

**By Tom Schuman**



Team members take part in the company's annual meeting at Camp Tecumseh YMCA.

# Alliance Bank

## COUNTING ON EACH OTHER

“During one of my interviews, I asked somebody: ‘Why do you like to work here? Why have you stayed at Alliance Bank?’ She said, ‘Because everybody is so happy all the time.’ It sounded too good to be true. But I just knew the way she was talking about it, the way she was smiling, the way her eyes lit up when she talked about the company, I just knew that was something I wanted to be a part of.”

*Alyssa Tellez*  
HR Manager  
[www.myalliancebank.com](http://www.myalliancebank.com)

Giving back – at the Benton County Farm to Fork Dinner and the Humanitarian Distribution Center in Francesville.

### Providing service:

- Founded in 1930
- 69 team members
- Seven offices: Francesville, Monon, Rensselaer, Winamac, Monticello, Otterbein and Oxford with “very solid base” of farming and agricultural customers

“In several of the communities we are in, we are the only bank, so we are kind of the anchor of the community.” – Shane Pilarski, president/CEO

### Team approach:

- Values: Be Responsive. Have Integrity. Be Secure. Deliver Value. Be Reliable
- Vision: Growing Together
- Employee stock ownership plan is largest shareholder. “We try to do a good job ensuring employees that they need to act like owners because they are owners.” – Pilarski
- My 2 Cents Initiative: Cost-savings ideas with originator sharing in the company savings

### Staying connected:

- Pilarski strives quarterly to work at least one day from each office
- Annual meeting brings all together for team building/celebration
- Spirit of Alliance Award (employee nominations) presented each year
- Mentor program (mentor from different office) to welcome new team members
- Office managers and supervisors utilize OEB (other employee benefits) accounts for team events throughout the year

### Coming home:

Ashley Bice, marketing director, returned after working 12 years elsewhere. “I already knew the culture, the people, the cooperation that happens. And how community-minded we are.”

