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INDEPENDENCE BANK RANKS 4TH IN ANNUAL BEST PLACES TO WORK IN KENTUCKY

OWENSBORO, Ky. (April 24, 2019) – Independence Bank has been named the 4th Best Place to Work in Kentucky by the Kentucky Chamber of Commerce, the Kentucky Society for Human Resource Management (KYSHRM) in their 15th annual rankings, presented by Lifestyle Health Plans. This is the 11th consecutive year that Independence Bank has been ranked and this year, the Bank was the top-rated bank across all categories.

“HR professionals are the CEO’s strategic partner in creating an adaptive advantage for Kentucky’s employers. The Best Places to Work in Kentucky program recognizes those employers who set an exemplary standard of excellence for both employee engagement and business success,” said KYSHRM Chair, Scott McGarvey, SHRM-SCP, SPHR.

The competition is a multi-year initiative designed to motivate companies in the Commonwealth to focus, measure and move their workplace environments toward excellence.

According to Kentucky Chamber President and CEO, Dave Adkisson, “In order to help Kentucky’s economy thrive, we must be able to educate and employ current Kentuckians, while also creating workplaces that attract talent from outside of the state. The Best Places program does just that.”

One hundred winning companies were selected to participate in a comprehensive survey process and were then ranked according to those results. The list consists of three categories: small companies of 15-149 employees, medium companies of 150-499 employees and large companies consisting of more than 500 employees. Independence Bank was ranked in the medium companies category and was joined by L&N Credit Union (1st), Harrison Memorial Hospital (2nd), Houchens Insurance Group (3rd) and Kentucky Bank (5th) in the top five.

“Independence Bank has experienced tremendous growth over the past few years and we could not have accomplished what we have without the people that work here, they are the backbone of our organization and collectively, it is our main goal to build and enjoy an extraordinary workplace,” said Chris Reid, CEO and Chairman of Independence Bank. “While there are many things that make a company successful, our focus has always been on hiring the best people and taking care of those people. Because of this, we have built a company staffed with individuals who are passionate about what they do and dedicated to making

Independence Bank the very best it can be. Being chosen as a Best Place to Work in Kentucky is a direct result of the people that make Independence Bank a great place to work.”

The selection process, managed by Best Companies Group, is based on an assessment of the company’s employee policies and procedures accounting for 25% of the total score. The other 75% comes from the results of an internal employee survey.

“This is such an important accolade for us because it is a reflection of how our employees feel about coming to work every day and being a part of Independence Bank. The survey our employees complete provides us with valuable feedback that we can analyze and find areas of improvement within the Bank,” said Nick Smith, Human Resource Director. “A large part of our mission is striving to do what is right and fair for people, and that includes our customers, our communities and our employees too. And this recognition proves that our Independence Bank family values that as well. We are truly honored to be recognized.”

For more details about Best Places to Work in Kentucky, visit www.bestplacetoworkky.com. To learn more about what makes Independence Bank a revolutionary place to work visit www.1776bank.com.

Independence Bank is a locally owned and operated community bank with 25 locations in Calloway, Daviess, Franklin, Graves, Hancock, Henderson, Hopkins, Jefferson, McCracken, McLean, Warren and Webster counties with assets over \$2.4 billion.

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ABOUT INDEPENDENCE BANK:

Independence Bank is a regional community bank with 25 locations in Calloway, Daviess, Franklin, Graves, Hancock, Henderson, Hopkins, Jefferson, McCracken, McLean, Warren and Webster counties. One of the fastest growing banks in Kentucky and fifth largest, Independence Bank possesses the size and experience to serve the largest and most complex clients and offers trust and investment services and agricultural services. As a banking revolution for the people, by the people, central to Independence Bank’s mission is doing what is right and fair for customers, communities and employees. Independence Bank has been recognized as a Top Performing Bank and Best Bank to Work For by the American Bankers Association, a Best Place to Work in Kentucky and has assets totaling \$2.4 billion.