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2016 Best Banks to Work For

Citizens Bank of West Virginia has been named one of America's Best Banks to Work For in 2016. Citizens, the only West Virginia bank to be bestowed with this distinction, was featured in the August 29 issue of *American Banker Magazine* along with the full list of rankings.

The program, which was initiated in 2013 to identify, recognize and honor the best banks to work for in the nation, is a project of *American Banker* and Best Companies Group. In all, 60 banks achieved "Best Bank" status in this fourth year for the program.

To be considered for participation, banks had to fulfill the following eligibility requirements:

- Have at least 50 employees working in the US;
- Be a Commercial Bank, Thrift, Mutual Association, Mutual Savings Bank, Savings and Loan Association or a Savings Bank.

Determining the Best Banks to Work For involved a two-step process. The first step consisted of evaluating each participating bank's workplace policies and practices. This part of the process was worth approximately 25% of the total evaluation. The second part consisted of employee surveys aimed at assessing the experiences and attitudes of individual employees with respect to their workplace. This part of the process was worth approximately 75% of the total evaluation. The combined scores determined the top banks and the final ranking. Best Companies Group managed the overall registration and survey process, analyzed the data and used their expertise to determine the final ranking.

"Citizens Bank is extremely proud to be bestowed with the honor of being among the Best Banks to Work For in the country," commented Thomas K. Derbyshire, president & CEO. "Not only do we work hard to deliver gold standard service to our customers, we also desire to provide a positive and healthy working environment in which our employees are recognized for their hard work. We have a motto at our bank: Work Hard, Have a Little Fun, and Take Pride in What You Do! It has served us well as we're now a best bank to work for!"

This marks Citizens' second national award in two years. In 2015, Citizens Bank was the only regionally based bank to be named to *American Banker* magazine's Top 200 Publicly Traded Community Banks and Thrifts.

Citizens Bank of West Virginia operates five full-service banking offices in Elkins, Parsons, Beverly, Snowshoe, and Buckhannon. Founded in 1924, Citizens is one of the few community banks in West Virginia that provides comprehensive financial services including consumer, mortgage and commercial lending; deposit and savings products; professional trust services;

and specialized investment services. Citizens successfully combines the personality of small town banking with an array of technology products backed by world-class service and include: mobile banking, online banking, bill pay, mobile deposit, telephone banking, debit cards & ATMs.

Learn more about Citizens Bank at www.citizenswv.com.

For more information on the Best Banks to Work For program, visit www.BestBankstoWorkFor.com or contact Jackie Miller at 877-455-2159.

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