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FIRST COMMERCIAL BANK

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For Immediate Release

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First Commercial Bank Announces Key Executive Leadership Promotions

Jackson, Mississippi – October 18, 2024 – First Commercial Bank is pleased to announce several key executive leadership promotions, reflecting the bank's continued commitment to excellence in leadership as it advances its people-first, talent-driven growth strategy. Pam Ware, Brian Rippee, and Eric Hanbury have been promoted to significant roles within the organization, acknowledging their exceptional contributions over the past four years.

Pam Ware has been appointed as President and Chief Operating Officer of First Commercial Bank. Pam's unwavering dedication to the Bank's mission, coupled with her exceptional leadership skills, has played a pivotal role in the Bank's success. She is highly regarded for her emotional intelligence, commitment to core values, and resilience during periods of change. In her expanded role, Pam will continue to lead all operational areas and risk management while working closely with the CEO on strategic and tactical planning.

Brian Rippee has been promoted to Executive Managing Director and Chief Banking Officer. Over the years, Brian has naturally evolved into this role through his outstanding leadership and service. Known for his proficiency as a private banker and his ability to lead by example, Brian has earned widespread respect within the organization. He will now oversee leaders across the Bank's various geographic regions, including Memphis, Southaven, and Oxford, as well as the Bank's business line segments.

Eric Hanbury assumes the title of Executive Managing Director and Chief Credit Officer. Credit is fundamental to the Bank's operations, and Eric's leadership in this area has been critical. Since taking on the responsibility of overseeing credit, he has earned the respect of his peers with his calm, humble, and approachable demeanor. Eric's leadership will remain crucial as he continues to sponsor the credit team and the Bank's Managing Directors.

“These promotions mark an important milestone in First Commercial Bank’s growth journey, reinforcing the Bank’s commitment to fostering strong leadership from within,” says Curt Gabardi, President & CEO. “The collective efforts of Pam, Brian, and Eric have been instrumental in the Bank’s success, and these new roles position the Bank to continue thriving as it executes its strategic vision.”

About First Commercial Bank

First Commercial Bank, a \$872 million asset financial institution headquartered in Jackson, Mississippi, and owned by the privately held holding company, First Commercial Bancshares, Inc., is Mississippi’s first and foremost bank for businesses and professionals, having pioneered this uniquely focused banking model in the state. First Commercial opened its doors October 12, 2000. More than 23 years later First Commercial continues to honor its original vision by peeling away the layers of business bureaucracy and redefining the relationship between bankers and clients. First Commercial Bank is a unique story, inspired by talented associates who are dedicated to meeting the needs of our clients every day. Now, more than ever, First Commercial Bank is focused on delivering a client-centric culture across five strategic locations in Jackson, Ridgeland, Oxford, Southaven, Mississippi and Memphis, Tennessee. For more information, visit www.firstcommercialbk.com or follow us on Facebook, Instagram, or LinkedIn.

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Curt Gabardi
First Commercial Bank
President & Chief Executive Officer



Pam Ware
First Commercial Bank
President & Chief Operating Officer



Brian Rippee
First Commercial Bank
Executive Managing Director & Chief Banking Officer



Eric Hanbury
First Commercial Bank
Executive Managing Director & Chief Credit Officer