

Leadership

Plentiful Job Opportunities

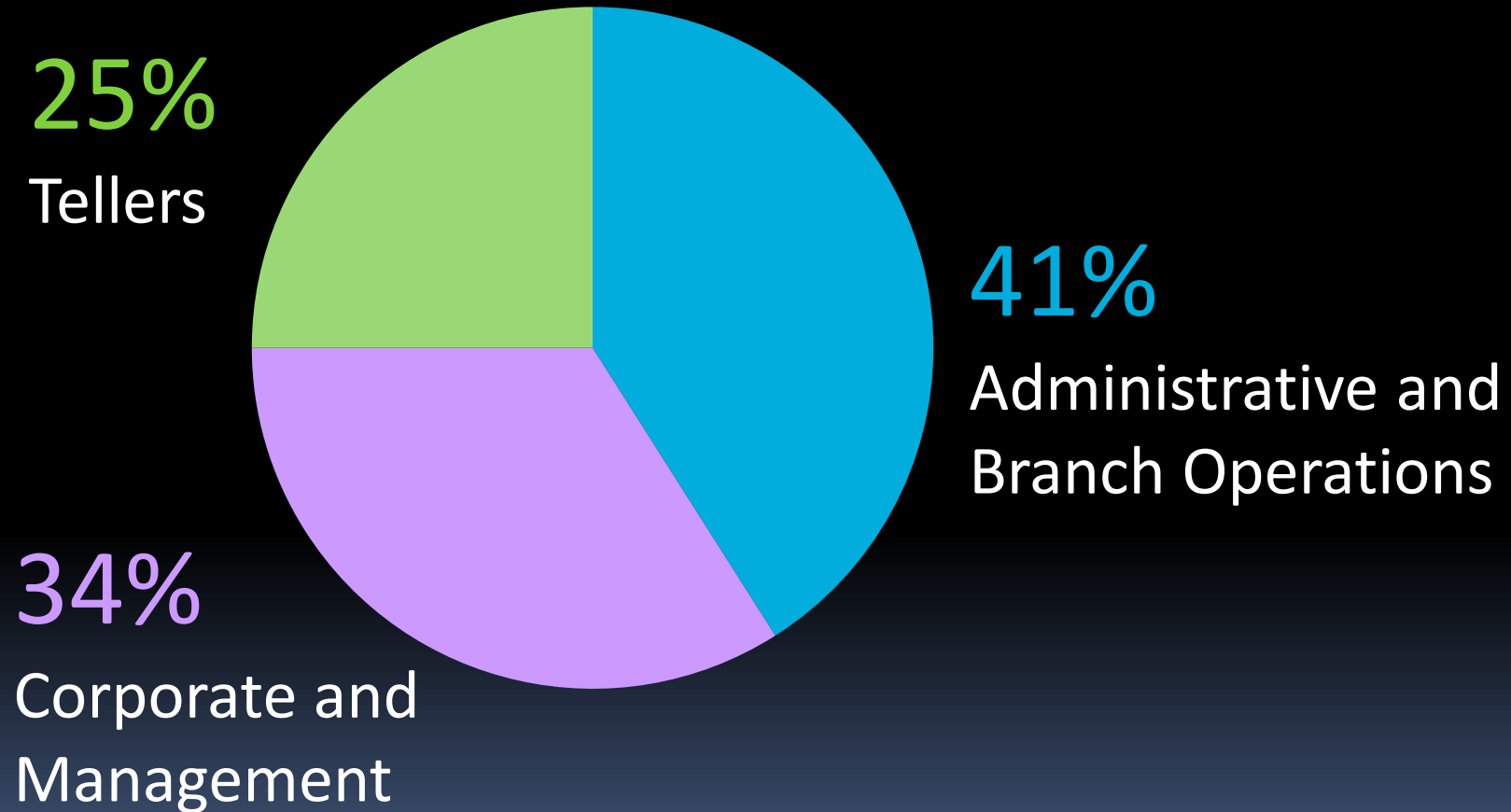
Career Advancement

CAREERS BANKING

Challenging Work

Community Service

Banks Employ Two Million People



Source: Bureau of Labor Statistics, 2013

James Bowen

Background

- Grew up in Scott County, VA
- Attended Gate City High School
- Graduated from Virginia Tech with a degree in finance – GO HOKIES!

What I Look for in an Employer

- Stability, personal and professional growth opportunities, and community involvement



About My Bank



When?

- Bank was founded in 1979 in Lebanon, VA by a group of farmers from Russell County, VA with an emphasis on agricultural lending.
- The bank started with one million dollars in capital in 1979 and has grown to over two billion in Assets today.
- Our bank is now the number one Ag Lending Bank in Virginia. We continue to grow, but feels like a work family rather than a mid-size corporation.
- Core values: high quality customer service, motivated employees, profits, honesty and enjoyment.

Who?

- Our current President & CEO is W. Mark Nelson.
- William H. Hayter was the bank's first President & CEO and held that position for 40 years.



James Bowen



Banking Experience

- Been with First Bank & Trust for eight years
- Completed the bank's Management Training Program
- Worked as a loan officer, branch manager and in March 2019, was promoted to Vice President of Credit Administration

Experiences as a Result of my Career in Banking

- The success stories of your customers and the relationships you gain with people that you have met.
- I've been able to help people buy their first car, house or even start a business.



James Bowen



VBA Engagement

- Current VBA Emerging Bank Leaders Chair and Southwest VA regional director for the past four years
- Continuous engagement in political advocacy through events like VBA Banker Day and the VBA/ABA Washington Summit on behalf of the banking industry and most importantly, the clients we serve
- Financial literacy engagement in programs like Teach Children to Save Day
- Opportunity to travel all over the state of Virginia making new friends along the way



Nicole Martin



Background

- Grew up in Crewe, VA (which is where I live now with my family)
- Attended Virginia Tech, degree in House, Interior Design and Resource Management, with a concentration in Family Financial Planning
- Internship with local community bank

What I Look for in an Employer

- Values input from employees, long-tenured employees, and ability to move up in company



About My Bank

When?

- Bank was founded in 1971

What Makes Our Bank Unique?

- Promoting from within
- *Enhancing Customer Relationships* philosophy
- *With you For Life* motto
- Reinvestment in our local economy

Who?

- Our current President & CEO is Jay Stafford



Nicole Martin



Banking Experience

- Summer/winter break teller for three years during college
- Started with Benchmark two months after VT graduation (celebrating 19 years next month)
- Job roles: teller, CSR, management trainee (1st in our bank), loan officer, training officer (1st in our bank), compliance officer and now SVP/Deposit Administration (oversee deposit operations)

Experiences as a Result in My Career in Banking

- Interaction with lawmakers on banking issues
- Giving back to community
- Numerous continuing education opportunities



Nicole Martin

VBA Engagement

- Started with MANY trainings/seminars/schools
- Attended Virginia Bankers School of Bank Management (2013 grad)
- Joined Emerging Bank Leaders (and eventually the Steering Committee) – Vice Chair this year
- VBA Executive Leadership Institute
- Attending LSU Graduate School of Banking next year
- Government relations (committee, grassroots efforts, Banker Day)
- Amazing peer network



Innovative

Service Business

PERKS OF BEING A BANKER

Educational

Community Service

Banking is Educational

Multiple Career Paths

Professional Certifications

Extensive Trade Association Support
and Resources Available to You

Continuing Education



VBAConnect

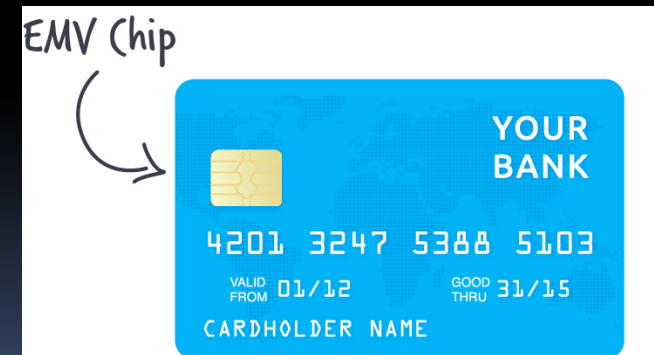
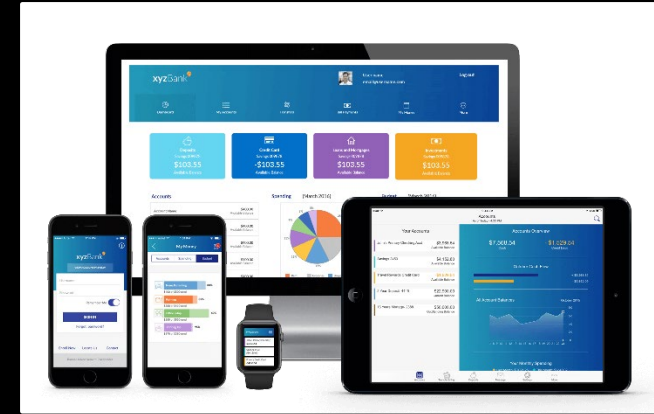
VBA Management
Development Program



VBA School of Bank
Management

Banking is Innovative

- Banking has a history of innovation – mobile banking, ATMs, online bill pay, credit and debit cards
- These inventions have helped make consumers' lives simpler and safer
- New technology requires banks to add jobs to create and support mobile banking platforms, ATMs, and secure computer networks



Banking is a Service Business

- We help people and businesses manage their money and use credit carefully
- We help people buy a home or start a business
- We help our community grow



Best Perk of Being a Banker: *Giving Back to Your Community*

- Working on community events through sponsorships and volunteerism
- Providing loans and opportunity to small businesses
- Being a resource to your customers
- Connecting people

WITH YOU FOR LIFE



Donor for new walk-in coolers for the new Farmville Area Community Emergency Services building

LeAnne Emert and Cheryl Gee present Bill Shear and Bob Chonko of FACES, with a donation.

Supporter of the Kenbridge Recreational Center

Tonya Rhodes presents a check to Joyce Freeman, chairperson of the center's committee.



BENCHMARK COMMUNITY BANK
With you for Life!

Gold Sponsor of Henderson-Vance Downtown Development Commission's Moonlight Gala on September 21



Gala organizer Alice Clark Sallins accepts a check from Curtis Tyndall.

Scholarship application cycle is now open!



Know a high school senior headed for college?

Tell him or her to apply for a \$mart\$art Community Commitment Scholarship!

For details, visit www.bconline.com/scholarship

BENCHMARK COMMUNITY BANK
With you for Life!

Deadline to apply is Friday, February 14.

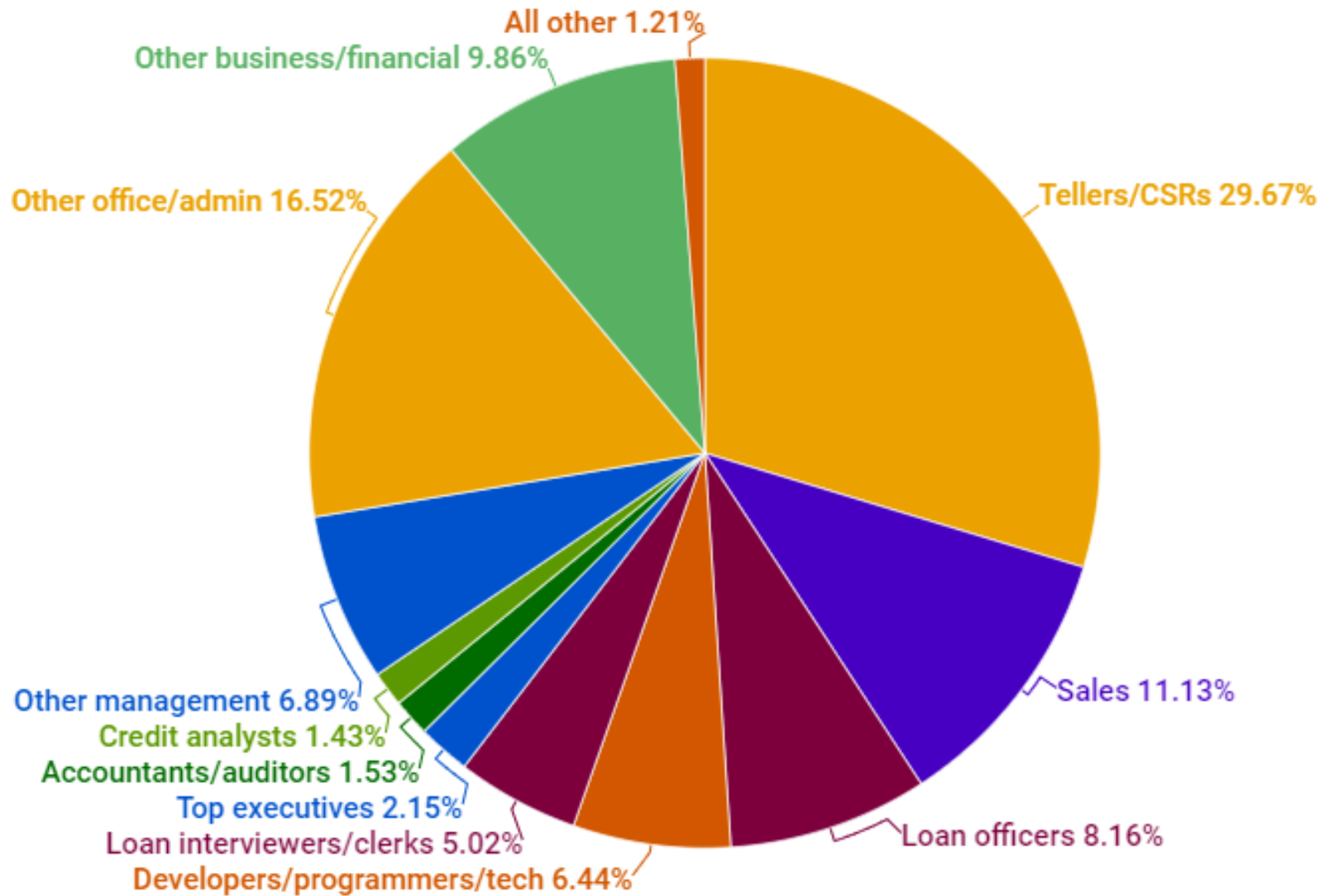


The Outlook: *We're Hiring*

- According to the Bureau of Labor Statistics, bank employment is projected to grow through the remainder of this decade.
- One major growth area is compliance



Career Opportunities at America's Banks



Source: Bureau of Labor Statistics

Diverse Job Opportunities

customer sales
representative

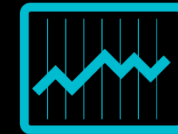


computer network technician



electronic banking officer

economist



human
resources
manager



attorney



agricultural
lender

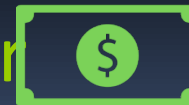


 accountant

marketing manager



Commercial loan officer



 teller



Compliance officer

CAREERS BANKING

Explore the Opportunities