



Kitsap Bank

2023 #causegood Community Report

#causegood COMMITMENT

At Kitsap Bank, we embrace the #causegood philosophy. Whether a large or small deed, we believe in the ripple effect that can be caused by volunteering our time with a local non-profit organization, providing a listening ear to a client, or supporting a small business. This commitment to giving back is built into Kitsap Bank's culture as a local, family and women-owned community bank. **It's what neighbors do.**

Kitsap Bank's Community Giving Support is Focused on the Following Areas:

Youth, Education & The Arts

Economic & Community Development



Sustainability



Health & Social Services





Ways in Which We Support

As a community bank, Kitsap Bank is committed to contributing to the health and vitality of the places we call home. Each year we invest in projects that address critical needs in our communities, such as access to healthcare, affordable housing, mental health services, food insecurity, and more.

Community Connections

The **Community Connections Program** is Kitsap Bank's formalized giving program for non-profits. Through its giving, Kitsap Bank supports a wide range of non-profit organizations annually in the six counties it serves—Kitsap, Jefferson, Clallam, Mason, Pierce and King. Kitsap Bank donates annually to local non-profit organizations that support and enrich the vitality of the community, including those invested in education and youth, environment and sustainability, arts and culture, addressing homelessness and food insecurity, economic and business development, and more. Over the past five years, Kitsap Bank has invested over \$2.3 million back into the community through sponsorships and donations.

MAD Money

In 2017, Kitsap Bank launched the **MAD (Making a Difference for Our Community) Program**. The MAD Program provides cash donations to local non-profits based upon the number of hours of volunteer time donated by employees. For every hour that Kitsap Bank employees volunteer in a given year, the bank donates money to a non-profit of their choice in their name. Each year, \$15,000 is given to local non-profits through this program.

Volunteerism & Board Service

Support for our community is in Kitsap Bank's DNA. Kitsap Bank employees are encouraged to volunteer with organizations they feel passionate about, and the bank has numerous programs that recognize employees for their time spent volunteering and representing Kitsap Bank in the community. It is exciting to see each employee connect with the local non-profit or civic organization that most inspires them, or where they simply have the most fun!

Volunteer Time Off (VTO)

Kitsap Bank provides paid volunteer time through our VTO program, which was established to support volunteer activities that enhance and serve the communities in which we live and work. The intention of VTO is to create community engagement opportunities for Kitsap Bank employees that are meaningful, purposeful and help those in need. With this program, employees have eight hours paid time annually to volunteer in the community.

2023 COMMUNITY INVESTMENT

We're proud to support our local communities. To us, a community is more than a place you find on a map. It's the people we serve, the neighborhoods we share—**it's who we are.**

\$418,767
DONATED

\$16,750
GIVEN IN SCHOLARSHIPS

3,607
EMPLOYEE
VOLUNTEER HOURS

272
ORGANIZATIONS
SUPPORTED



This is an AMAZING surprise! We have been astounded, impressed, blown-away by the generosity of Kitsap Bank. I received this email while in a meeting with some of my team today and they were so encouraged. We will post on social media. We love celebrating the partnership.”

—Daniel Frederick, *Coffee Oasis*

MAD MONEY

For the last six years we have had the opportunity to “share the love” with several local non-profits on Valentine’s Day by making surprise donations to them in our employee’s names. This program, called **MAD Money** (*Making a Difference for our communities*), has become a perennial favorite. For every hour that our employees volunteer over the previous year, Kitsap Bank donates money to a non-profit of their choice.



In 2023, Kitsap Bank employees volunteered over 3,600 hours and we were able to donate \$15,000 in their names to 23 local non-profits. It’s a #causegood commitment that starts with the generosity of our employees who so willingly share their time and talents.



What a wonderful Valentine’s Day treat! We are so appreciative of the continued friendship and support provided to us by Kitsap Bank, its leadership and fabulous employees!”

—Deborah Horn
Meals on Wheels Kitsap





FROM SHRED TO FED — Fighting Food Insecurity

In 2023 we held our 4th annual “From Shred to Fed” community shred event to raise funds for our local food banks. Over the course of ten events, during September and October, the public was invited to bring outdated or sensitive documents to various Kitsap Bank branches for secure destruction, while making a donation to the local food bank in that community. Combined with the bank’s corporate donations, we generated more than \$34,000 in 2023 for local food banks in Kitsap, Mason, Jefferson, Clallam, and Pierce counties. Since beginning the event four years ago, Kitsap Bank has donated over \$90,000 to our local food banks. Kitsap Bank’s “From Shred to Fed” events are not only an innovative way to raise vital funds, but they’ve raised awareness about the growing food insecurity needs right here at home.



EMPLOYEE FEATURE

Ken Hall, AVP/Business Banking Relationship Manager

I first learned about the Central Kitsap Food Bank while my father served on their board. Once he was done serving on the board, I continued to see a deep need for this organization in our community. I decided it was time for me to give back and find a way that I could help. I served on the board for six years, and now that my time on the board is complete, I have the opportunity to continue to volunteer and help the food bank in a different way. I enjoy volunteering during the holiday season with dinner bags, where I gather other Kitsap Bank employees to help prepare holiday meals for those in need. It’s so much fun and I love that we are helping our community have a solid meal during the holidays.

EMPLOYEE FEATURE

Jennifer Ruckman, SVP/Regional Operations Manager

Volunteering for Meals on Wheels Kitsap over the past ten years has been profoundly impactful for me. It’s an unfortunate reality that many seniors in our community are alone and undernourished. Meals on Wheels Kitsap plays an integral part in improving the quality of life of our seniors by offering more than a meal. They not only provide meals and support services, they bring vital human contact door-to-door. It has been a true source of fulfillment in my own journey of service and compassion to have the opportunity to volunteer for Meals on Wheels Kitsap.





SUSTAINABILITY

At Kitsap Bank, we have always been focused on the long-term effects of our work. This is evident in our commitment to protecting the environment, and serving as responsible stewards of our limited natural resources. We believe that sustainable practices begin right here at home, and we start by supporting small businesses in our communities, reducing our carbon footprint, and growing our local economies. Among other things, we regularly contribute to local eco-conscious non-profit organizations, we choose to partner with vendors who offer sustainable products, and we actively reduce waste and invest in energy efficient facilities.



SOLAR

Kitsap Bank is committed to a triple bottom line business model, in which we actively seek out ways to innovate and conduct business in a socially, economically and environmentally sustainable way.

As an example, we've partnered with EcoPower Development to invest in utility-scale clean energy solar projects around the United States. Through this unique partnership, Kitsap Bank has become a leader in our industry with the expertise to finance utility-scale, full scale commercial, and local community-based projects. To date, Kitsap Bank has financed over \$50 million of solar projects which generated over 22,000 gigawatts of electricity in 2023, enough to power 1,991 homes for a year.



EMPLOYEE FEATURE

Emely Poe
Assistant Branch Manager
East Bremerton Branch

I enjoy making a difference in our world. I love gardening in my backyard, but volunteering for Earth Day offers me an opportunity to make a larger impact on our community.



EARTH DAY

Since 2017, Kitsap Bank employees and their families have taken on an annual Earth Day project, actively contributing to making our communities an even better place to live and work. In 2023, nearly 100 Kitsap Bankers and their families gathered at Newberry Heritage Park in Silverdale to assist with trail cleanup and restoration.



EMPLOYEE FEATURE

Ginette Dalton
VP/Retail Banking

Every effort we make to help the planet, no matter how small it seems, makes a difference. And when we work together the sum of our efforts has a big, meaningful impact! It's amazing to see how much we can do!

ECO CHALLENGE

We are focused on doing the right thing for our community — leaving the places we call home even better for the next generation. In 2023, Kitsap Bank participated in its first-ever Eco Challenge. Our employees united in an eight-week journey of exploration and eco-challenges focused on understanding the environmental impact of our actions. We completed an impressive 3,355 action items such as planting trees, watching educational documentaries, or spending more time outside volunteering in our communities.

429

POUNDS OF PAPER SAVED

235

TREES PLANTED

5,218

GALLONS OF WATER SAVED

12,169

MILES TRAVELED BY CARPOOL

“ This challenge has pushed me to read and listen to new things, to analyze my own footprint, and give me ideas on how to become a sustainably conscious person. I have only just begun, and I am looking forward to learning more.”

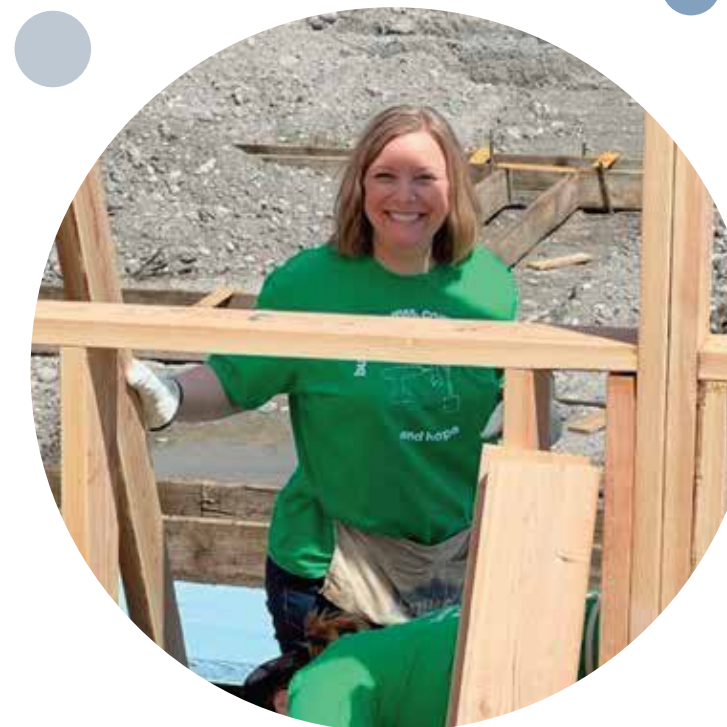
—Erin Bick, VP/ITS Manager

“ I joined the Eco Challenge to learn more about how I can continue to have a positive impact on a sustainable future. My goal is for my one-year-old grandson have a better future through my efforts today.”

—Michael Gordon
SVP/Commercial Payments Manager

AFFORDABLE HOUSING

Kitsap Bank is pleased to support affordable housing opportunities in our communities through financing, donations and sponsorships, as well as volunteerism. We are long-time partners of our local Habitat for Humanity affiliates, helping increase affordable homeownership opportunities in our local communities. As part of that commitment, Kitsap Bank has contributed over \$105,000 to Habitat partners in Kitsap, Mason, Jefferson, Clallam and Pierce counties over the past five years. In addition, employees participate annually in Habitat Build Days. Again in 2023, Kitsap Bankers donned tool belts and got to work helping build Habitat homes for those in need.



EMPLOYEE FEATURE

Kathy Lovrak
AVP/Assistant Branch Manager
Southern Region

Changing lives — that is why I volunteer at Habitat for Humanity Build Days. Helping families build a safe, affordable home all while achieving the strength, stability and self-reliance for a better future. Not only that, but I have also learned some new skills along the way — roofing, raising walls, building fences. How great is that?



EDUCATION

Scholarships

Kitsap Bank is proud to support education in our region by promoting higher learning, investing in future leaders, and offering financial assistance through a variety of academic scholarships. Currently there are three business or cybersecurity scholarships that have been established by Kitsap Bank and the Langer Family. Two of these scholarships are offered annually at Olympic College: The Kitsap Bank Scholarship, which is presented each fall at the Fall Community Luncheon, and the Helen Langer Smith and Dr. Meredith P. Smith scholarship presented each Spring. Additionally, the Helen Langer Smith and Dr. Meredith P. Smith scholarship is offered each year at the University of Washington Foster School of Business for a business student who resides in Kitsap Bank's service area. Some of these students have even gone on to secure internships with Kitsap Bank, gaining valuable business skills before entering the workforce.

We are also proud to support our employees and their families. Each year, Kitsap Bank provides scholarships to students of employees who are graduating high school and going on to attend a college or technical school. The bank presented seven scholarships in 2023 to the sons and daughters of our employees.



FINANCIAL LITERACY

As your local community bank, we have dedicated resources to providing financial literacy tools to our neighbors. We believe a strong financial literacy foundation is important in helping achieve life goals, such as owning your own home, obtaining a college education, and running a business.

We have a dedicated **Financial Literacy Committee**, made up of 14 employees who have had the privilege of partnering with the following organizations in 2023 to provide financial education:

- **Washington Youth Academy**
- **Kitsap Community Resources**
- **Choice Academy Kingston High School**
- **Eastside Legal Assistance Program**
- **Junior Achievement**



EMPLOYEE FEATURE

Leslie Hays *VP/Learning and Development Manager*

Teaching Financial Literacy holds immense significance for me as I believe it equips individuals with the knowledge and tools needed to manage their personal finances. Not having an understanding of saving, managing money, navigating credit decisions and budgeting can lead to uncertainty or poor financial decisions. I am proud to play a role in helping others shape a more secure financial future.



EMPLOYEE FEATURE

Charles Robertson *EVP/Chief Retail Officer*

As a first generation college graduate, I personally know the power of how higher education helps to transform lives; it's the ability to create opportunity for oneself, family and community. I'm proud to serve on the Olympic College Foundation Board of Directors and be an advocate for higher education right here in beautiful Kitsap County. It's amazing what people can do through hard-work, grit and perseverance. Olympic College offers so many programs.

KITSAP BANK CULTURE



We truly care about each other, our customers, and the communities around us. We only hire the best people, who believe that the customer comes first. As a local, women and family-owned company, we embrace our family culture and we recognize our responsibility in supporting others. In addition to a company culture that truly cares, Kitsap Bank offers competitive salaries and attractive benefits including:

- **Medical, Dental, and Vision**
- **Paid Time Off**
- **Vacation Purchase Plan**
- **Paid Volunteer Time Off**
- **Lifestyle Spending Account**
- **Pet Insurance**
- **And Many More!**



We recognize that our success is due to the commitment and dedication of our employees; thanks to their devotion to their jobs and our clients each and every day. At Kitsap Bank, we believe in continued career growth and invest in our employees' professional development.

Tuition Reimbursement

Up to \$5,000 annually to qualified employees enrolling in education programs to further their careers

Bank Paid Training Opportunities

We want to help employees grow in their careers at Kitsap Bank.

Employee Recognition Programs

We like to celebrate outstanding performance with programs such as *Employee of the Quarter*, *Volunteer of the Year*, and more!



Kitsap Bank has also been recognized numerous times by the *Puget Sound Business Journal* as one of Washington's Best Workplaces.

CORE VALUES

Our family culture is evident in the way we truly care about each other, the way we care for our customers, and the way we care for the community and the world around us. We foster an environment of friendliness, transparency, and authenticity. Kitsap Bank employees frequently build their careers here, retiring after 20, 30, or 40 years with the company.

Kitsap Bank's company culture is built around our commitment to our core values:

Local Independence

Kitsap Bank is proud of our Northwest roots. We are forged by a spirit of independence and innovation, which differentiates us from other financial institutions.

Meaningful Relationships

Kitsap Bank is a family. We cultivate deep, authentic relationships with each of our customers, co-workers, and community partners.

Community Connections

Kitsap Bank actively supports our local communities, and enables prosperity by providing beneficial financial products and services, serving in civic leadership roles, and engaging in willing volunteerism.

Sustainable Stewardship

Kitsap Bank acts with integrity, is focused on the long-term, and serves as responsible stewards of the resources entrusted to us by our customers, our communities, and the environment.



EMPLOYEE FEATURE

Verise Robinson **Learning and Development Specialist**

I am so happy I joined the Kitsap Bank family. When making my decision to apply, I read a lot about the history and of the success of the company. I was thoroughly impressed that it was women owned! I was particularly impressed how Hannah Langer [Kitsap Bank's 5th President, 1952-1972] decided to not sell the bank and beat all odds. Since day one at Kitsap Bank, I have felt so welcome and encouraged. I appreciate the great sense of respect and support we have for one another, not just in my department, but as a company.

COMMITMENT TO CUSTOMERS

We continue to improve and expand our services to provide our clients with the very best – whether they're accessing account information through our Mobile Banking app, protecting themselves against fraud through alerts and card control mechanisms, going into their local branch to speak to a banker, or accessing banking services through one of our many Interactive Teller Service (ITS) machines.

It's important to us at Kitsap Bank that our clients be able to “bank the way they want.” We are continually looking at ways to invest in technologies that make it easier for our clients to manage their finances, and yet without sacrificing relationships which is part of our identity as your local community bank. Amongst those technologies that our clients enjoy are Kitsap Bank's ITS machines. We currently have the largest fleet of ITS machines in the Pacific Northwest.

Through the ITS, we are able to offer expanded teller hours – a service that has been widely embraced by clients of all ages. We also offer a robust suite of consumer and business banking products to meet a variety of needs. The latest in banking technology along with easy access to your trusted bankers offers accessibility and empowerment to make better financial decisions.

We've grown since our simple beginnings in 1908, and we continue to remain true to our core values and continue to focus on our customers and our communities. We welcome everyone to the Kitsap Bank family.



Annual Earth Day Project



Volunteering at the CK Food Bank



Check presentation to Meals on Wheels Kitsap



Presenting a check to WWU's Sea Discovery Center



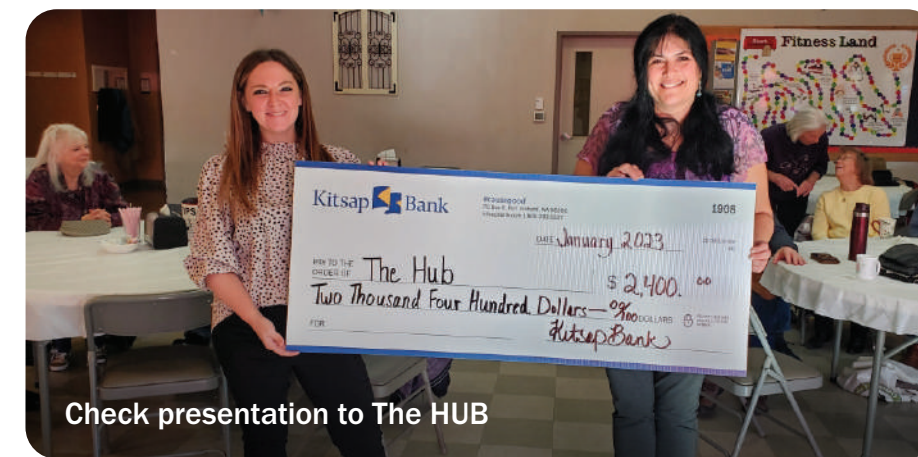
Attending the YWCA Gala



Volunteering at our Earth Day event



Bell Ringing for the Salvation Army



Check presentation to The HUB



Participating in an Earth Day project



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