

# 79th Annual Meeting

MARCH 18, 2021 | VIRTUAL

## Vicki Banks

### Senior Vice President of Human Resources & Government Relations The Biltmore Company



Vicki Banks first joined Biltmore in 2000 and currently serves on the Executive Committee. She has primary responsibility for all Human Resources functions including strategy and budget, along with the coordination, administration and supervision of Biltmore's employee benefits programs, talent acquisition, organizational development, employee assistance, wellness, and risk management/safety programs. In addition, she is responsible for compensation programs and data integrity/reporting, which includes the estate's wage and salary program, HR administration, payroll, performance management, investigative processes and more. Vicki works closely with the executive leadership team to resolve any legal or policy concerns that affect Biltmore Company. As of March 2012, the Company introduced 'The Clinic on Biltmore Estate' provided through a partnership with a local family medical practice. Vicki assumes oversight for this benefit. Most recently, Vicki has been given primary responsibility for the Company's government relations efforts and works closely with internal and external partners in an effort to support the community, tourism, and more.

While being an active member of the Asheville community, Banks currently serves as Ex-Officio for OnTrack WNC Financial Education & Counseling. She is committed to the financial health of Biltmore's employees and the community at large. Banks also serves on the Asheville Buncombe County Technical Community College Foundation Board of Advisors and is a board member for Advent Health Foundation. In the past, she has served as a board member for Health Partners, working to assist in the accessibility and affordability of healthcare in WNC and as a board member for The Mediation Center helping to improve relationships and resolve disputes affecting community members.

Originally from Pennsville, New Jersey, Banks was awarded a Masters of Law from Wake Forest School of Law and a B.A. at Hofstra University in Long Island, New York, where she earned a field hockey scholarship and was also a member of the Hofstra softball team. In 1995, Vicki made her way to the Asheville area. Vicki has been awarded with the SPHR certification through the Society for Human Resources Management, the SHRM Senior Certified Professional certification (SHRM - SCP), and the Certified Plan Sponsor Professional certification (CPSP).

*A National Historic Landmark, Biltmore is the private estate of the late George W. Vanderbilt, now owned by his grandson William A.V. Cecil. The estate, which is completely self-sufficient and receives no outside funding, is open to the public and welcomes over 1,800,000 guests annually. The estate includes Biltmore House, America's largest private home, designed by renowned 19<sup>th</sup> century architect Richard Morris Hunt. Frederick Law Olmsted, known as "The Father of American Landscape Architecture," designed the gardens and forests surrounding Biltmore House. Biltmore also features the most visited winery in the United States. In addition, the Inn on Biltmore Estate and Antler Hill Village Hotel welcomes guests year-round with gracious Vanderbilt hospitality. There are retail shops and fine restaurants, as well, to make any visit to Biltmore more enjoyable. In addition to these offerings, guests can take advantage of the great outdoors with biking, hiking, rafting and equestrian activities.*