



****For Immediate Release****
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Norway Savings Bank promotes Vice Presidents to Senior Vice Presidents

NORWAY, Maine – Norway Savings Bank is proud to announce that it recently promoted five of its Vice Presidents to Senior Vice Presidents.

“In looking towards the future of Norway Savings Bank, it is important to have leaders in place that will continue to build upon the strengths of the bank,” says Bob Harmon, President & CEO of Norway Savings Bank. “These five individuals consistently work towards fulfilling our organization’s mission in all that they do for the bank and in our communities. They are very deserving of their promotions.”



Karen Hakala, Senior Vice President of Marketing, joined Norway Savings Bank in 1997 as the Vice President of Marketing. Hakala oversees all the bank’s marketing functions and plays an integral role in the bank’s strategic initiatives, including product development, technology implementation, brand development and the design and branding of new branches. Hakala has a Bachelor of Science in Leadership & Organizational Studies from the University of Southern Maine. She is also a graduate of the American Bankers Association’s School of Bank Marketing and Management and the Institute of Certified Bankers where she was acknowledged as a Certified Financial Marketing Professional (CFMP). Hakala works in the main office in Norway and is a resident of Norway.

Brian Shibles, Senior Vice President & Chief Financial Officer, began his career with Norway Savings Bank in 2002 as Vice President of Finance and later promoted to Vice President & Chief Financial Officer. Shibles is involved in many of the bank’s strategic initiatives, including product development, technology implementation and the establishment of new branches. In 2008, Shibles graduated from the National School of Banking as his class’ valedictorian. Shibles is based out of the main office in Norway and is a resident of Waterford.



Carolyn Thomas, Senior Vice President of Commercial Administration, began her career with the bank in 1999 as Assistant Vice President & Credit Analyst. In 2001, she was promoted to Vice President of Commercial Administration. Thomas is responsible for administering the bank’s commercial loan policies and procedures and oversees the commercial credit, commercial loan administration and special assets areas of the bank. She is also involved in many of the bank’s committees. Thomas works in the Congress Street, Portland office and is a resident of Falmouth.

Richelle Wallace, Senior Vice President of Human Resources, joined the bank in 2005 as Vice President of Human Resources. Wallace has over 23 years of experience in diversified human resources, business operations and management experience. Wallace has a Bachelor’s degree in Business Administration and a Masters Degree in Human Resources Development. She is certified as a Senior Professional in Human Resources (SPHR), and she is a graduate of the New England School for Financial Studies. She is on the Maine State Council for the Society for Human Resources Management, the Maine



Jobs Council, the HR Policy Committee for the Maine State Chamber of Commerce and the Legislative Affairs Committee for the Oxford Hills Chamber of Commerce. Wallace is based out of the bank's Operations Center in Norway and is a resident of Auburn.



Steve Whitney, Senior Vice President of Risk Management, began his career with Norway in 2006 as Vice President & Risk Manager. Over the past three years, Whitney has been instrumental in fully implementing the bank's risk management processes and has played an important role in many of the bank's strategic initiatives. Prior to joining Norway, Whitney was the Senior Vice President of Payments & Business Development at the Federal Reserve Bank in Boston. Whitney earned both a Bachelor of Science with Honors in Management and an MBA from Northeastern University. He is also a graduate of the Executive Program at MIT and the Federal Reserve System Leadership Institute at Northwestern University. Whitney works in the bank's main office in Norway and is a resident of Bethel.

About Norway Savings Bank:

Founded in 1866, Norway Savings Bank is a leading mutual banking and financial services company headquartered in Norway, Maine. As of March 31, 2009, Norway Savings Bank had \$920 million in total assets and provided financial services through 21 branches and over 200 ATM locations to over 35 thousand households in western and southern Maine. The bank operates divisions in asset management, personal and business banking. Norway Savings Bank has earned Bauer Financial, Inc.'s 5-Star Superior rating for the last 77 consecutive quarters for financial strength and stability. Also, in 2007 and 2008, Norway Savings Bank was recognized as one of the Best Places to Work in Maine by the Society for Human Resource Management's Maine State Council. For more information, visit <http://www.norwaysavingsbank.com>

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