



DIANE H. LUTTRELL NAMED BAY BANKS 2009 EMPLOYEE OF THE YEAR

Bay Banks of Virginia, Inc., holding company for Bank of Lancaster and Bay Trust Company, recently held its annual Christmas Party at the Bethpage Conference Center in Urbanna for employees, spouses and guests.

During the evening, President & CEO Austin L. Roberts, III announced the Company's 2009 Employee of the Year: Diane H. Luttrell.

Each year, the employees select a co-worker whom they feel has gone beyond the call of duty to be helpful to fellow employees and to customers, one who exemplifies professionalism, supports community, and is an overall asset to the organization and its mission. Luttrell was honored by her co-workers as the 2009 recipient of this recognition.

Luttrell began her career with the Bank's bookkeeping department. During her twenty-five tenure, she has seen this area evolve from a time when checks were sorted manually to the convenience of electronic banking and imaging. Today Luttrell is a member of the data processing and proof areas and assists with many of the Company's electronic banking services.

Luttrell recently received her Career Studies Certificate in Banking from Rappahannock Community College and her AIB General Banking Diploma from American Bankers Association.

Also involved with the Company's Service Improvement Teams, Luttrell served on the Product Manual SIT, Community Service, Records Retention, and was a member of the original Standards SIT, a team created to develop and implement the Company's Standards for Success. Today she serves on the new Standards SIT and she is also a part of the *Bay Lines* staff serving as a Field Reporter for her area. She is also a member of the Company's Angels for Life Relay Team.

Active in her community, Luttrell serves on the Board of the Lancaster County Crime Solvers and has been involved with the Ladies Auxiliary for the Kilmarnock Volunteer Fire Department. She is a member of Morattico Baptist Church in Kilmarnock.

Luttrell and her husband John, life-long residents of the Northern Neck, reside in Northumberland County. Their son, J.W., attends ECPI College of Technology in Richmond.

Roberts presented Luttrell with a sapphire logo pin, a framed Certificate of Appreciation and her name was added to the Employee of the Year plaque displayed in the lobby of the Bank's headquarters in Kilmarnock.

In making the announcement, Roberts noted that to become Employee of the Year is quite an honor. Roberts stated, "Diane's dedication and commitment to service excellence has earned her the respect of her co-workers throughout the organization, from White Stone to Colonial Beach, as evidenced by the honor that has been bestowed upon her. It is because of employees such as Diane, with her knowledge and commitment to quality, that gives our organization the ability to provide a high level of service to our customers and greatly enhances our commitment to the community as the most complete financial services provider. We are most fortunate to have Diane as a part of our family for over twenty-six years."