

# Why Not Having an Employment Contract With Bank Officers Will Hurt You

In today's business environment, bank officers are heavily recruited by competitors, and these competitors offer opportunities for promotion and higher salaries and benefits, write **Amber M. Rogers** and **Alan J. Marcuis** for **Hunton & Williams**.

If a bank doesn't have a contract with its officers, it must consider the legal ramifications of an officer departing to work for a competitor when an agreement is not in place.

"Having an employment agreement with an officer and other key employees is advisable, as it is the easiest way to protect the bank's interest when an officer departs," the authors explain. "With proper planning and preparation, any financial institution can proactively prevent the disruptive event and potential loss of business that can be caused by the announcement of an officer's resignation."

**Read the article.**