



Pearl Meyer

2023 Bank Director Compensation and Governance Practices Survey Report

Participant List

2023 Bank Director Compensation and Governance Practices Survey Participant List – Alphabetical

Institution	State
1st Source Corporation	IN
Abbeville First bank	SC
Adams Community Bank	MA
AgFirst	SC
American Pride Bank	GA
Androscoggin Bank	ME
Auburn National Bancorporation, Inc.	AL
Avidia Bank	MA
Banc of California, National Association	CA
Bank Midwest	IA
Bank of Botetourt	VA
Bank of Clarke	VA
Bank of New Hampshire	NH
Bank of Oak Ridge	NC
Bank of the Lowcountry	SC
Bank of the Sierra, Inc.	CA
Bank of Travelers Rest	SC
Bank of Zachary	LA
bankESB	MA
BankFive	MA
BayCoast Bank	MA
Bellco Credit Union	CO
Benchmark Bankshares Inc.	VA
Beneficial State Bank	CA
Bristol County Savings Bank	MA
Burke & Herbert Financial Services Corp.	VA
Byline Bank	IL

2023 Bank Director Compensation and Governance Practices Survey Participant List – Alphabetical (continued)

Institution	State
Capital Farm Credit	TX
Carter Bank & Trust	VA
Central Bank (FL)	FL
Centreville Bank	RI
Century Bank of Georgia	GA
Chelsea Groton Bank	CT
Chesapeake Financial Shares, Inc.	VA
Citizens Bank and Trust Company (VA)	VA
Citizens National Bank, N.A.	LA
City First Bank, N.A.	DC
City National Bank of Florida	FL
Claremont Savings Bank	NH
Clinton Savings Bank	MA
Colony Bankcorp, Inc.	GA
Columbia Bank (NJ)	NJ
Commerce National Bank & Trust	FL
Community Bank of Georgia	GA
Community Bank of Pickens County	GA
Community Bank of the Bay	CA
Community Bank of the South	FL
Community Valley Bank	CA
Cornerstone Bank (MA)	MA
Country Bank (MA)	MA
Dedham Institution for Savings	MA
Dedicated Community Bank	SC
Durden Banking Company, Incorporated	GA
Eagle Bank	MA

2023 Bank Director Compensation and Governance Practices Survey Participant List – Alphabetical (continued)

Institution	State
East Cambridge Savings Bank	MA
Eastern Bank	MA
Eastern National Bank	FL
Enterprise Bank of South Carolina	SC
Essex Savings Bank	CT
Fairfield County Bank	CT
Farmers & Merchants Bank (GA)	GA
First Bank (VA)	VA
First Chatham Bank	GA
First Commonwealth Financial Corporation	PA
First County Bank	CT
First Dakota National Bank	SD
First Federal Bank (FL)	FL
First Interstate Bancsystem	MT
First National Bank of Griffin	GA
First National Community Bank	GA
First Northwest Bancorp	WA
First Seacoast Bank	NH
First Southern Bank	GA
FirstBank (CO)	CO
Florence Bank	MA
Florida Capital Bank	FL
FMB of S.C. Bancshares, Incorporated	SC
FNBC Bank	AR
Georgia Community Bank	GA
Georgia First Bank	GA
Gorham Savings Bank	ME

2023 Bank Director Compensation and Governance Practices Survey Participant List – Alphabetical (continued)

Institution	State
Greenfield Cooperative Bank	MA
Guilford Savings Bank	CT
HarborOne Bank	MA
Heartland National Bank	FL
Home Bank	LA
HomeTrust Bank	NC
Hyperion Bank	PA
Ion Bank	CT
Kearny Financial Corp.	NJ
Kennebec Savings Bank	ME
Kennebunk Savings	ME
KS Bank	NC
Lakeland Financial Corporation	IN
Ledyard National Bank	VT
Lee Bank	MA
LifeStore Bank	NC
Live Oak Bank	NC
Machias Savings Bank	ME
Main Street Bank (MA)	MA
Maine Community Bank	ME
MainStreet Bank (VA)	VA
Mainstreet Community Bank of Florida	FL
Mascoma Bank	NH
Mechanics Cooperative Bank (MA)	MA
Middlesex Federal	MA
Middlesex Savings Bank	MA
Midland States Bancorp, Inc	IL

2023 Bank Director Compensation and Governance Practices Survey Participant List – Alphabetical (continued)

Institution	State
Monson Savings Bank	MA
Nantahala Bank & Trust Company	NC
New Haven Bank	CT
Newburyport Bank	MA
Nicolet National Bank	WI
North Country Savings Bank	NY
North Easton Savings Bank	MA
North Shore Bank	MA
Northeast Georgia Bank	GA
Northfield Savings Bank	VT
Northwest Bank	PA
Norway Savings Bank	ME
Oak View National Bank	VA
OneLocal Bank	MA
OneSouth Bank	GA
Pacific National Bank	FL
Passumpsic Bank	VT
Pathfinder Bancorp Inc.	NY
Peach State Bancshares, Inc.	GA
Peoples Bank (NC)	NC
People's Bank of Commerce	OR
Peoples Financial Group, Inc.	SC
PeoplesBank	MA
Pinnacle Bankshares Corporation	VA
Pioneer Bank (NY)	NY
Piscataqua Savings Bank	NH
Plumas Bancorp	CA

2023 Bank Director Compensation and Governance Practices Survey Participant List – Alphabetical (continued)

Institution	State
Ponce Bank	NY
PSECU	PA
Reading Cooperative Bank	MA
Rocky Mountain Bank & Trust	CO
Saco & Biddeford Savings Institution	ME
Salem Co-operative Bank	NH
Santa Cruz County Bank	CA
Savers Cooperative Bank	MA
Simmons First National Corporation	AR
Skyline National Bank	VA
Solvay Bank	NY
South Georgia Banking Company	GA
Southern Bancorp, Inc	AR
StonehamBank	MA
Summit State Bank	CA
Terrabank, NA	FL
The Bank of Southside Virginia Corporation	VA
The Citizens Bank of Swainsboro	GA
The Cooperative Bank	MA
The First Bank and Trust Company	VA
The First Bank of Greenwich	CT
The Lowell Five Cent Savings Bank	MA
The Pittsfield Cooperative Bank	MA
The Village Bank	MA
Thomaston Savings Bank	CT
Torrington Savings Bank	CT
Touchstone Bank	VA

2023 Bank Director Compensation and Governance Practices Survey Participant List – Alphabetical (continued)

Institution	State
TowneBank	VA
TruPoint Bank	VA
U.S. Century Bank	FL
UMB Financial Corporation	MO
Union Bank	VT
Union Savings Bank	CT
United Bank	GA
United Southern Bank	FL
VCC Social Enterprises	VA
Walpole Co-operative Bank	MA
Watertown Savings Bank	MA
Webster Five Cents Savings Bank	MA
West Florida Bank Corporation	FL
Winchester Co-operative Bank	MA
Windsor Federal	CT
Winter Hill Bank, FSB	MA
Yampa Valley Bank	CO

2023 Bank Director Compensation and Governance Practices Survey Participant List – By Asset Size as of 12/31/2022

Asset Size Less Than \$500 Million	State
Abbeville First bank	SC
American Pride Bank	GA
Bank of the Lowcountry	SC
Bank of Zachary	LA
Central Bank (FL)	FL
Century Bank of Georgia	GA
Commerce National Bank & Trust	FL
Community Bank of Georgia	GA
Community Bank of the South	FL
Community Valley Bank	CA
Dedicated Community Bank	SC
Durden Banking Company, Incorporated	GA
Eastern National Bank	FL
Enterprise Bank of South Carolina	SC
First National Bank of Griffin	GA
First Southern Bank	GA
Florida Capital Bank	FL
Georgia Community Bank	GA
Georgia First Bank	GA
Hyperion Bank	PA
LifeStore Bank	NC
Nantahala Bank & Trust Company	NC
New Haven Bank	CT
North Country Savings Bank	NY
OneSouth Bank	GA
Peoples Financial Group, Inc.	SC
Piscataqua Savings Bank	NH

Participant List

2023 Bank Director Compensation and Governance Practices Survey Participant List – By Asset Size as of 12/31/2022 (continued)

Asset Size Less Than \$500 Million	State
Rocky Mountain Bank & Trust	CO
Salem Co-operative Bank	NH
The Citizens Bank of Swainsboro	GA
The Pittsfield Cooperative Bank	MA
VCC Social Entrprises	VA
Winter Hill Bank, FSB	MA

2023 Bank Director Compensation and Governance Practices Survey Participant List – By Asset Size as of 12/31/2022 (continued)

Asset Size \$500 Million to \$1 Billion	State
Adams Community Bank	MA
Bank of Botetourt	VA
Bank of Oak Ridge	NC
Citizens Bank and Trust Company (VA)	VA
Claremont Savings Bank	NH
Clinton Savings Bank	MA
Community Bank of Pickens County	GA
Community Bank of the Bay	CA
Eagle Bank	MA
Essex Savings Bank	CT
Farmers & Merchants Bank (GA)	GA
First Chatham Bank	GA
First National Community Bank	GA
First Seacoast Bank	NH
FMB of S.C. Bancshares, Incorporated	SC
FNBC Bank	AR
Greenfield Cooperative Bank	MA
Heartland National Bank	FL
KS Bank	NC
Ledyard National Bank	VT
Lee Bank	MA
Mainstreet Community Bank of Florida	FL
Mechanics Cooperative Bank (MA)	MA
Middlesex Federal	MA
Monson Savings Bank	MA
Northeast Georgia Bank	GA
Oak View National Bank	VA

2023 Bank Director Compensation and Governance Practices Survey Participant List – By Asset Size as of 12/31/2022 (continued)

Asset Size \$500 Million to \$1 Billion	State
OneLocal Bank	MA
Passumpsic Bank	VT
Peach State Bancshares, Inc.	GA
People's Bank of Commerce	OR
Pinnacle Bankshares Corporation	VA
Reading Cooperative Bank	MA
Savers Cooperative Bank	MA
Skyline National Bank	VA
South Georgia Banking Company	GA
StonehamBank	MA
Terrabank, NA	FL
The Bank of Southside Virginia Corporation	VA
The Cooperative Bank	MA
The First Bank of Greenwich	CT
Torrington Savings Bank	CT
Touchstone Bank	VA
TruPoint Bank	VA
United Southern Bank	FL
Walpole Co-operative Bank	MA
West Florida Bank Corporation	FL
Winchester Co-operative Bank	MA
Windsor Federal	CT
Yampa Valley Bank	CO

2023 Bank Director Compensation and Governance Practices Survey Participant List – By Asset Size as of 12/31/2022 (continued)

Asset Size \$1 Billion to \$2.5 Billion	State
Androscoggin Bank	ME
Auburn National Bancorporation, Inc.	AL
Avidia Bank	MA
Bank Midwest	IA
Bank of Clarke	VA
Bank of New Hampshire	NH
Bank of Travelers Rest	SC
bankESB	MA
BankFive	MA
Benchmark Bankshares Inc.	VA
Beneficial State Bank	CA
Centreville Bank	RI
Chelsea Groton Bank	CT
Chesapeake Financial Shares, Inc.	VA
Citizens National Bank, N.A.	LA
City First Bank, N.A.	DC
Cornerstone Bank (MA)	MA
Country Bank (MA)	MA
Dedham Institution for Savings	MA
East Cambridge Savings Bank	MA
Fairfield County Bank	CT
First Bank (VA)	VA
First County Bank	CT
First Northwest Bancorp	WA
Florence Bank	MA
Gorham Savings Bank	ME
Guilford Savings Bank	CT

2023 Bank Director Compensation and Governance Practices Survey Participant List – By Asset Size as of 12/31/2022 (continued)

Asset Size \$1 Billion to \$2.5 Billion	State
Ion Bank	CT
Kennebec Savings Bank	ME
Kennebunk Savings	ME
Machias Savings Bank	ME
Main Street Bank (MA)	MA
Maine Community Bank	ME
MainStreet Bank (VA)	VA
Newburyport Bank	MA
North Easton Savings Bank	MA
North Shore Bank	MA
Northfield Savings Bank	VT
Norway Savings Bank	ME
Pacific National Bank	FL
Pathfinder Bancorp Inc.	NY
Peoples Bank (NC)	NC
Pioneer Bank (NY)	NY
Plumas Bancorp	CA
Ponce Bank	NY
Saco & Biddeford Savings Institution	ME
Santa Cruz County Bank	CA
Solvay Bank	NY
Southern Bancorp, Inc	AR
Summit State Bank	CA
The Lowell Five Cent Savings Bank	MA
The Village Bank	MA
Thomaston Savings Bank	CT
Union Bank	VT

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2023 Bank Director Compensation and Governance Practices Survey Participant List – By Asset Size as of 12/31/2022 (continued)

Asset Size \$1 Billion to \$2.5 Billion	State
United Bank	GA
U.S. Century Bank	FL
Watertown Savings Bank	MA
Webster Five Cents Savings Bank	MA

2023 Bank Director Compensation and Governance Practices Survey Participant List – By Asset Size as of 12/31/2022 (continued)

Asset Size Over \$2.5 Billion	State
1st Source Corporation	IN
AgFirst	SC
Banc of California, National Association	CA
Bank of the Sierra, Inc.	CA
BayCoast Bank	MA
Bellco Credit Union	CO
Bristol County Savings Bank	MA
Burke & Herbert Financial Services Corp.	VA
Byline Bank	IL
Capital Farm Credit	TX
Carter Bank & Trust	VA
City National Bank of Florida	FL
Colony Bankcorp, Inc.	GA
Columbia Bank (NJ)	NJ
Eastern Bank	MA
First Commonwealth Financial Corporation	PA
First Dakota National Bank	SD
First Federal Bank (FL)	FL
First Interstate Bancsystem	MT
FirstBank (CO)	CO
HarborOne Bank	MA
Home Bank	LA
HomeTrust Bank	NC
Kearny Financial Corp.	NJ
Lakeland Financial Corporation	IN
Live Oak Bank	NC
Mascoma Bank	NH

**2023 Bank Director Compensation and Governance Practices Survey
Participant List – By Asset Size as of 12/31/2022 (continued)**

Asset Size Over \$2.5 Billion	State
Middlesex Savings Bank	MA
Midland States Bancorp, Inc	IL
Nicolet National Bank	WI
Northwest Bank	PA
PeoplesBank	MA
PSECU	PA
Simmons First National Corporation	AR
The First Bank and Trust Company	VA
TowneBank	VA
UMB Financial Corporation	MO
Union Savings Bank	CT