

# CHAIRMAN'S CORNER

BY TOM STUMB



TRUXTON TRUST  
A PRIVATE BANK



**Thomas S. Stumb**  
Chairman and  
Chief Executive Officer

## HOW WE RECRUIT

Truxton Trust was organized in November 2003 and opened for business in August 2004. We started with a nucleus of veteran private bankers, wealth advisors, and treasury management professionals who, along with our twenty organizers (founding shareholders), shared a common vision about how a private bank and trust company ought to operate. There were just twelve of us employed here on Day One. Today we have almost sixty people, each of whom is dedicated to our mission statement:

*To do the right thing every day, putting our clients' interests first, with distinctive, comprehensive financial solutions that protect and promote client prosperity and quality of life.*

There is an old saying in business: "If it were easy to do, everybody would be doing it." While at first glance our mission statement might not appear very complicated, we have found over the past thirteen years that it is oftentimes difficult either to determine the right thing to do, or to do the right thing once we have figured it out. People's lives are complex, so are their financial problems.

The key to our company's success lies in the combination of our people's experience, credentials, and work ethic. We have been blessed since inception to recruit and attract hardworking veterans from our competitors, with enough real world experience to consistently give our clients sound, thoughtful financial advice and attentive service. We strongly believe it helps that no one at Truxton Trust has a quota of products to sell or sales calls to make.

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We are constantly recruiting, always looking for more people whose credentials, experience, and work ethic rival that of the people who already work here. In a typical day/week/month/quarter/year, I try to spend as much of my time as possible meeting with veteran bankers, wealth managers, and treasury management folks, most of whom have a story to tell about their frustrations with how their big bank employer does business. Usually those frustrations have something to do with procedures that are focused inwardly on sales production or sales call activity, rather than outwardly on activity that creates real value for the client.

We need all the help we can get identifying new people. If you know of someone that you feel might be a good fit at Truxton Trust, please do not hesitate to let us know about them and/or encourage them to contact us. Achieving our ambitious goals demands that we continue recruiting fabulous people to join our company. And we welcome your assistance in this regard. ■

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