forward commitments to sell mortgage loans are acquired to reduce market risk on mortgage loans in the process of origination and mortgage loans held for sale. Amounts paid to investors to obtain forward commitments, if any, are deferred until such time as the related loans are sold. The fair values of the forward commitments are not recognized in the financial statements if their terms match those of the underlying mortgage. Gains and losses resulting from sales of mortgage loans are recognized when the respective loans are sold to investors. Gains and losses are determined by the difference between the selling price and the carrying amount of the loans sold, net of discounts collected or paid, commitment fees paid and considering a normal servicing rate. Fees received from borrowers to guarantee the funding of mortgage loans held for sale are recognized as income or expense when the loans are sold or when it becomes evident that the commitment will not be used.

Loans

Loans that management has the intent and ability to hold for the foreseeable future or until maturity or pay-offs are reported at their outstanding principal balance adjusted for any charge-offs, the allowance for loan losses, and any deferred fees or costs on originated loans and unamortized premiums or discounts on purchased loans.

Allowance for Loan Losses

The allowance is management's estimate of probable losses which have occurred as of the balance sheet date based on management's evaluation of risk in the loan portfolio. The allowance for loan losses is increased by provisions charged to expense and reduced by loans charged off when management believes the uncollectibility of a loan balance is confirmed. Subsequent recoveries, if any, are credited to the allowance.

The adequacy of the allowance is evaluated on a monthly basis by management based on management's periodic review of the collectibility of the loans in consideration of historical experience, the nature and volume of the loan portfolio, adverse situations that may affect the borrower's ability to repay, estimated value of underlying collateral and prevailing economic conditions. This evaluation is inherently subjective as it requires estimates that are susceptible to significant revision as more information becomes available. The Bank computes its allowance by assigning specific reserves to impaired loans, and then applies general reserve factors to the rest of the loan portfolio. A loan is considered impaired when, based on current information and events, it is probable that the Company will be unable to collect the scheduled payments of principal or interest when due according to the contractual terms of the loan agreement. Factors considered by management when determining impairment include payment status, collateral value and probability of collecting scheduled principal and interest payments when due. Loans that experience insignificant payment delays and payment shortfalls generally are not classified as

BLUE VALLEY BAN CORP

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

DECEMBER 31, 2003, 2002 AND 2001

NOTE 1: NATURE OF OPERATIONS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

impaired. Management determines the significance of payment delays and payment shortfalls on a case-by-case basis, taking into consideration all of the circumstances surrounding the loan and the borrower, including the length of delay, the reason for the delay, the borrower's prior payment record and the amount of the shortfall in relation to the principal and interest owed. Impairment is measured on a loan-by-loan basis by either the present value of expected future cash flows discounted at the loan's effective interest rate, the loan's obtainable market price or the fair value of the collateral if the loan is collateral dependent.

Premises and Equipment

Depreciable assets are stated at cost less accumulated depreciation. Depreciation is charged to expense using the straight-line method over the estimated useful lives of the assets.

Foreclosed Assets Held for Sale

Assets acquired by foreclosure or in settlement of debt and held for sale are valued at their estimated fair value as of the date of foreclosure, and a related valuation allowance is provided for estimated costs to sell the assets. Management evaluates the value of foreclosed assets held for sale periodically and increases the valuation allowance for any subsequent declines in fair value. Increases in the valuation allowance and gains/losses on sales of foreclosed assets are included in non-interest expenses, net.

Core Deposit Intangible Assets

Unamortized core deposit intangible assets aggregated \$1,128,000 and \$1,281,000 (originally \$2,576,000) at December 31, 2003 and 2002, respectively, and have been amortized over a 15-year period using the straight-line method. Amortization expense related to core deposit intangible assets was \$152,000 for each of the years 2003, 2002 and 2001.

Fee Income

Loan origination fees, net of direct origination costs, are recognized as income using the level-yield method over the term of the loans.

Reclassification

Certain reclassifications have been made to the 2002 and 2001 financial statements to conform to the 2003 financial statement presentation. These reclassifications had no effect on net income.

BLUE VALLEY BAN CORP

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

DECEMBER 31, 2003, 2002 AND 2001

NOTE 1: NATURE OF OPERATIONS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Income Taxes

Deferred tax liabilities and assets are recognized for the tax effect of differences between the financial statement and tax bases of assets and liabilities. A valuation allowance is established to reduce deferred tax assets if it is more likely than not that a deferred tax asset will not be realized.

Earnings Per Share

Basic earnings per share is computed based on the weighted average number of shares outstanding during each year. Diluted earnings per share is computed using the weighted average common shares and all potential dilutive common shares outstanding during the year.

The computation of per share earnings is as follows:

	<u>2003</u>	<u>2002</u>	<u>2001</u>
	(in thousands, except share and per share data)		
Net income	\$ <u>5,634</u>	\$ <u>5,396</u>	\$ <u>3,943</u>
Average common shares outstanding	2,244,930	2,178,803	2,165,030
Average common share stock options outstanding	<u>75,910</u>	<u>74,126</u>	<u>57,136</u>
Average diluted common shares	<u>2,320,840</u>	<u>2,252,929</u>	<u>2,222,166</u>
Basic earnings per share	\$ <u>2.51</u>	\$ <u>2.48</u>	\$ <u>1.82</u>
Diluted earnings per share	\$ <u>2.43</u>	\$ <u>2.40</u>	\$ <u>1.77</u>

BLUE VALLEY BAN CORP

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

DECEMBER 31, 2003, 2002 AND 2001

NOTE 1: NATURE OF OPERATIONS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Accounting for Stock-Based Compensation

The Company applies Accounting Principles Board Opinion No. 25 and related Interpretations in accounting for the plan and no compensation cost has been recognized. Had compensation cost for the Company's stock options issued under its Equity Incentive Plan been determined based on the fair value at the grant dates using the minimum value method under Statement of Financial Accounting Standards No. 123 "Accounting for Stock-Based Compensation," the Company's net income and earnings per share would have been reduced to the pro forma amounts indicated as follows:

		<u>2003</u>	<u>2002</u>	<u>2001</u>
		(in thousands, except per share data)		
Net income	As reported	\$ 5,634	\$ 5,396	\$ 3,943
	Pro forma	\$ 5,618	\$ 5,344	\$ 3,864
Basic earnings per share	As reported	\$ 2.51	\$ 2.48	\$ 1.82
	Pro forma	\$ 2.50	\$ 2.45	\$ 1.78
Diluted earnings per share	As reported	\$ 2.43	\$ 2.40	\$ 1.77
	Pro forma	\$ 2.42	\$ 2.37	\$ 1.74

The fair value of options granted is estimated on the date of the grant using the minimum value method with the following weighted-average assumptions:

	<u>2003</u>	<u>2002</u>	<u>2001</u>
	(dollars in thousands, except share data)		
Dividend per Share	\$0.15	\$0.10	\$ -
Risk-Free Interest Rate	1.75%	1.75%	4.00%
Expected Life of Options	2 years	2 years	2 years
Weighted-average fair value of options granted during the year	<u>\$ -</u>	<u>\$ 49</u>	<u>\$108</u>

The expected life of options outstanding is based on the historical experience of the Company. During 2003, the Company issued no stock options.

BLUE VALLEY BAN CORP

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

DECEMBER 31, 2003, 2002 AND 2001

NOTE 2: INVESTMENT IN DEBT SECURITIES

The amortized cost and approximate fair value of available -for-sale securities are as follows:

	December 31, 2003			
	Amortized Cost	Gross Unrealized Gains	Gross Unrealized Losses	Approximate Fair Value
		(dollars in thousands)		
U.S. Government agencies	\$ 93,408	\$ 471	\$ (89)	\$ 93,790
State and political subdivisions	10,878	573	-	11,451
Equity and other	<u>500</u>	<u>-</u>	<u>(5)</u>	<u>495</u>
	<u>\$104,786</u>	<u>\$ 1,044</u>	<u>\$ (94)</u>	<u>\$105,736</u>

	December 31, 2002			
	Amortized Cost	Gross Unrealized Gains	Gross Unrealized Losses	Approximate Fair Value
		(dollars in thousands)		
U.S. Government agencies	\$46,998	\$ 581	\$ -	\$ 47,579
State and political subdivisions	<u>13,057</u>	<u>728</u>	<u>-</u>	<u>13,785</u>
	<u>\$60,055</u>	<u>\$ 1,309</u>	<u>\$ -</u>	<u>\$ 61,364</u>

Maturities of available -for-sale debt instruments at December 31, 2003:

	Amortized Cost	Approximate Fair Value
	(dollars in thousands)	
In one year or less	\$ 905	\$ 922
After one through five years	100,321	101,043
After five through ten years	<u>3,060</u>	<u>3,276</u>
	<u>\$104,286</u>	<u>\$105,242</u>

BLUE VALLEY BAN CORP

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

DECEMBER 31, 2003, 2002 AND 2001

NOTE 2: INVESTMENT IN DEBT SECURITIES (Continued)

The book value and approximate fair value of securities pledged as collateral to secure public deposits amounted to \$45,159,000 at December 31, 2003 and \$45,570,000 at December 31, 2002.

The Company enters into sales of securities under agreements to repurchase. The amounts deposited under these agreements represent short-term borrowings and are reflected as a liability in the consolidated balance sheets. The securities underlying the agreements are book-entry securities. During the period, securities held in safekeeping were pledged to the depositors under a written custodial agreement that explicitly recognizes the depositors' interest in the securities. At December 31, 2003, or at any month end during the period, no material amount of agreements to repurchase securities sold was outstanding with any individual entity. Securities sold under agreements to repurchase averaged \$23,264,000 and \$16,962,000 during 2003 and 2002, and the maximum amounts outstanding at any month-end were \$24,574,000 and \$23,688,000, respectively. The carrying value of securities pledged to secure agreements to repurchase amounted to \$28,178,000 and \$28,357,000 at December 31, 2003 and 2002, respectively.

Gross gains of \$0, \$193,000 and \$514,000 were realized in 2003, 2002 and 2001, respectively, and gross losses of \$0, \$0 and \$14,000 were realized in 2003, 2002 and 2001, respectively, from sales of available-for-sale securities.

Certain investments in debt securities are reported in the financial statements at an amount less than their historical cost. Total fair value of these investments at December 31, 2003 was \$23,897,000, or approximately 23% of the Company's investment in debt securities portfolio. These declines primarily result from fluctuations in market yields.

Based on evaluation of available information and evidence, particularly recent volatility in market yields on debt securities, management believes the declines in fair value for these securities are temporary.

Should the impairment of any of these become other than temporary, the cost basis of the investment will be reduced and the resulting loss recognized in net income in the period in which the other-than-temporary impairment is identified. At December 31, 2003, the Company owned no securities with gross unrealized losses outstanding longer than 12 months.

BLUE VALLEY BAN CORP

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

DECEMBER 31, 2003, 2002 AND 2001

NOTE 3: LOANS AND ALLOWANCE FOR LOAN LOSSES

Categories of loans at December 31, 2003 and 2002 include the following:

	2003	2002
	(dollars in thousands)	
Commercial	\$ 109,818	\$ 93,658
Commercial real estate	87,438	71,295
Construction	123,445	127,071
Leases	22,175	22,600
Residential real estate	27,017	21,581
Personal	29,701	26,750
Home equity	25,026	17,127
 Total loans	 424,620	 380,082
Less: Allowance for loan losses	7,051	6,914
Net loans	<u>\$ 417,569</u>	<u>\$ 373,168</u>

Activity in the allowance for loan losses was as follows:

	2003	2002	2001
	(dollars in thousands)		
Balance, beginning of year	\$ 6,914	\$ 5,267	\$ 4,440
Provision charged to expense	1,350	2,920	2,400
Losses charged off, net of recoveries of \$341,000, \$309,000 and \$363,000 for 2003, 2002 and 2001, respectively	(1,213)	(1,273)	(1,573)
 Balance, end of year	 <u>\$ 7,051</u>	 <u>\$ 6,914</u>	 <u>\$ 5,267</u>

Impaired loans totaled \$10,192,000 and \$11,679,000 at December 31, 2003 and 2002, respectively, with related allowances for loan losses of \$1,497,000 and \$1,830,000, respectively. At December 31, 2003 and 2002, accruing loans delinquent 90 days or more totaled \$497,000 and \$89,000 respectively. Non-accrual loans were \$2,558,000 and \$1,038,000 at December 31, 2003 and 2002, respectively.

Total interest income of \$736,000, \$699,000 and \$923,000 was recognized on average impaired loans of \$11,746,000, \$9,585,000 and \$6,630,000 for 2003, 2002 and 2001, respectively. Included in this total is cash-basis interest income of \$67,000, \$46,000 and \$202,000 recognized on impaired loans on nonaccrual during 2003, 2002 and 2001, respectively.

BLUE VALLEY BAN CORP

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

DECEMBER 31, 2003, 2002 AND 2001

NOTE 4: PREMISES AND EQUIPMENT

Major classifications of these assets are as follows:

	<u>2003</u>	<u>2002</u>
	(dollars in thousands)	
Land	\$ 1,820	\$ 1,777
Building and improvements	13,400	5,624
Furniture and equipment	5,115	4,200
Land improvements, net	<u>1,876</u>	<u>1,876</u>
	22,211	13,477
Less accumulated depreciation	<u>3,961</u>	<u>3,200</u>
Total premises and equipment	<u>\$18,250</u>	<u>\$10,277</u>

NOTE 5: INTEREST-BEARING DEPOSITS

Interest-bearing time deposits in denominations of \$100,000 or more were \$106,669,000 on December 31, 2003 and \$65,700,000 on December 31, 2002. The Company acquires brokered deposits in the normal course of business. At December 31, 2003 and 2002, brokered deposits of \$35,805,000 and \$12,200,000, respectively, were included in the Company's time deposit balance.

At December 31, 2003, the scheduled maturities of time deposits are as follows:

	(dollars in thousands)
2004	\$ 95,410
2005	27,821
2006	18,648
2007	36,350
2008 and thereafter	<u>26,918</u>
	<u>\$ 205,147</u>

BLUE VALLEY BAN CORP

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

DECEMBER 31, 2003, 2002 AND 2001

NOTE 6: OPERATING LEASES

Blue Valley Building Corp. leases office space to others under noncancellable operating leases expiring in 2004. Minimum future rent receivable under noncancellable operating leases at December 31, 2003 was \$143,000.

The Company leases space from others under noncancellable operating leases expiring in various years through 2005. Consolidated rental and operating lease expenses were \$154,000 in 2003, \$236,000 in 2002 and \$82,000 in 2001. Minimum rental commitments payable under noncancellable operating leases at December 31, 2003 are as follows:

	(dollars in thousands)
2004	\$ 146
2005	<u>25</u>
Future minimum lease payable	<u>\$ 171</u>

NOTE 7: INCOME TAXES

The provision for income taxes consists of the following:

	<u>2003</u>	<u>2002</u>	<u>2001</u>
		(dollars in thousands)	
Taxes currently payable	\$2,601	\$3,666	\$ 2,172
Deferred income taxes	<u>529</u>	<u>(754)</u>	<u>(212)</u>
	<u>\$ 3,130</u>	<u>\$ 2,912</u>	<u>\$ 1,960</u>

A reconciliation of income tax expense at the statutory rate to the Company's actual income tax expense is shown below:

	<u>2003</u>	<u>2002</u>	<u>2001</u>
		(dollars in thousands)	
Computed at the statutory rate (34%)	\$ 2,980	\$ 2,825	\$ 2,007
Increase (decrease) resulting from:			
Tax-exempt interest	(225)	(235)	(248)
Stock options	(30)	(25)	(59)
State income taxes	232	293	194
Other	<u>173</u>	<u>54</u>	<u>66</u>
Actual tax provision	<u>\$ 3,130</u>	<u>\$ 2,912</u>	<u>\$ 1,960</u>

BLUE VALLEY BAN CORP

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

DECEMBER 31, 2003, 2002 AND 2001

NOTE 7: INCOME TAXES (Continued)

The tax effects of temporary differences related to deferred taxes shown on the December 31, 2003 and 2002 consolidated balance sheets are as follows:

	<u>2003</u>	<u>2002</u>
	(dollars in thousands)	
Deferred tax assets:		
Allowance for loan losses	\$ 2,135	\$ 2,028
Accrued compensated absences	41	58
Mark to market – Mortgage loans held for sale	<u>82</u>	<u>390</u>
	<u>2,258</u>	<u>2,476</u>
 Deferred tax liabilities:		
Accumulated depreciation	(363)	(184)
Accumulated appreciation on available -for- sale securities	(380)	(523)
Other	<u>(213)</u>	<u>(81)</u>
	<u>(956)</u>	<u>(788)</u>
Net deferred tax asset	<u>\$ 1,302</u>	<u>\$ 1,688</u>

NOTE 8: SHORT-TERM DEBT

Short-term debt at December 31, 2003 and 2002 consisted of the following components:

	<u>2003</u>	<u>2002</u>
	(dollars in thousands)	
Federal Home Loan Bank advance (A)	\$ <u>–</u>	<u>\$35,000</u>
Total short-term debt	<u>\$ <u>–</u></u>	<u>\$35,000</u>

(A) Payable on demand; collateralized by various assets including mortgage-backed loans.

BLUE VALLEY BAN CORP

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

DECEMBER 31, 2003, 2002 AND 2001

NOTE 9: LONG TERM DEBT

Long-term debt at December 31, 2003 and 2002 consisted of the following components:

	<u>2003</u>	<u>2002</u>
	(dollars in thousands)	
Note payable – other (A)	\$ 1,281	\$ 1,456
Note payable – bank (B)	–	4,095
Note payable – bank (C)	4,925	–
Federal Home Loan Bank advances (D)	62,500	52,500
Trust Preferred Securities – BVBC Capital Trust I (E)	11,500	11,500
Trust Preferred Securities – BVBC Capital Trust II (F)	7,500	–
Total long-term debt	<u>\$ 87,706</u>	<u>\$ 69,551</u>

- (A) Due in August 2009; payable in monthly installments of \$23,175 including interest at 7.5%; collateralized by land, building and assignment of future rents.
- (B) Borrowing under \$10 million revolving line of credit; interest only at the fed funds rate + 1.68% due quarterly until 2003, when the outstanding principal balance is due; collateralized by common stock of the Company’s subsidiary bank.
- (C) Due in December 2012, payable in quarterly installments of principal plus interest at the Federal Funds Rate plus 1.68%; collateralized by common stock of the Company’s subsidiary bank.
- (D) Due in 2007, 2008, 2010, 2011 and 2013; collateralized by various assets including mortgage-backed loans. The interest rates on the advances range from 1.55% to 5.682%.
- (E) Due in 2030; interest only at 10.375% due quarterly; fully and unconditionally guaranteed by the Company on a subordinated basis to the extent that the funds are held by the Trust.
- (F) Due in 2033; interest only at LIBOR + 3.25% due quarterly; fully and unconditionally guaranteed by the Company on a subordinated basis to the extent that the funds are held by the Trust. Subordinated to the trust preferred securities (E) due in 2030.

Aggregate annual maturities of long-term debt at December 31, 2003 are as follows:

	(dollars in thousands)
2004	\$ 613
2005	653
2006	694
2007	20,736
2008	10,784
Thereafter	54,226
	<u>\$ 87,706</u>

BLUE VALLEY BAN CORP

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

DECEMBER 31, 2003, 2002 AND 2001

NOTE 10: REGULATORY MATTERS

The Company and the Bank are subject to various regulatory capital requirements administered by federal banking agencies. Failure to meet minimum capital requirements can initiate certain mandatory and possibly additional discretionary actions by regulators that, if undertaken, could have a direct material effect on the Company's financial statements. Under capital adequacy guidelines and the regulatory framework for prompt corrective action, the Company and the Bank must meet specific capital guidelines that involve quantitative measures of assets, liabilities and certain off-balance sheet items as calculated under regulatory accounting practices. The capital amounts and classification are also subject to qualitative judgments by the regulators about components, risk weightings and other factors.

Quantitative measures established by regulation to ensure capital adequacy require the Company and the Bank to maintain minimum amounts and ratios (set forth in the table below). Management believes, as of December 31, 2003, that the Company and the Bank meet all capital adequacy requirements to which they are subject.

As of December 31, 2003, the most recent notification from the FDIC categorized the Bank as well capitalized under the regulatory framework for prompt corrective action. To be categorized as well capitalized, the Bank must maintain minimum total risk-based, Tier 1 risk-based and Tier 1 leverage ratios as set forth in the table. There are no conditions or events since that notification that management believes have changed the Bank's category.

The Company and the Bank's actual capital amounts and ratios are also presented in the table.

	<u>Actual</u>		<u>For Capital Adequacy Purposes</u>		<u>To Be Well Capitalized Under Prompt Corrective Action Provisions</u>	
	<u>Amount</u>	<u>Ratio</u>	<u>Amount</u>	<u>Ratio</u>	<u>Amount</u>	<u>Ratio</u>
As of December 31, 2003:						
Total Capital (to Risk Weighted Assets)						
Consolidated	<u>\$ 63,948</u>	<u>12.41%</u>	<u>\$ 41,216</u>	<u>8.00%</u>	N/A	
Bank Only	<u>\$ 55,957</u>	<u>11.20%</u>	<u>\$ 39,973</u>	<u>8.00%</u>	<u>\$ 49,967</u>	<u>10.00%</u>
Tier 1 Capital (to Risk Weighted Assets)						
Consolidated	<u>\$ 51,710</u>	<u>10.04%</u>	<u>\$ 20,608</u>	<u>4.00%</u>	N/A	
Bank Only	<u>\$ 49,702</u>	<u>9.95%</u>	<u>\$ 19,987</u>	<u>4.00%</u>	<u>\$ 29,980</u>	<u>6.00%</u>
Tier 1 Capital (to Average Assets)						
Consolidated	<u>\$ 51,710</u>	<u>8.31%</u>	<u>\$ 24,897</u>	<u>4.00%</u>	N/A	
Bank Only	<u>\$ 49,702</u>	<u>8.15%</u>	<u>\$ 24,382</u>	<u>4.00%</u>	<u>\$ 30,478</u>	<u>5.00%</u>

BLUE VALLEY BAN CORP

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

DECEMBER 31, 2003, 2002 AND 2001

NOTE 10: REGULATORY MATTERS (Continued)

	Actual		For Capital Adequacy Purposes		To Be Well Capitalized Under Prompt Corrective Action Provisions	
	<u>Amount</u>	<u>Ratio</u>	<u>Amount</u>	<u>Ratio</u>	<u>Amount</u>	<u>Ratio</u>
As of December 31, 2002:						
Total Capital (to Risk Weighted Assets)						
Consolidated	<u>\$ 49,949</u>	<u>10.13%</u>	<u>\$ 39,434</u>	<u>8.00%</u>	N/A	
Bank Only	<u>\$ 49,128</u>	<u>10.12%</u>	<u>\$ 38,840</u>	<u>8.00%</u>	<u>\$ 48,550</u>	<u>10.00%</u>
Tier 1 Capital (to Risk Weighted Assets)						
Consolidated	<u>\$ 43,465</u>	<u>8.82%</u>	<u>\$ 19,717</u>	<u>4.00%</u>	N/A	
Bank Only	<u>\$ 43,049</u>	<u>8.87%</u>	<u>\$ 19,420</u>	<u>4.00%</u>	<u>\$ 29,130</u>	<u>6.00%</u>
Tier 1 Capital (to Average Assets)						
Consolidated	<u>\$ 43,465</u>	<u>7.74%</u>	<u>\$ 22,471</u>	<u>4.00%</u>	N/A	
Bank Only	<u>\$ 43,049</u>	<u>7.79%</u>	<u>\$ 22,113</u>	<u>4.00%</u>	<u>\$ 27,642</u>	<u>5.00%</u>

The Bank is subject to certain restrictions on the amounts of dividends that it may declare without prior regulatory approval. At December 31, 2003, approximately \$17,421,000 of retained earnings were available for dividend declaration without prior regulatory approval.

NOTE 11: TRANSACTIONS WITH RELATED PARTIES

At December 31, 2003 and 2002, the Company had loans outstanding to executive officers, directors and to companies in which the Bank's executive officers or directors were principal owners, in the amounts of \$5,976,000 and \$8,083,000, respectively. Related party transactions for 2003 and 2002 were as follows:

	<u>2003</u>	<u>2002</u>
	(dollars in thousands)	
Balance, beginning of year	\$ 8,083	\$ 10,133
New loans	2,582	4,351
Repayments and reclassifications	<u>(4,689)</u>	<u>(6,401)</u>
Balance, end of year	<u>\$ 5,976</u>	<u>\$ 8,083</u>

In management's opinion, such loans and other extensions of credit and deposits were made in the ordinary course of business and were made on substantially the same terms (including interest rates and collateral) as those prevailing at the time for comparable transactions with other persons. Further, in management's opinion, these loans did not involve more than the normal risk of collectibility or present other unfavorable features.

BLUE VALLEY BAN CORP

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

DECEMBER 31, 2003, 2002 AND 2001

NOTE 12: PROFIT SHARING PLAN

The Company's profit sharing plan covers substantially all employees. Contributions to the plan are determined annually by the Board of Directors, and participant interests are vested over a period from two to six years of service. Company contributions charged to expense for 2003, 2002 and 2001 were \$320,000, \$527,000 and \$292,000, respectively.

NOTE 13: EQUITY INCENTIVE COMPENSATION

The Company has an Equity Incentive Plan (the "Plan") which allows the Company to issue equity incentive compensation awards to its employees and directors in the forms of stock options, restricted shares or deferred share units.

Under the fixed option provisions of the Plan, the Company may grant options that vest two years from the date of grant to its employees for shares of common stock. At December 31, 2003, the Company had 247,759 shares available to be granted (options granted prior to 1998 were subject to an earlier plan with similar terms). The exercise price of each option is intended to equal the fair value of the Company's stock on the date of grant, and maximum terms are 10 years.

During 2003, the Company granted no stock options, but did grant 13,275 shares of restricted common stock. Recipients of the restricted stock grant vest in the stock after three years from the date of the grant. The basis of the restricted shares granted, equal to the fair value of the Company's stock on the date of grant, will be amortized to compensation expense ratably over the three year vesting period. There were no forfeitures of restricted stock during 2003.

A summary of the status of option shares under the plan at December 31, 2003, 2002 and 2001, and changes during the years then ended, is presented below:

	<u>2003</u>		<u>2002</u>		<u>2001</u>	
	<u>Shares</u>	Weighted Average Exercise Price	<u>Shares</u>	Weighted Average Exercise Price	<u>Shares</u>	Weighted Average Exercise Price
Outstanding, beginning of year	235,575	\$ 17.02	235,760	\$ 14.77	224,716	\$ 12.86
Granted	-	-	51,600	25.00	73,500	19.50
Exercised	(41,675)	17.77	(45,035)	14.25	(32,456)	11.70
Forfeited	<u>(5,600)</u>	22.30	<u>(6,750)</u>	17.94	<u>(30,000)</u>	15.37
Outstanding, end of year	<u>188,300</u>	\$ 16.70	<u>235,575</u>	\$ 17.02	<u>235,760</u>	\$ 14.77
Options exercisable, end of year	<u>164,350</u>	\$ 15.49	<u>172,525</u>	\$ 15.26	<u>171,760</u>	\$ 13.44

The weighted-average remaining contractual life of option shares at December 31, 2003 was 6.67 years. Exercise prices ranged from \$3.75 to \$25.00. Information about options outstanding and exercisable as of December 31, 2003 is set forth in the following table.

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NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

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NOTE 13: EQUITY INCENTIVE COMPENSATION (Continued)

Range of Exercise Prices	Number Outstanding at 12/31/03	Options Outstanding		Options Exercisable	
		Weighted Average Remaining Contractual Life	Weighted Average Exercise Price	Number Exercisable at 12/31/03	Weighted Average Exercise Price
\$ 3.75 to \$ 3.75	10,000	1 year	\$ 3.75	10,000	\$ 3.75
5.10 to 5.10	3,000	2 years	5.10	3,000	5.10
6.25 to 6.25	7,000	3 years	6.25	7,000	6.25
7.50 to 7.50	9,000	4 years	7.50	9,000	7.50
11.25 to 11.25	16,400	5 years	11.25	16,400	11.25
14.38 to 14.38	19,700	6 years	14.38	19,700	14.38
16.50 to 16.50	33,350	7 years	16.50	33,350	16.50
19.50 to 19.50	51,500	8 years	19.50	51,500	19.50
25.00 to 25.00	38,350	9 years	25.00	14,400	25.00
	188,300			164,350	

NOTE 14: OTHER INCOME/EXPENSE

Other operating expenses consist of the following:

	<u>2003</u>	<u>2002</u>	<u>2001</u>
		(dollars in thousands)	
Advertising	\$ 1,277	\$ 920	\$ 732
Data processing	556	530	441
Professional fees	810	628	379
Other expense	<u>3,835</u>	<u>3,500</u>	<u>2,521</u>
Total	<u>\$ 6,478</u>	<u>\$ 5,578</u>	<u>\$ 4,073</u>

Other income consists of the following:

	<u>2003</u>	<u>2002</u>	<u>2001</u>
		(dollars in thousands)	
Rental income	\$ 154	\$ 142	\$ 140
Other income	<u>309</u>	<u>139</u>	<u>63</u>
Total	<u>\$ 463</u>	<u>\$ 281</u>	<u>\$ 203</u>

NOTE 15: DISCLOSURES ABOUT FAIR VALUE OF FINANCIAL INSTRUMENTS

The following methods and assumptions were used to estimate the fair value of each class of financial instruments:

Cash and Cash Equivalents

For these short-term instruments, the carrying amount approximates fair value.

BLUE VALLEY BAN CORP

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

DECEMBER 31, 2003, 2002 AND 2001

**NOTE 15: DISCLOSURES ABOUT FAIR VALUE OF FINANCIAL INSTRUMENTS
(Continued)**

Available-for-Sale Securities

Fair values for available-for-sale securities, which also are the amounts recognized in the consolidated balance sheets, equal quoted market prices if available. If quoted market prices are not available, fair values are estimated based on quoted market prices of similar securities.

Mortgage Loans Held for Sale

For homogeneous categories of loans, such as mortgage loans held for sale, fair value is estimated using the quoted market prices for securities backed by similar loans, adjusted for differences in loan characteristics.

Loans

The fair value of loans is estimated by discounting the future cash flows using the current rates at which similar loans would be made to borrowers with similar credit ratings and for the same remaining maturities. Loans with similar characteristics were aggregated for purposes of the calculations. The carrying amount of accrued interest approximates its fair value.

Deposits

The fair value of demand deposits, savings accounts, NOW accounts and certain money market deposits is the amount payable on demand at the reporting date (i.e., their carrying amount). The fair value of fixed maturity time deposits is estimated using a discounted cash flow calculation that applies the rates currently offered for deposits of similar remaining maturities. The carrying amount of accrued interest payable approximates its fair value.

Securities Sold Under Agreement to Repurchase and Other Liabilities

For these short-term instruments, the carrying amount is a reasonable estimate of fair value.

Short-Term and Long-Term Debt

Rates currently available to the Company for debt with similar terms and remaining maturities are used to estimate fair value of existing debt.

Commitments to Extend Credit, Letters of Credit and Lines of Credit

The fair value of commitments is estimated using the fees currently charged to enter into similar agreements, taking into account the remaining terms of the agreements and the present creditworthiness of the counterparties. For fixed rate loan commitments, fair value also considers the difference between current levels of interest rates and the committed rates. The fair value of letters of credit and lines of credit is based on fees currently charged for similar agreements or on

BLUE VALLEY BAN CORP

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

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**NOTE 15: DISCLOSURES ABOUT FAIR VALUE OF FINANCIAL INSTRUMENTS
(Continued)**

the estimated cost to terminate or otherwise settle the obligations with the counterparties at the reporting date.

The following table presents estimated fair values of the Company's financial instruments. The fair values of certain of these instruments were calculated by discounting expected cash flows, which method involves significant judgments by management and uncertainties. Fair value is the estimated amount at which financial assets or liabilities could be exchanged in a current transaction between willing parties, other than in a forced or liquidation sale. Because no market exists for certain of these financial instruments, and because management does not intend to sell these financial instruments, the Company does not know whether the fair values shown below represent values at which the respective financial instruments could be sold individually or in the aggregate.

	2003		2002	
	Carrying Amount	Fair Value	Carrying Amount	Fair Value
Financial assets:				
		(dollars in thousands)		
Cash and cash equivalents	\$ 50,717	\$ 50,717	\$ 27,755	\$ 27,755
Available-for-sale securities	105,736	105,736	61,364	61,364
Mortgage loans held for sale	18,297	18,301	119,272	119,269
Interest receivable	1,923	1,923	2,014	2,014
Loans, net of allowance for loan losses	417,569	421,350	373,168	377,958
Financial liabilities:				
Deposits	470,495	471,704	423,787	426,827
Federal funds purchased and other interest-bearing liabilities	23,447	23,447	36,830	36,830
Short-term debt	-	-	35,000	35,000
Long-term debt	87,706	91,628	69,551	74,359
Interest payable	1,309	1,309	911	911
Unrecognized financial instruments (net of amortization):				
Commitments to extend credit	-	-	-	-
Letters of credit	-	-	-	-
Lines of credit	-	-	-	-
Forward commitments	-	-	-	-

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NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

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NOTE 16: COMMITMENTS AND CREDIT RISKS

The Company extends credit for commercial real estate mortgages, residential mortgages, working capital financing and consumer loans to businesses and residents principally in southern Johnson County. The Bank also purchases indirect leases from various leasing companies throughout Kansas and Missouri.

Commitments to extend credit are agreements to lend to a customer as long as there is no violation of any condition established in the contract. Commitments generally have fixed expiration dates or other termination clauses and may require a payment of a fee. Since a portion of the commitments may expire without being drawn upon, the total commitment amounts do not necessarily represent future cash requirements. Each customer's creditworthiness is evaluated on a case-by-case basis. The amount of collateral obtained, if deemed necessary, is based on management's credit evaluation of the counterparty. Collateral held varies, but may include accounts receivable, inventory, property, plant and equipment, commercial real estate and residential real estate.

At December 31, 2003 and 2002, the Company had outstanding commitments to originate loans aggregating approximately \$32,913,000 and \$24,836,000, respectively. The commitments extend over varying periods of time with the majority being disbursed within a one-year period. Loan commitments at fixed rates of interest amounted to \$6,650,000 and \$1,211,000 at December 31, 2003 and 2002, respectively, with the remainder at floating market rates.

Mortgage loans in the process of origination represent amounts that the Company plans to fund within a normal period of 60 to 90 days and which are intended for sale to investors in the secondary market. Forward commitments to sell mortgage loans are obligations to deliver loans at a specified price on or before a specified future date. The Bank acquires such commitments to reduce market risk on mortgage loans in the process of origination and mortgage loans held for sale.

Total mortgage loans in the process of origination amounted to \$47,965,000 and \$126,471,000 and mortgage loans held for sale amounted to \$18,297,000 and \$119,272,000 at December 31, 2003 and 2002, respectively. Related forward commitments to sell mortgage loans amounted to approximately \$6,262,000 and \$245,743,000 at December 31, 2003 and 2002, respectively. Mortgage loans in the process of origination represent commitments to originate loans at fixed rates.

Letters of credit are conditional commitments issued by the Company to guarantee the performance of a customer to a third party. Those guarantees are primarily issued to support public and private borrowing arrangements, including commercial paper, bond financing and similar transactions. The credit risk involved in issuing letters of credit is essentially the same as that involved in extending loans to customers.

The Company had total outstanding letters of credit amounting to \$20,228,000 and \$10,943,000 at December 31, 2003 and 2002, respectively.

BLUE VALLEY BAN CORP

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

DECEMBER 31, 2003, 2002 AND 2001

NOTE 16: COMMITMENTS AND CREDIT RISKS (Continued)

Lines of credit are agreements to lend to a customer as long as there is no violation of any condition established in the contract. Lines of credit generally have fixed expiration dates. Since a portion of the line may expire without being drawn upon, the total unused lines do not necessarily represent future cash requirements. Each customer's creditworthiness is evaluated on a case-by-case basis. The amount of collateral obtained, if deemed necessary, is based on management's credit evaluation of the counterparty. Collateral held varies, but may include accounts receivable, inventory, property, plant and equipment, commercial real estate and residential real estate. Management uses the same credit policies in granting lines of credit as it does for on-balance sheet instruments.

At December 31, 2003 and 2002, unused lines of credit borrowings aggregated approximately \$131,995,000 and \$113,709,000, respectively.

Additionally, the Company periodically has excess funds, which are loaned to other banks as federal funds sold. At December 31, 2003, federal funds sold totaling \$29,400,000 and \$0, respectively, were loaned to various banks, as approved by the Board of Directors, with the largest balance at any one bank being \$25,400,000.

NOTE 17: SELECTED QUARTERLY FINANCIAL DATA (Unaudited)

The following table presents the unaudited results of operations for the past two years by quarter. See discussion on earnings per share in "Note 1: Nature of Operations and Summary of Significant Accounting Policies" in the Company's Consolidated Financial Statements.

	2003				2002			
	<u>Fourth Quarter</u>	<u>Third Quarter</u>	<u>Second Quarter</u>	<u>First Quarter</u>	<u>Fourth Quarter</u>	<u>Third Quarter</u>	<u>Second Quarter</u>	<u>First Quarter</u>
	(Dollars in thousands, except per share data)							
Operations								
Net interest income after provision								
for loan losses	\$ 3,436	\$ 4,402	\$ 3,792	\$ 3,883	\$ 3,295	\$ 3,552	\$ 3,322	\$ 3,244
Noninterest income	3,595	6,637	6,606	5,698	6,196	5,312	3,931	3,572
Noninterest expense	<u>5,902</u>	<u>8,713</u>	<u>7,858</u>	<u>6,812</u>	<u>7,323</u>	<u>6,316</u>	<u>5,437</u>	<u>5,040</u>
Income before income taxes	1,129	2,326	2,540	2,769	2,168	2,548	1,816	1,776
Income taxes	<u>393</u>	<u>831</u>	<u>913</u>	<u>993</u>	<u>769</u>	<u>892</u>	<u>635</u>	<u>616</u>
Net income	<u>\$ 736</u>	<u>\$ 1,495</u>	<u>\$ 1,627</u>	<u>\$ 1,776</u>	<u>\$ 1,399</u>	<u>\$ 1,656</u>	<u>\$ 1,181</u>	<u>\$ 1,160</u>
Net Income per Share Data								
Basic	<u>\$ 0.32</u>	<u>\$ 0.66</u>	<u>\$ 0.73</u>	<u>\$ 0.80</u>	<u>\$ 0.64</u>	<u>\$ 0.76</u>	<u>\$ 0.54</u>	<u>\$ 0.53</u>
Diluted	<u>\$ 0.31</u>	<u>\$ 0.64</u>	<u>\$ 0.71</u>	<u>\$ 0.77</u>	<u>\$ 0.61</u>	<u>\$ 0.74</u>	<u>\$ 0.53</u>	<u>\$ 0.52</u>
Balance Sheet								
Total assets	\$ 626,485	\$ 621,428	\$ 628,110	\$ 591,409	\$ 605,183	\$ 559,105	\$ 534,767	\$ 529,923
Total loans, net	417,569	406,127	406,954	396,531	373,168	351,943	341,386	331,035
Shareholders' equity	40,198	39,629	38,342	36,248	34,344	32,663	30,891	29,342

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NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

DECEMBER 31, 2003, 2002 AND 2001

NOTE 17: SELECTED QUARTERLY FINANCIAL DATA (Unaudited) (Continued)

The above unaudited financial information reflects all adjustments that are, in the opinion of management, necessary to present a fair statement of the results of operations for the interim periods presented.

NOTE 18: NEW ACCOUNTING STANDARDS

The Financial Accounting Standards Board recently issued its Interpretation No. 46 (FIN 46 revised), *Consolidation of Variable Interest Entities*. This new Interpretation addresses consolidation by business enterprises of variable interest entities, which have one or more of the following characteristics:

1. The equity investment at risk is not sufficient to permit the entity to finance its activities without additional subordinated financial support provided by other parties, including the equity holders.
2. The equity investors lack one or more of the following essential characteristics of a controlling financial interest:
 - a. The direct or indirect ability to make decisions about the entity's activities through voting rights or similar rights;
 - b. The obligation to absorb the expected losses of the entity; or,
 - c. The right to receive the expected residual returns of the entity.
3. The equity investors have voting rights that are not proportionate to their economic interests, and the activities of the entity involve or are conducted on behalf of an investor with a disproportionately small voting interest.

The Company's initial application of the Interpretation will require deconsolidation of the Company's investment in BVBC Capital Trusts I and II, which we do not anticipate will have a material impact on the financial statements of the Company. The Company will apply FIN 46 (revised) in our first reporting period ending after March 15, 2004.

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NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

DECEMBER 31, 2003, 2002 AND 2001

NOTE 19: CONDENSED FINANCIAL INFORMATION (PARENT COMPANY ONLY)

**Condensed Balance Sheets
December 31, 2003 and 2002**

	2003	2002
(In thousands)		
ASSETS		
Cash and cash equivalents	\$ 806	\$ 330
Investments in subsidiaries:		
Bank of Blue Valley	51,400	45,114
Blue Valley Building Corp.	11,863	4,075
Blue Valley Insurance Services, Inc.	46	-
BVBC Capital Trust I	356	356
BVBC Capital Trust II	232	-
Other assets	2,279	1,844
Total Assets	\$ 66,982	\$ 51,719
LIABILITIES		
Long-term debt	\$ 4,925	\$ 4,095
Trust preferred securities	19,588	11,856
Other liabilities	2,270	1,424
Total Liabilities	26,783	17,375
STOCKHOLDERS' EQUITY		
Common stock	2,279	2,223
Additional paid-in capital	7,404	6,284
Retained earnings	30,344	25,052
Unearned compensation	(399)	-
Unrealized appreciation on available-for-sale securities, net of income taxes of \$380 and \$523 at 2003 and 2002, respectively	570	785
Total Stockholders' Equity	40,198	34,344
Total Liabilities and Stockholders' Equity	\$ 66,982	\$ 51,719

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NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

DECEMBER 31, 2003, 2002 AND 2001

NOTE 19: CONDENSED FINANCIAL INFORMATION (PARENT COMPANY ONLY)
(Continued)

Condensed Statements of Income
Years Ended December 31, 2003, 2002 and 2001

	2003	2002	2001
		(In thousands)	
Income			
Dividends from subsidiaries	\$ 445	\$ 137	\$ 37
Other income	39	3	29
	484	140	66
Expenses	2,189	1,588	1,375
Loss before income taxes and equity in undistributed net income of subsidiaries	(1,705)	(1,448)	(1,309)
Credit for income taxes	(716)	(539)	(446)
Loss before equity in undistributed net income of subsidiaries	(989)	(909)	(863)
Equity in undistributed net income of subsidiaries	6,623	6,305	4,806
Net income	\$ 5,634	\$ 5,396	\$ 3,943

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NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

DECEMBER 31, 2003, 2002 AND 2001

NOTE 19: CONDENSED FINANCIAL INFORMATION (PARENT COMPANY ONLY)
(Continued)

Condensed Statements of Cash Flows
Years Ended December 31, 2003, 2002 and 2001

	2003	2002	2001
		(In thousands)	
CASH FLOWS FROM OPERATING ACTIVITIES			
Net income	\$ 5,634	\$ 5,396	\$ 3,943
Items not requiring (providing) cash:			
Deferred income taxes	82	30	181
Equity in undistributed income of subsidiaries	(6,623)	(6,305)	(4,806)
Changes in:			
Other assets	(517)	(431)	(80)
Other liabilities	504	571	(50)
Net cash used in operating activities	(920)	(739)	(812)
CASH FLOW FROM INVESTING ACTIVITIES			
Capital contributed to subsidiary	(7,943)	(2,018)	(2,875)
Net collections of loans	—	—	300
Net cash used in investing activities	(7,943)	(2,018)	(2,575)
CASH FLOWS FROM FINANCING ACTIVITIES			
Repayments of long-term debt	(4,495)	—	—
Proceeds from long-term debt	13,057	2,095	2,000
Proceeds from sale of common stock	777	691	397
Net cash provided by financing activities	9,339	2,786	2,397
INCREASE (DECREASE) IN CASH AND CASH EQUIVALENTS			
	476	29	(990)
CASH AND CASH EQUIVALENTS, BEGINNING OF YEAR			
	330	301	1,291
CASH AND CASH EQUIVALENTS, END OF YEAR			
	\$ 806	\$ 330	\$ 301