

## Participant List – Alphabetical

| Bank of Botetourt                        | First Carolina Bank      | New Horizon Bank, National Association | The Bank of Marion              |
|------------------------------------------|--------------------------|----------------------------------------|---------------------------------|
| Bank of Clarke                           | First National Bank (VA) | New Peoples Bank                       | The Farmers Bank of Appomattox  |
| Bank of the James                        | First Sentinel Bank      | Oak View National Bank                 | The Fidelity Bank (NC)          |
| Benchmark Community Bank                 | Highlands Community Bank | Old Dominion National Bank             | The First Bank & Trust Company  |
| Burke & Herbert Financial Services Corp. | HomeTrust Bank           | Pendleton Community Bank               | The Freedom Bank of Virginia    |
| C&F Bank                                 | LINKBANK                 | Powell Valley National Bank            | The National Bank of Blacksburg |
| Chain Bridge Bank, NA                    | Locus                    | Primis Bank                            | TruPoint Bank                   |
| Chesapeake Financial Shares, Inc.        | MainStreet Bank (VA)     | Skyline National Bank                  | USAA                            |
| Citizens Bank and Trust Company (VA)     | Metro City Bank          | Southern Bank and Trust Company        | Virginia National Bank          |
| First Bank (VA)                          | Movement Bank            | Taylor Bank                            |                                 |

Banking Compensation Survey Report

© 2025 Pearl Meyer & Partners, LLC. All rights reserved. www.pearlmeyer.com 2-1

## Participant List – by Asset Size

| Up to \$700 million                    | \$700 million to \$2 billion      | \$700 million to \$2 billion    |
|----------------------------------------|-----------------------------------|---------------------------------|
| Citizens Bank and Trust Company (VA)   | Bank of Botetourt                 | Pendleton Community Bank        |
| First Sentinel Bank                    | Bank of Clarke                    | Skyline National Bank           |
| Highlands Community Bank               | Bank of the James                 | Taylor Bank                     |
| Locus                                  | Benchmark Community Bank          | The Freedom Bank of Virginia    |
| Movement Bank                          | Chain Bridge Bank, NA             | The National Bank of Blacksburg |
| New Horizon Bank, National Association | Chesapeake Financial Shares, Inc. | Virginia National Bank          |
| Powell Valley National Bank            | First National Bank (VA)          |                                 |
| The Bank of Marion                     | New Peoples Bank                  |                                 |
| The Farmers Bank of Appomattox         | Oak View National Bank            |                                 |
| TruPoint Bank                          | Old Dominion National Bank        |                                 |

## Participant List – by Asset Size (continued)

| <u>\$2 billion and above</u>             | \$2 billion and above           |
|------------------------------------------|---------------------------------|
| Burke & Herbert Financial Services Corp. | Metro City Bank                 |
| C&F Bank                                 | Primis Bank                     |
| First Bank (VA)                          | Southern Bank and Trust Company |
| First Carolina Bank                      | The Fidelity Bank (NC)          |
| HomeTrust Bank                           | The First Bank & Trust Company  |
| LINKBANK                                 | USAA                            |
| MainStreet Bank (VA)                     |                                 |

© 2025 Pearl Meyer & Partners, LLC. All rights reserved. www.pearlmeyer.com 2-3