

# Breakout II: Board Performance Surveys & Evaluations

#BDComp22

**Beth Corum**

*Capital City Bank*

**Don Hileman**

*Premier Financial Corp.*

Moderated by:

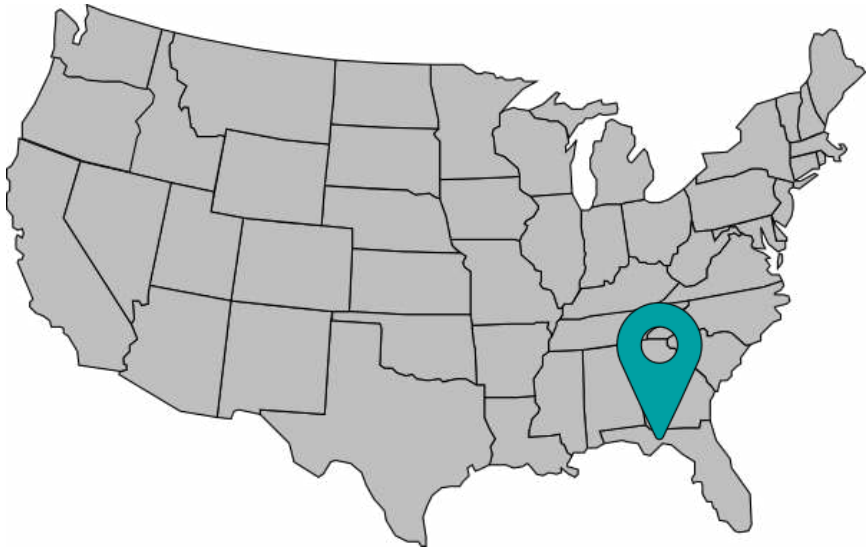
**Jackie Wall**

*Bank Director*



**Capital City  
Bank**

Ticker: CCBG



## HEADQUARTERS

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Tallahassee, FL

## ASSETS

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\$4.3B

## BRANCHES

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64

## EMPLOYEES

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790



Ticker: PFC



## HEADQUARTERS

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Defiance, OH

## ASSETS

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\$7.5B

## BRANCHES

---

86

## EMPLOYEES

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1,185

# Why Do You Conduct Board Evaluations?





## How boards use the results of their annual performance assessment:

- To assess the effectiveness of the board as a whole (79%)
- To identify training needs for the board (57%)
- To improve governance processes (57%)
- To assess committee performance (39%)
- To identify underperforming directors (35%)
- To conduct one-on-one conversations with directors (34%)

*Source: 2022 Governance Best Practices Survey*





# How Often Do You Conduct Evaluations?

**Bank**Director.

# 47%

## Conduct An Annual Assessment



BankDirector.

# Challenges







- 29% conduct peer-to-peer evaluations; of these, 83% use the results to inform conversations with individual board members about their performance
- 45% have used the process to address a problem director.
- Just 32% say this has led to the resignation or departure of a board member.



# Taking Action Following Results

**Bank**Director.



# 58%

Create An Action Plan To  
Address Gaps And Issues  
Identified In The Assessment

