

CASE STUDY

Interview with Chief Executive Officer of First State Bank of Uvalde



CHALLENGE

First State Bank of Uvalde, a \$1B+ Super Community Bank located in Uvalde, Texas, needed to identify a talented, senior commercial banker outside the market, who was open to relocation and able to take over a large book of business as well as assist in growing the bank. This proved especially difficult as the search would be kicking off immediately following the tragic school shooting at Robb Elementary.

SOLUTION

First State Bank of Uvalde retained The Anderson Search Group because of their extensive network of commercial lenders across the country to find the ideal candidate willing to relocate for this difficult search.

RESULTS

Due to an aggressive canvassing of talent and precise qualifying, The Anderson Search Group was able to identify the ideal candidate qualified and excited about relocating to Uvalde to take over the book of business, help the bank grow, and make a positive impact on the community. The Anderson Search Group also volunteered to donate a portion of their fee to the Robb Elementary Memorial Fund.

Tell us about the hiring situation at First State Bank of Uvalde and what prompted you to reach out to The Anderson Search Group.

We were needing a seasoned/experienced lender, that could carry a current book as well as help us grow the bank. Being in a non-metropolitan market and being the dominant bank in the area we needed help getting a lender from outside our market. That is why we chose The Anderson Search Group.

In your opinion, what made this search so difficult?

Again being in a non-metropolitan market and asking someone to relocate to rural Uvalde (and immediately following the school shooting tragedy) added to the need to get professional recruiting skills.

Talk to us about the urgency of the search.

Timing is everything when you look to hire. You don't want to rush and hire the first candidate, but you want a sense of urgency from your recruiter to fill position timely. The Anderson Search Group was able to find us qualified candidates quickly.

Why did you choose The Anderson Search Group?

One of the few that called us back. The Anderson Search Group took the time to hear our story and listen to why we felt this was a great opportunity despite what had recently happened in our great community. They also offered to donate a portion of the fee back to the Robb Elementary Memorial Fund.

What does it mean to you to have a reliable recruiting partner specializing in commercial banking and also understands your culture?

Fit is all about "Fit" and urgency. When you have a partner who specializes in your industry and follows through on what they say they will do it means everything.

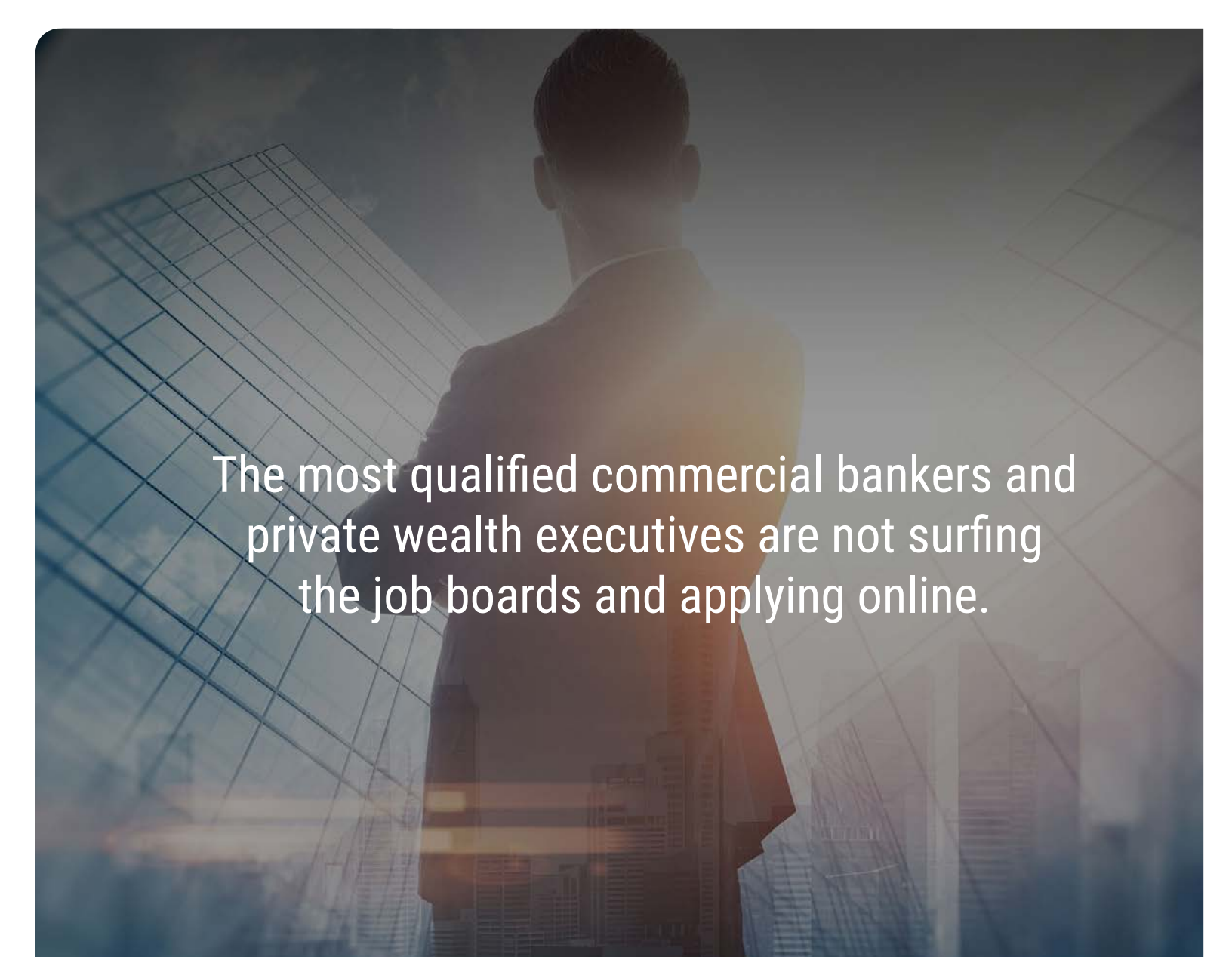


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WIN THE WAR FOR TALENT™

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The most qualified commercial bankers and private wealth executives are not surfing the job boards and applying online.

ABOUT THE ANDERSON SEARCH GROUP

Your institution needs a firm with a network able to bypass the unqualified, most available candidates and get to the passive, top performers.


Let The Anderson Search Group be your advocate. Let us tell your story to the market's elite talent.

Our firm specializes in placing elite talent and top performers in the commercial banking and private wealth arenas.

We have cultivated relationships with the most talented players in the field: commercial banking and private wealth executives who have proven track records for building top revenue generating portfolios of business and deep centers of influence in their respective markets.



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