

Charter of the Compensation Committee of the Board of Directors of SVB&T Corporation

Purpose of the Compensation Committee

The primary purpose of the Compensation Committee (the "Committee") is to aid the Board of Directors (the "Board") in discharging its responsibilities relating to the compensation of the Company's executive officers, including the Chief Executive Officer. The Committee has overall responsibility for evaluating and approving the Company's compensation plans, policies and programs.

Membership

The Compensation Committee ("Committee") shall consist of a minimum of three (3) Directors, as determined by the Board. Both Committee Chair and membership shall be nominated by the Board chair and approved or removed by the Board as a whole. Members of the Committee are independent and unencumbered by conflicts of interest that may interfere with their ability to objectively carry out their duties.

Structure and Meetings

The Chairperson of the Committee will preside at each meeting of the Committee and in consultation with the other members of the Committee, shall set the frequency and length of each meeting and the agenda of items to be addressed at each meeting. The CEO will not be present during voting or deliberations surrounding the CEO's compensation.

Duties and Responsibilities

The Committee shall have the duties, responsibilities and authority to:

1. Align compensation with strategy, goals, and corporate objectives of Springs Valley Bank & Trust Company.
2. Review and determine the annual compensation, including salary, incentive and other compensation of the chief executive officer.
3. Annually review and approve the CEO's recommendations for base salary, incentive compensation and all other forms of compensation for Springs Valley's other executive officers.
4. Annually review and make recommendations to the Board with respect to incentive-based compensation plans and equity-based plans. Establish criteria for the terms of awards granted to participants under such plans. Grant awards in accordance with such criteria and exercise all authority granted to the Committee under such plans, or by the Board in connection with such plans.
5. Assess the Bank's incentive compensation programs for risk that may materially affect the long- term viability of the Bank.
6. Recommend to the Board compensation for directors (including retainer, committee and committee chair fees, stock options and other similar items, as appropriate).

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7. Establish and approve policy on employment agreements, severance arrangements and change in control agreements and provisions, as well as any special supplemental benefits.
8. When needed, assist the Board in developing and evaluating potential candidates for executive positions, including the Chief Executive Officer (CEO), and assist with the development of executive succession plans.
9. Conduct as desired a review of the Compensation Committee's performance, periodically assessing the adequacy of its charter and recommend changes to the Board as needed.
10. Perform any other activities consistent with this Charter, the Company's By-laws and governing law as the Committee or the Board deem appropriate. Delegate responsibility to subcommittees of the Committee as necessary or appropriate.
11. Regularly report to the Board on the Committee's activities.