



**Endorsed Provider**



**Independent Bankers Association of Texas**  
**Extends Contract with John M. Floyd & Associates**  
*Agreement endorses JMFA Executive Search Group*

AUSTIN, Texas (October 26, 2011) The Independent Bankers Association of Texas (IBAT) has endorsed John M. Floyd & Associates Executive Search Group (JMFA ESG) to be the preferred provider of search and recruitment services for the association's member banks.

With 60 percent of executive management personnel reaching standard retirement age in the next 10 years, community banks will be faced with the dilemma of attracting the top talent in the marketplace. JMFA ESG provides extensive search expertise, along with a referral network that includes a database of more than 80,000 contacts to assist financial institutions in finding and hiring the ideal top-level candidates needed to meet today's leadership challenges.

"In today's ever-changing environment, community banks in Texas are experiencing continued M&A activity, along with regulatory oversight and repositioning of internal talent," said Chris Williston, IBAT president and CEO. "We are delighted to offer JMFA ESG's extensive executive search expertise, along with their time-saving recruiting and hiring process to our members at this challenging time."

According to JMFA Executive Vice President Steve Swanston, JMFA has worked with community banks long enough to understand their requirements for maintaining strong leadership. "Over the years, we have developed proven methodologies to meet and exceed their recruitment expectations. We look forward to incorporating this expertise into our long-standing agreement with IBAT," he said.

IBAT has been a strong supporter of JMFA for many years and has endorsed JMFA Overdraft Privilege<sup>®</sup> since 2004.

**About IBAT:**

Formed in 1974, the Independent Bankers Association of Texas (IBAT) exclusively represents Texas' community banks and branches, located in more than 800 towns, cities

and rural areas across the state. Providing safe and responsible financial services to all Texans, IBAT members range in size from \$3 million to \$16 billion with combined assets of \$146 billion. IBAT is directed by volunteer leaders and a dedicated and experienced staff.

**About IBAT Services:**

IBAT Services is a subsidiary of the Independent Bankers Association of Texas. Incorporated in 1984, IBAT Services was formed to market IBAT endorsements. As delegated by the IBAT board of directors, IBAT Services identifies and reviews products, services and providers that assist member banks in maintaining their competitive position in the marketplace. Further, IBAT Services engages in rigorous due diligence, which often includes the involvement of outside consultants for specialized reviews. The Board takes pride in its negotiation of IBAT Member Only benefits and discounts. To learn more, visit [www.ibatservices.com](http://www.ibatservices.com) or call Curt Nelson at 512.275-2240.

**About JMFA:**

John M. Floyd & Associates (JMFA), an endorsed service provider for the Independent Bankers Association of Texas, is a leading provider of profitability and performance-improvement consulting. For more than 30 years, JMFA is considered one of the most trusted names in the industry. JMFA is recognized for earnings enhancement and expense control programs, contract negotiation services, account acquisition programs, executive placement as well as product, service, pricing and technology-improvement consulting. To learn more, call 800-809-2307 or visit [www.JMFA.com](http://www.JMFA.com).

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**FOR MORE INFORMATION OR INTERVIEWS, CONTACT:**

**John M. Floyd & Associates:**

Steve Swanston  
Executive Vice President, Business Development  
832-498-5546  
[Steve.Swanston@JMFA.com](mailto:Steve.Swanston@JMFA.com)

**IBAT Services Inc**

Curt Nelson  
President  
512-497-1827 [CNelson@ibat.org](mailto:CNelson@ibat.org)

**OR**

Shelley Bartkoski  
Hagen and Partners  
913-642-3715  
[sbartkoski@hagenandpartners.com](mailto:sbartkoski@hagenandpartners.com)