

Directors of Integrity Bank for Business

- **Peter M. Meredith, Jr.**, Chairman of the Board. Mr. Meredith has served as Chairman and CEO of Meredith Construction Company since 1993, having previously served in various roles since 1974. Mr. Meredith also serves as Managing Partner of Meredith Capital Management, which develops, owns, and operates multifamily housing units, shopping centers, office buildings, mini storage units, and Country Inn Hotels. Mr. Meredith served on the Board of Directors at Heritage Bank beginning in 1992 and became Chairman of that Board and the Board of Heritage Bankshares. Mr. Meredith is currently on the board of the Chrysler Museum of Art and was Chairman from 2012 to 2014. Mr. Meredith holds a degree in Civil Engineering from Virginia Military Institute.
- **David A. Arias**, Director. Mr. Arias is the former President and majority owner of Swimways Corporation, a Virginia Beach-based designer, manufacturer and distributor of pool, beach, and backyard toys, games and sporting goods, serving from 1993 until the sale of Swimways in 2016. He also served as Rector of the Eastern Virginia Medical School Board of Visitors. He currently serves or has served on the boards of United Way, the Virginia Aquarium, Heritage Bank and Heritage Bankshares, St. Margaret's School, the Virginia Foundation of Independent Colleges, and the Hampton Roads Regional Advisory Board of Southern Bank & Trust. Mr. Arias holds a B.A. in Economics and Spanish from Hampden-Sydney College and an M.B.A. from the Fuqua School of Business at Duke University.
- **David L. Kaufman**, Director. Mr. Kaufman is the founder of Envest Holdings LLC, a private equity firm based in Virginia Beach, where he has served as Co-Chairman and Senior Managing Director since 2000. Previously, he founded The Vacation Store, a national provider of leisure travel, and served as its Chairman and CEO from 1994 to 1998. Mr. Kaufman was Senior Vice President of Cunard Line Ltd. from 1987 until 1994, where he led commercial operations for a fleet of 17 cruise ships and 3,000 employees. He has also served on multiple corporate boards of directors including Heritage Bankshares. Recently, he served as Chair of Virginia Wesleyan University's Board of Trustees and continues to serve on the board as its Immediate Past Chair. Mr. Kaufman holds a B.B.A. from Emory University and an M.B.A. from the University of Michigan.
- **Matthew R. Nusbaum**, Director. Mr. Nusbaum is an Asset Manager and Partner at S.L. Nusbaum Realty Co., where he manages a commercial property portfolio spanning Virginia Beach, Norfolk, Newport News, Williamsburg, and Richmond, a role he has held since 2010. He serves on the Board of the American Red Cross, Bayville Golf Club, Children's Hospital Foundation, Festevents, ODAF Next Generation, and the Small Business Commission of Virginia. He previously served as an Advisory Board Member of Southern Bank & Trust and on the Boards of Directors of Heritage Bank and Heritage Bankshares. Mr. Nusbaum holds a B.S. from the University of Alabama.
- **L. Allan Parrott, Jr.**, Director. Mr. Parrott is the Vice Chairman and former Chief Executive Officer of Tidewater Fleet Supply, LLC, a distributor of automotive components primarily serving fleet customers throughout the Southeast, having served as CEO from 1998 until April 2020. Previously, he was a commercial litigation attorney with Kaufman & Canoles, P.C. Mr. Parrott is a board member of Sentara Healthcare, the Virginia Foundation of Independent Colleges, the Norfolk Forum, and past Chair of the Tocqueville Society of the United Way of South Hampton Roads. He holds B.A. from the University of North Carolina and a J.D. from the University of Richmond School of Law. Mr. Parrott served on the Boards of Directors of Heritage Bank and Heritage Bankshares.
- **J. Van Rose, Jr.**, Director. Mr. Rose is a principal owner of Rose & Womble Realty Company, one of the largest real estate firms in Southeastern Virginia. In 2016, he was named Chief Operating Officer, and he has served as President of the New Homes Division since 1998. In 2009, Mr. Rose was named a "Legend of Residential Marketing" by the National Association of Homebuilders. Prior to his career at Rose & Womble, he was a Naval Flight Officer and Lieutenant Commander in the U.S. Navy. Mr. Rose holds a B.S. from the United States Naval Academy and an M.B.A. from Central Michigan University.
- **Donna L. Scassera**, Director. Ms. Scassera is the President and CEO of DLS Engineering, an engineering services firm that she established in 1995. Ms. Scassera was appointed to the Old Dominion University Board of Visitors in July 2015 and served on the Board of Old Dominion University's Frank Batten College of Engineering and Technology from 2013 to 2015. In 2014, Ms. Scassera received the ODU Honorary Alumni Award and the ODU College of Engineering and Technology Service Award. While serving as the National Vice President of the American Society of Naval Engineers (ASNE), she received the 1999 ASNE President's Award for exceptional achievements in support of the society and the Frank G. Law Award in 1996. Ms. Scassera holds a B.S. in Civil Engineering from the Pennsylvania State University and a Professional Engineer license.