



SOUTHERN  
HERITAGE  
BANK

## Southern Heritage Bank RANKS #28 in Best Banks to Work for in U.S.



**Southern Heritage Bank** has been named one of the **Best Banks to Work For**. Southern Heritage currently ranks **28th** overall for banks across the entire United States. Southern Heritage Bank opened in Cleveland in 1999 and has three local banking offices.

Beginning October 3, 2016, Southern Heritage will formally become a division of First Citizens National Bank, headquartered in Dyersburg, Tennessee. First Citizens National Bank ranked **#11** in **Best Banks to Work For**.

Lee Stewart, Chairman and CEO, said "I am very proud of this important recognition. We, as well as our parent company, understand the importance of our teammates – they create our success. To receive this recognition while in the middle of a merger is quite an accomplishment."

The full list will be featured in the September issue of *American Banker Magazine* and is now available online at [www.AmericanBanker.com](http://www.AmericanBanker.com).

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 & 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, practices, and demographics. 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 and also analyzed the data and used their expertise to determine the final rankings.