

Testimonials: Executive and Director Benefits

Clark Consulting

“We simply could not be more pleased with Clark Consulting. Their compensation consultants have taken the various components of our compensation program and have strategically aligned them with shareholder interests. For example, our revised stock option plan is based upon the concept of a performance-based grant where predefined goals have to be achieved before the officers receive any options...creating a real win-win for the bank and our employees.”

Charles E. Nunn Jr.
Senior Vice President and Director of Human Resources
UnitedTrust Bank
Bridgewater, New Jersey

“We are very pleased with the deferred compensation plan put in place by Clark Consulting. In particular, we are extremely impressed with our Banking Practice consultant and the service he has provided. The service after the sale has been outstanding, especially the commitment to resolve every issue, even years after the plan’s inception. Our consultant is committed to making sure that the plan is working.”

R. Stan Puckett
President and CEO
Greene County Bank
Greeneville, Tennessee

“We were impressed with the manner that our consultant was able to work with management and the board of our bank to construct a program that provided important elements to retaining key management while providing an increase to our earnings. We remain quite pleased!”

Robert Snyder
President and CEO
The First National Bank of Canton
Canton, Pennsylvania

“Clark Consulting’s Banking Practice was very helpful in designing and implementing a fee deferral plan for our directors. We’ve been very impressed with their expertise and their knowledge of the programs. There was a definite willingness to understand our needs and then articulate a response in a way we could understand.”

Waymon Hickman
Chairman and CEO
First Farmers & Merchants National Bank
Columbia, Tennessee

“Our traditional group term life gives participants \$20,000 of coverage after they retire, while the 25 participants in our group term replacement program will receive coverage equal to their salary. This program allows us to significantly improve benefits while cutting the tax liabilities for our executives.”

Daniel Warfel
Executive Vice President and CFO
Omega Financial Corporation
State College, Pennsylvania

“Clark Consulting showed us how to create a variable deferred compensation plan that is attractive to our current leadership, as well as competitive for recruitment within the marketplace. Now, our executives and directors have more allocation options and better access to their accounts. The plan also has staying power for the long term.”

Mary Jeffrey
Executive Vice President of Human Resources
The South Financial Group
Greenville, South Carolina