

CBT invests in employee development, commitment to community

Community Bank & Trust's success and growth reflects its strong commitment to its employees, clients, and community.

As a 2025 Employer of Choice honoree, CBT is quick to acknowledge that it's about relationships. A commitment to relationship banking has served as CBT's mission statement and is shown on one side of a four-sided Cube proudly displayed at each employee's workspace. The other three sides reflect the bank's core beliefs, vision, and client service commandments. But it's more than words printed on a cube; Relationship banking serves as the foundation of CBT and is deeply engrained into the bank's culture.

"CBT prides itself on being a community bank, building meaningful relationships and making a positive impact in the community – and that begins with our employees," said Stacey Bentley, President and CEO of Community Bank & Trust. "People want to be proud of where they work. We've said to our employees that we're not the easiest place to work because of our high expectations. But if you work hard, if you're

engaged, and you care for our clients, we'll take care of you."

In short, at CBT, people matter. The bank provides a challenging and rewarding atmosphere while fostering talent and encouraging personal and professional growth, all aimed at employee fulfillment and engagement.

Employees can serve on a variety of committees to cultivate and sustain a positive work culture. One of CBT's core beliefs is "Perspective - life is more than work and work should be fun!" The following employee committees play a crucial role in delivering on that belief: Raving Fans, Fun, Holiday, Wellness, United Way, Inclusion, and Partners in Education. In addition, the committees provide an opportunity for employees to share fresh new ideas, collaborate with coworkers outside their department, and build professional skills such as project management, running meetings, etc.

Another professional development opportunity is CBT LEAD (Leadership

Experience and Development), a 9-month internal program focused on developing leaders at Community Bank & Trust through a formal leadership curriculum ranging from emotional intelligence to presentation skills.

New ideas are encouraged and supported. Discussions and healthy debates are fostered to bring creativity and strength to the bank. Employees' voices are heard, appreciated, and make a direct impact on the organization and how it serves clients, regardless of the employee's title, location, or individual role.

Work-life balance is emphasized. Longevity is rewarded through a sabbatical. Any employee who reaches 10, 18, 25, 30, and 35 years of service receives a month of paid leave – which is in addition to regular paid time off.

"The sabbatical program is another way of saying thank you to our employees for their hard work and loyalty," said Kyle Baker, Vice President, Director of Retail Banking. "They come back refreshed, energized, and ready to make an impact at the bank."

Community involvement continues to be a hallmark of CBT culture. The bank proudly donated over \$70,000 and volunteered 1,518 hours to 72 organizations in 2024.

From service as board members, committee members, or hands-on workers, employees are committed to getting involved and giving back to the communities where they live, work, and play. CBT helps provide flexibility during the workday to volunteer through a Volunteer Time Off (VTO) program to all employees.

"We recognize that we will only as good as the community that we serve," notes Bentley. "We are honored to be in a position where we can be good community steward while helping our employees connect to causes they are passionate about."

As the bank continues to grow and adapt to the ever-evolving needs of its employees, clients, and community, CBT's mission remains steadfast – to be a place where relationships and service matter.



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