

OLD POINT FINANCIAL CORP  
Form DEF 14A  
March 21, 2008

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**UNITED STATES**  
**SECURITIES AND EXCHANGE COMMISSION**  
**Washington, D.C. 20549**

**SCHEDULE 14A**

**Proxy Statement Pursuant to Section 14(a) of the**  
**Securities Exchange Act of 1934**  
**(Amendment No. \_\_)**

Filed by the Registrant  Filed by a Party other than the Registrant

Check the appropriate box:

Preliminary Proxy Statement

**Confidential, for Use of the Commission Only (as permitted by Rule 14a-6(e)(2))**

Definitive Proxy Statement

Definitive Additional Materials

Soliciting Material Pursuant to §240.14a-12

**Old Point Financial Corp**

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(Name of Registrant as Specified In Its Charter)

(Name of Person(s) Filing Proxy Statement, if other than the Registrant)

Payment of Filing Fee (Check the appropriate box):

- No fee required.
- Fee computed on table below per Exchange Act Rules 14a-6(i)(1) and 0-11.

(1) Title of each class of securities to which the transaction applies:

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(2) Aggregate number of securities to which the transaction applies:

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(3) Per unit price or other underlying value of the transaction computed pursuant to Exchange Act Rule 0-11 (set forth the amount on which the filing fee is calculated and state how it was determined):

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(1) Amount Previously Paid:

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(2) Form, Schedule or Registration Statement No.:

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(3) Filing Party:

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(4) Date Filed:

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March 21, 2008

Dear Fellow Stockholders:

You are cordially invited to attend the 2008 Annual Meeting of Stockholders of Old Point Financial Corporation, the holding company for The Old Point National Bank of Phoebus and Old Point Trust & Financial Services, N.A. The meeting will be held on Tuesday, April 22, 2008 at 6:00 p.m. at the The Hampton Roads Convention Center, 1610 Coliseum Drive, Hampton, Virginia. The accompanying Notice and Proxy Statement describe the matters to be presented at the meeting. Also enclosed is our 2007 Annual Report to Stockholders that will be reviewed at the Annual Meeting.

**Please complete, sign, date, and return the enclosed proxy card or follow the instructions on your proxy card to vote by telephone or over the internet as soon as possible.** Whether or not you will be able to attend the Annual Meeting, it is important that your shares be represented and your vote recorded. If you decide to attend the Annual Meeting in person, you can revoke your proxy any time before it is voted at the Annual Meeting.

We appreciate your continuing loyalty and support of Old Point Financial Corporation.

Sincerely,

/s/ Robert F. Shuford  
Robert F. Shuford  
*Chairman of the Board and President*

OLD POINT FINANCIAL CORPORATION

1 West Mellen Street, P.O. Box 3392, Hampton, Virginia 23663

**OLD POINT FINANCIAL CORPORATION**

**1 West Mellen Street**

**Hampton, Virginia 23663**

**NOTICE OF 2008 ANNUAL MEETING OF STOCKHOLDERS**

**TO BE HELD APRIL 22, 2008**

The 2008 Annual Meeting of Stockholders of Old Point Financial Corporation (the Company) will be held at The Hampton Roads Convention Center, 1610 Coliseum Drive, Hampton, Virginia, on Tuesday, April 22, 2008, at 6:00 p.m. for the following purposes:

1. To elect 16 directors to the Board of Directors of the Company to serve until the 2009 Annual Meeting of Stockholders, as described in the Proxy Statement accompanying this notice.
2. To transact such other business as may properly come before the meeting or any adjournment thereof.

Stockholders of record at the close of business on February 13, 2008 are entitled to notice of and to vote at the Annual Meeting or any adjournment thereof.

By Order of the Board of Directors

/s/ Louis G. Morris

Louis G. Morris

*Secretary to the Board*

March 21, 2008

**IMPORTANT NOTICE**

Please complete, sign, date, and return the enclosed proxy card in the accompanying postage paid envelope or follow the instructions on your proxy card to vote by telephone or over the internet so that your shares will be represented at the meeting. Stockholders attending the meeting may personally vote on all matters that are considered, in which event their signed proxies are revoked. If you vote by internet or telephone, please do not mail your proxy card.

**OLD POINT FINANCIAL CORPORATION**

**1 West Mellen Street**

**Hampton, Virginia 23663**

**PROXY STATEMENT**

**2008 ANNUAL MEETING OF STOCKHOLDERS**

**To be held on April 22, 2008**

**General**

The following information is furnished in connection with the solicitation by and on behalf of the Board of Directors of the enclosed proxy to be used at the 2008 Annual Meeting of Stockholders (the Annual Meeting ) of Old Point Financial Corporation (the Company ) to be held Tuesday, April 22, 2008, at 6:00 p.m. at The Hampton Roads Convention Center, 1610 Coliseum Drive, Hampton, Virginia. The approximate mailing date of this Proxy Statement and accompanying proxy is March 21, 2008.

**Voting and Revocation of Proxies**

You may vote in person at the Annual Meeting or by proxy. You may vote your shares by proxy in one of the following ways: (1) use the toll-free number on your proxy card to submit your proxy via telephone; (2) visit the website shown on your proxy card to submit your proxy via the Internet; or (3) complete, sign, date and return the enclosed proxy card in the enclosed postage-paid envelope.

If your shares are held in street name, through a broker or other nominee, that institution will send you separate instructions describing the procedure for voting your shares.

You may change or revoke your proxy at any time before your shares are voted at the Annual Meeting, by any of the following methods: (1) submit a written notice of revocation to the Secretary of your Company by the close of business on April 21, 2008; (2) submit a completed proxy card bearing a later date than your original proxy card by the close of business on April 21, 2008; (3) use the toll-free number shown on your proxy card and follow the instructions to submit your proxy via telephone, by 6:00 p.m., Eastern time, April 22, 2008; (4) visit the website shown on your proxy card and follow the instructions to submit your proxy via the Internet, by 6:00 p.m., Eastern time, April 22, 2008; or (5) attend the Annual Meeting and request to vote in person.

If your shares are held in an account at a broker or other nominee, you should contact your broker or other nominee to change your vote.

Voting your shares via telephone or via the Internet, or sending in a proxy card will not affect your right to attend the Annual Meeting and to vote in person. Street Name stockholders who wish to vote in person at the Annual Meeting will need to present a proxy from the institution that holds their shares.

Proxies will extend to, and will be voted at, any properly adjourned session of the Annual Meeting. If a stockholder specifies how the proxy is to be voted with respect to any proposals for which a choice is provided, the proxy will be voted in accordance with such specifications. If a stockholder fails to specify with respect to such proposals, the proxy will be voted **FOR** the election of the director nominees in proposal 1 set forth in the accompanying notice and further described herein.

## Voting Rights of Stockholders

Only those stockholders of record at the close of business on February 13, 2008, are entitled to notice of and to vote at the Annual Meeting, or any adjournments thereof. The number of shares of common stock of the Company outstanding and entitled to vote at the Annual Meeting is 4,907,567. The Company has no other class of stock outstanding. The presence of a majority of the shares entitled to be voted, represented in person or by proxy, will constitute a quorum for the transaction of business.

Each share of Company common stock entitles the record holder thereof to one vote for each matter to be voted upon at the Annual Meeting, except that in the election of directors cumulative voting entitles a stockholder to give one nominee as many votes as is equal to the number of directors to be elected, multiplied by the number of shares owned by such stockholder or to distribute his or her votes on the same principle between two or more nominees as he or she sees fit. The Board of Directors will instruct the proxies to use cumulative voting, if necessary, to elect all or as many of the nominees as possible. Shares for which the holder has elected to abstain or to withhold the proxies' authority to vote (including broker non-votes) on a matter will count toward a quorum, but will not be included in determining the number of votes cast with respect to such matter.

With regard to the election of directors, votes may be cast in favor or withheld. If a quorum is present, the nominees receiving the greatest number of votes cast at the Annual Meeting will be elected directors; therefore, votes withheld will have no effect. Approval of any other matter requires an affirmative vote of a majority of the shares cast on the matter. Thus, although abstentions and broker non-votes (shares held by customers that may not be voted on certain matters because the broker has not received specific instructions from the customers) are counted for purposes of determining the presence or absence of a quorum, they are generally not counted for purposes of determining if a proposal has been approved, and therefore have no effect.

## Solicitation of Proxies

The cost of solicitation of proxies will be borne by the Company. Solicitations will be made only by the use of the mail, except that officers and regular employees of the Company, The Old Point National Bank of Phoebus (the Bank) and Old Point Trust & Financial Services, N.A. (the Trust Company) may make solicitations of proxies in person or by telephone or mail, acting without compensation other than their regular compensation. We anticipate that brokerage houses and other nominees, custodians, and fiduciaries will be requested to forward the proxy soliciting material to the beneficial owners of the stock held of record by such persons, and the Company will reimburse them for their charges and expenses in this connection.

## Security Ownership of Certain Beneficial Owners and Management

The following table shows the share ownership as of February 13, 2008, of the stockholders known to the Company to be the beneficial owners of more than 5% of the outstanding shares of the Company's common stock, with the exception of Old Point Trust & Financial Services, N.A., which shows the share ownership as of January 31, 2008.

### Name and Address of

| Beneficial Owner                                                                                              | Amount and Nature of<br>Beneficial Ownership <sup>(1)</sup> | Percent<br>of Class |
|---------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------|---------------------|
| Old Point Trust & Financial Services, N.A.<br>11780 Jefferson Avenue, Suite D<br>Newport News, Virginia 23606 | 1,008,936 <sup>(2)</sup>                                    | 20.6%               |
| James Reade Chisman<br>609 Washington Street<br>Hampton, Virginia 23669                                       | 404,689 <sup>(3)(4)</sup>                                   | 8.2%                |

|                                                                                       |                           |       |
|---------------------------------------------------------------------------------------|---------------------------|-------|
| Robert F. Shuford<br>1 West Mellen Street<br>P.O. Box 3392<br>Hampton, Virginia 23663 | 628,811 <sup>(3)(5)</sup> | 12.8% |
| VuBay Foundation<br>P.O. Box 3552<br>Hampton, Virginia 23663                          | 319,552 <sup>(6)</sup>    | 6.5%  |
| Ann DeVenny Wallace<br>2636 South Lynn Street<br>Arlington, Virginia 22202-2264       | 327,171 <sup>(3)</sup>    | 6.7%  |

- (1) For purposes of this table, beneficial ownership has been determined in accordance with the provisions of Rule 13d-3 of the Securities Exchange Act of 1934 (the Exchange Act ) under which, in general, a person is deemed to be the beneficial owner of a security if he or she has or shares the power to vote or direct the voting of the security or the power to dispose of or direct the disposition of the security, or if he or she has the right to acquire beneficial ownership of the security within sixty days.
- (2) According to information provided to the Company by Old Point Trust & Financial Services, N.A. (the Trust Company ), as of January 31, 2008, the Trust Company had sole voting power with respect to 629,509 of these shares, sole dispositive power with respect to 651,158 of these shares and shared dispositive power with respect to 24,725 of these shares, but as a matter of state law, the Trust Company must refrain from voting any of these shares unless a co-fiduciary is appointed for the sole purpose of voting the shares. The Trust Company has no voting power (sole or shared) with respect to 379,427 of these shares and has no dispositive power (sole or shared) with respect to 333,053 of these shares. The 1,008,936 shares are held by the Trust Company as trustee of various trust accounts, of which no single trust account holds more than 5% of the Company s outstanding shares.
- (3) According to information provided to the Company by VuBay Foundation, James Reade Chisman, Robert F. Shuford and Ann DeVenny Wallace (the VuBay information ), as of February 13, 2008, Mr. Chisman has sole voting and dispositive power with respect to 48,429 shares and shared voting and dispositive power with respect to 356,260 shares. Mr. Shuford has sole voting and dispositive power with respect to 167,528 shares and shared voting and dispositive power with respect to 461,283 shares. Ms. Wallace has sole voting and dispositive power with respect to 7,619 shares and shared voting and dispositive power with respect to 319,552 shares. Mr. Chisman, Mr. Shuford and Ms. Wallace each disclaim any beneficial interest in 319,552 of the shares that he or she may be deemed to beneficially own by virtue of his or her position as a director of VuBay Foundation, the holder of record of 319,552 shares. In their capacities as directors of VuBay Foundation, Mr. Chisman, Mr. Shuford and Ms. Wallace each share with the other two directors voting and dispositive power with respect to the shares held by VuBay Foundation.
- (4) See also footnotes 2 and 4 on page 5.
- (5) See also footnote 2 on page 5 and footnote 13 on page 6.
- (6) According to the VuBay information, as of February 13, 2008, VuBay Foundation has sole voting and sole dispositive power with respect to these 319,552 shares. VuBay Foundation s decision with respect to a vote or disposition of these 319,552 shares is dictated by the majority vote of the three directors of VuBay Foundation, who share voting and dispositive power with respect to the shares owned by VuBay Foundation, as described in footnote 3 to this chart.



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The following table shows, as of February 13, 2008, the beneficial ownership of the Company's common stock by each director, director nominee, and certain executive officers, and by all directors, director nominees, and executive officers of the Company as a group.

| Name                                                       | Amount and Nature of<br>Beneficial Ownership <sup>(1)(2)(3)</sup> | Percent<br>of Class |
|------------------------------------------------------------|-------------------------------------------------------------------|---------------------|
| David L. Bernd                                             | 1,250                                                             | 0.0%                |
| James Reade Chisman                                        | 404,689 <sup>(3)(4)</sup>                                         | 8.2%                |
| Dr. Richard F. Clark                                       | 128,980 <sup>(5)</sup>                                            | 2.6%                |
| Russell Smith Evans, Jr.                                   | 12,718 <sup>(6)</sup>                                             | 0.3%                |
| Dr. Arthur D. Greene                                       | 14,260 <sup>(7)</sup>                                             | 0.3%                |
| Stephen D. Harris                                          | 30,510 <sup>(8)</sup>                                             | 0.6%                |
| John Cabot Ishon                                           | 39,953 <sup>(9)</sup>                                             | 0.8%                |
| Eugene M. Jordan                                           | 30,530 <sup>(10)</sup>                                            | 0.6%                |
| John B. Morgan, II                                         | 12,459 <sup>(11)</sup>                                            | 0.3%                |
| Louis G. Morris                                            | 63,972                                                            | 1.3%                |
| Robert L. Riddle                                           | 8,363                                                             | 0.2%                |
| Dr. H. Robert Schappert                                    | 175,136 <sup>(12)</sup>                                           | 3.6%                |
| Robert F. Shuford                                          | 628,811 <sup>(3)(13)</sup>                                        | 12.8%               |
| Ellen Clark Thacker                                        | 3,378 <sup>(14)</sup>                                             | 0.1%                |
| Joseph R. Witt                                             | 250                                                               | 0.0%                |
| Melvin R. Zimm                                             | 4,019                                                             | 0.1%                |
| Laurie D. Grabow                                           | 8,167 <sup>(15)</sup>                                             | 0.2%                |
| Margaret P. Causby                                         | 29,738 <sup>(16)</sup>                                            | 0.6%                |
| Eugene M. Jordan, II                                       | 20,482 <sup>(17)</sup>                                            | 0.4%                |
| All directors & executive officers as a group (21 persons) | 1,321,167 <sup>(18)</sup>                                         | 26.2%               |

- (1) For purposes of this table, beneficial ownership has been determined in accordance with the provisions of Rule 13d-3 of the Exchange Act under which, in general, a person is deemed to be the beneficial owner of a security if he or she has or shares the power to vote or direct the voting of the security or the power to dispose of or direct the disposition of the security, or if he or she has the right to acquire beneficial ownership of the security within sixty days.
- (2) Includes shares that may be acquired within sixty days of February 13, 2008 pursuant to the exercise of stock options granted under the 1989 and 1998 Old Point Stock Option Plans Mr. Chisman, 1,250 shares; Dr. Clark, 6,875 shares; Mr. Evans, 6,875 shares; Dr. Greene, 6,875 shares; Mr. Harris, 6,875 shares; Mr. Ishon, 6,875 shares; Mr. Jordan, 1,250 shares; Mr. Morgan, 3,125 shares; Mr. Morris, 28,020 shares; Dr. Schappert, 3,125 shares; Mr. Shuford Sr., 25,687 shares; Mrs. Thacker, 1,250 shares; Mr. Zimm, 1,250 shares; Mrs. Causby, 17,187 shares; Mrs. Grabow, 5,581 shares; Mr. Jordan, II, 3,125 shares; and Mr. Shuford Jr., 5,937 shares.
- (3) See footnote 3 on page 3.
- (4) Includes 35,000 shares held by Mr. Chisman's spouse, as to which Mr. Chisman shares voting and investment power through a power of attorney, 500 shares held by Mr. Chisman's spouse in an IRA, as to which Mr. Chisman has no voting or investment power and 1,208 shares held by Mountain Eagle Co., of which Mr. Chisman is President and has shared voting and investment power.
- (5) Includes 375 shares held by Dr. Clark's spouse, as to which Dr. Clark has no voting or investment power, and 121,730 shares held by a trust for which he serves as trustee.
- (6) Includes 1,468 shares held by Mr. Evans's spouse, as to which Mr. Evans has no voting or investment power.
- (7) Includes 2,752 shares as to which Dr. Greene has no voting power and 625 shares held by Dr. Greene as custodian.
- (8) Includes 891,7487 shares as to which Mr. Harris shares voting and investment power and 2,913 shares held in a trust by Mr. Harris's mother, as to which Mr. Harris shares voting and investment power jointly with his brother as Successor Trustees of their mother's trust. On February 19, 2008, this trust was distributed, giving Mr. Harris sole voting and investment power with respect to 1,457 of these shares, and no voting or investment power with respect to 1,456 of the shares.
- (9) Includes 7,500 shares as to which Mr. Ishon shares voting and investment power, and 4,962 shares held by Mr. Ishon's spouse and 800.0703 shares held by Mr. Ishon's dependent children, as to which Mr. Ishon has no voting or investment power. Also includes 1,600.1397 shares held by Mr. Ishon as custodian for his children under the Uniform Transfer to Minors Act.
- (10) Includes 28,980 shares held by a trust for which Mr. Jordan serves as trustee.
- (11) Includes 375 shares held by Mr. Morgan's spouse, as to which Mr. Morgan has no voting or investment power, 4,500 shares held by a trust for which Mr. Morgan serves as trustee, and 4,458.7414 shares held by Morgan-Marrow Insurance, of which Mr. Morgan is President and as to which Mr. Morgan has shared voting and investment power.
- (12) Includes 2,925 shares as to which Dr. Schappert shares voting and investment power, and 726 shares held by Dr. Schappert's spouse and 113,917 shares held by a trust for which Dr. Schappert's spouse serves as trustee as to which Dr. Schappert has no voting or investment power. Also includes 54,262 shares held by a trust for which Dr. Schappert serves as trustee.

- (13) Includes 141,731 shares held by Mr. Shuford's spouse, as to which Mr. Shuford shares voting and investment power and 23,856 shares that are pledged as collateral.
- (14) Includes 562 shares as to which Mrs. Thacker shares voting and investment power, and 846 shares as to which Mrs. Thacker has no voting power.
- (15) Includes 2,484.0101 shares as to which Mrs. Grabow shares voting and investment power.
- (16) Includes 12,551 shares as to which Mrs. Causby shares voting and investment power.
- (17) Includes 7,500 shares as to which Mr. Jordan II shares voting and investment power and 1,062 shares held by Mr. Jordan II's spouse, as to which Mr. Jordan II has no voting or investment power. Also includes 1,455.5169 shares held by Mr. Jordan II as custodian for his children under the Uniform Transfer to Minors Act.
- (18) Includes 22,632 (0.5%) shares beneficially owned by Robert F. Shuford, Jr., Executive Vice President & Chief Operating Officer of the Bank, including 439,4313 shares held by Mr. Shuford Jr.'s spouse as custodian for their children under the Uniform Transfer to Minors Act as to which Mr. Shuford Jr. has no voting or investment power, and 1,500 shares that are pledged as collateral. Also includes 424.7315 (0.0%) shares beneficially owned by Melissa L. Burroughs, SVP/Chief Lending Officer of the Bank as to which Ms. Burroughs shares voting and investment power.

**PROPOSAL ONE**

**ELECTION OF DIRECTORS**

The sixteen persons named below, all of whom currently serve as directors of the Company, will be nominated to serve as directors until the 2009 Annual Meeting, or until their successors have been duly elected and have qualified. Upon the recommendation of Dr. Greene, Chairman of the Independent Directors, the Board of Directors appointed Mr. Bernd and Mr. Witt, effective December 11, 2007, to serve as directors until the 2008 Annual Meeting. The persons named in the proxy will vote for the election of the nominees named below unless authority is withheld. The Company's Board believes that the nominees will be available and able to serve as directors, but if any of these persons should not be available or able to serve, the proxies may exercise discretionary authority to vote for a substitute proposed by the Company's Board.

| <b>Director</b>               |                             |                                                                            |
|-------------------------------|-----------------------------|----------------------------------------------------------------------------|
| <b>Name (Age)</b>             | <b>Since <sup>(1)</sup></b> | <b>Principal Occupation For Past Five Years</b>                            |
| David L. Bernd (59)           | 2007                        | President & CEO Sentara Healthcare                                         |
| James Reade Chisman (64)      | 2003                        | President, J. R. Chisman Development Company                               |
| Dr. Richard F. Clark (75)     | 1981                        | Pathologist (retired), Sentara Hampton General Hospital                    |
| Russell Smith Evans, Jr. (65) | 1993                        | Assistant Treasurer and Corporate Fleet Manager Ferguson Enterprises, Inc. |
| Dr. Arthur D. Greene (63)     | 1994                        | Orthopaedic Surgeon Retired Sentara Healthcare Administrator               |
| Stephen D. Harris (66)        | 1988                        | Attorney-at-Law Partner Geddy, Harris, Franck & Hickman, L.L.P.            |

|                              |      |                                                                                                                         |
|------------------------------|------|-------------------------------------------------------------------------------------------------------------------------|
| John Cabot Ishon (61)        | 1989 | President, Hampton Stationery                                                                                           |
| Eugene M. Jordan (84)        | 1964 | Attorney-at-Law (retired)                                                                                               |
| John B. Morgan, II (61)      | 1994 | President, Morgan-Marrow Insurance                                                                                      |
| Louis G. Morris (53)         | 2000 | President & CEO, Old Point National Bank                                                                                |
| Robert L. Riddle, CCIM (54)  | 2006 | President, Riddle Associates, Inc.                                                                                      |
| Dr. H. Robert Schappert (69) | 1996 | Retired President, Beechmont Veterinary Associates, Ltd.                                                                |
| Robert F. Shuford (70)       | 1965 | Chairman of the Board, President & CEO, Old Point Financial Corporation; Chairman of the Board, Old Point National Bank |
| Ellen Clark Thacker (46)     | 2006 | Former General Manager<br><br>BFI Waste Services, L.L.C.                                                                |
| Joseph R. Witt (47)          | 2007 | Treasurer Ferguson Enterprises, Inc.                                                                                    |
| Melvin R. Zimm (54)          | 2003 | Attorney-at-Law Member<br><br>Glasser & Glasser P.L.C.                                                                  |

(1) If prior to 1984, refers to the year in which the individual first became a director of the Bank. All present directors of the Company are also directors of the Bank. Mr. Chisman, Dr. Clark, Dr. Greene, Mr. Ishon, Mr. Shuford, Mrs. Thacker and Mr. Witt are also directors of the Trust Company.

None of the directors serve as directors of any other company with a class of securities registered pursuant to Section 12 of the Securities Exchange Act of 1934.

There are five family relationships among the directors and executive officers. Mr. Jordan is the father of Mr. Jordan, II, and the father-in-law of Mr. Ishon. Mr. Shuford, Sr. and Dr. Schappert are married to sisters. Mr. Shuford, Sr. is the father of Mr. Shuford, Jr. Dr. Clark is the father of Mrs. Thacker. The Board does not believe that these family relationships are material to an evaluation of the ability or integrity of these individuals. The Board is not aware of any involvement in legal proceedings by any of the Company's directors or executive officers that would be material to an evaluation of the ability or integrity of any director or executive officer.

**The Board of Directors recommends that stockholders vote FOR the individuals nominated above to serve as Directors.**

### Corporate Governance

The Board of Directors is elected by the Company's stockholders; the Board, in turn, is the Company's governing body, responsible for hiring, overseeing and evaluating management; management is charged with the day to day operations of the Company and its affiliates.

The Board's primary responsibility is to provide oversight, counseling and direction to management in their efforts to fulfill the corporate strategy in maximizing opportunities, while addressing related business risks. The Board has delegated various responsibilities and authority to different Board committees, which include the Audit Committee, Directors Loan Committee, and Directors Loan Review Committee.

Management has been delegated the authority and responsibility for managing the Company's lines of businesses in a manner consistent with the Company's Strategic Plan and Code of Ethics, and in accordance with any specific plan, instructions or direction of the Board of Directors or one of the Board's committees. The Chief Executive Officer and management are required to seek the advice and, in appropriate situation, the approval, of the Board with respect to extraordinary actions to be undertaken by the Company.

#### **Board Committees and Attendance**

The Board of Directors is comprised of a majority of independent directors, as defined by the listing standards of the NASDAQ Stock Market. Independent directors do not receive consulting, legal or other fees from the Company other than Board and committee compensation. Although companies affiliated with certain of these directors provide goods and services to the Company, the Board of Directors has determined in accordance with the NASDAQ listing standards that these independent directors have no relationships with the Company that would interfere with the exercise of their independent judgment in carrying out the responsibilities of a director. The independent directors are Messrs. Bernd, Chisman, Evans, Harris, Morgan, Riddle, Witt, Zimm, Dr. Clark, Dr. Greene and Mrs. Thacker.

The Board reviews each director's independence status on an annual basis to ensure compliance with NASDAQ listing standards.

In reviewing the independence of John B. Morgan, II, a Company Director, Management considered the relationship between the Company and Morgan - Marrow Insurance of which Mr. Morgan is President, which received fees of less than \$270,000 for providing insurance for the Company's subsidiaries in 2007. In reviewing the independence of director Melvin R. Zimm, the Board considered the relationship between the Company and the law firm of Glasser & Glasser, of which Mr. Zimm is a member, which law firm received fees of less than \$11,000 for performance of legal services for one of the Company's subsidiaries in 2007. In reviewing the independence of director Ellen Clark Thacker, the Board considered the relationship between the Company and BFI Waste Services, LLC, of which Mrs. Thacker was General Manager, which received fees of less than \$16,000 for providing service for the Company's subsidiaries in 2007. In each of these relationships, the Board determined that the relationship did not interfere with the director's ability to act in an independent manner.

The Board of Directors of the Company has adopted an Insider Policy: Conflict of Interest/Code of Ethics ( Code of Ethics ) which details principles and responsibilities governing ethical conduct for all Company directors, officers, employees and principal stockholders. The Code of Ethics was most recently updated in July 2007 and was filed as Exhibit 14 to the Company's Annual Report on Form 10-K for the year ended December 31, 2007.

During 2007, there were 13 meetings of the Board of Directors of the Company. Each director attended at least 75% of all meetings of the Board and committees on which he/she served.

The independent directors also met in regularly scheduled executive sessions in March, June, September and December of 2007.

The Company has not adopted a formal policy on Board members' attendance at its annual meetings of stockholders, although all Board members are invited and encouraged to attend and, historically, most have done so. All Board members attended the Company's 2007 Annual Meeting of Stockholders.

The Board of Directors of the Company has standing Executive, Audit and Compensation Committees.

*Executive Committee.* Current members of the Executive Committee are Messrs. Shuford (Chairman), Harris, Morris and Dr. Greene and Mrs. Thacker. The Executive Committee serves in an advisory capacity, reviewing matters and making recommendations to the Board of Directors. The Executive Committee met four times in 2007.

*Compensation Committee.* The Compensation Committee consists of six non-employee directors, Mr. Morgan (Chairman), Dr. Clark, and Messrs. Bernd, Evans, Witt and Zimm. The Committee does not operate under a written charter. The Board of Directors has determined that the members of the Committee are non-employee directors (within the meaning of Rule 16b-3 of the Exchange Act), with the exception of Mr. Morgan, outside directors (within the meaning of Section 162(m) of the Internal Revenue Code) and independent directors (within the meaning of Rule 4200(a)(15) of the NASDAQ Marketplace Rules and the independence standards of the Company's Corporate Governance Guidelines). In addition, no Committee member is a current or former employee of the Company or any subsidiary or affiliate. While the Committee members are not required to have certain qualifications or special knowledge, they have held/hold high-level management and employee supervisory positions in their respective fields that include duties relating to compensation of employees at multiple levels.

The Committee reviews and recommends compensation adjustments for all exempt employees (including senior management). The Committee submits its recommendations to the full Board for final approval. The Committee met two times in 2007. The dates, meeting times and agenda items for committee meetings are set in accordance with the subject matter to be discussed and are determined by the Committee Chairman and the Human Resources Director.

*Audit Committee.* Current members of the Audit Committee are Mrs. Thacker (Chairman), Messrs. Evans, Harris, Witt and Dr. Greene. The Board of Directors has determined that all of the members of the Audit Committee satisfy the independence and financial literacy requirements for audit committee members under the NASDAQ listing standards and applicable SEC regulations. In addition, at least one member of the Audit Committee has past employment experience in finance or accounting or comparable experience which results in the individual's financial sophistication. The Board of Directors has also determined that Mr. Evans qualifies as an audit committee financial expert within the meaning of applicable regulations of the Securities and Exchange Commission (the SEC), promulgated pursuant to the Sarbanes-Oxley Act of 2002.

The Audit Committee assists the Board in its financial reporting oversight duties, internal controls, audit function, whistleblower policy, and other matters relating to corporate governance. The Audit Committee is responsible for the appointment, compensation, and oversight of the work of the Company's independent accountants. The Audit Committee reviews on a regular basis the work of the Company's internal audit department. It also reviews and approves the scope and detail of the continuous audit program, which is conducted by the internal audit staff to protect against improper and unsound practices and to furnish adequate protection for all assets and records. During 2007, the Audit Committee met four times.

The Committee operates under a written charter adopted by the Board of Directors. The Committee reviews and reassesses the charter annually and recommends any changes to the Board for approval. The Audit Committee Charter was attached as Appendix A to the Company's proxy statement for its 2007 Annual Meeting of Stockholders. It has not been posted on the Company's website.

*Nominations.* The Board of Directors does not have a standing nominating committee or nominating committee charter because it believes it can have an independent nominating process without a separate nominating committee. Pursuant to a resolution passed by the Board of Directors and consistent with NASDAQ Marketplace Rules, director nominees are selected and recommended for consideration to the full Board of Directors by a majority of the directors who are independent according to the NASDAQ listing standards. For this purpose, the following directors are independent: Messrs. Bernd, Chisman, Evans, Harris, Morgan, Riddle, Witt, Zimm, Dr. Clark, Dr. Greene and Mrs. Thacker.

In addition to recommending to the full Board whether or not current directors should be nominated for reelection, the independent directors also identify new candidates in the event of a vacancy on the Board. The independent directors identify potential director candidates from a variety of sources, including management, consultants and other individuals likely to possess an understanding of the Company's business and knowledge of suitable candidates. The independent directors evaluate the qualifications of candidates for membership to the Board of Directors. Following this evaluation process, candidates are selected by a majority of the independent directors to be recommended for nomination by the full Board of Directors. The full Board then selects nominees to recommend to the Company's stockholders in the annual election process or appoints new directors to serve until the next annual election.

Qualifications for consideration as a Board nominee may vary according to the particular areas of expertise being sought to complement the existing Board composition. However, in making their nomination recommendations to the Board of Directors, the independent directors consider, among other things, an individual's business experience, industry experience, financial background, geographic representation, breadth of knowledge about issues affecting the Company, time available for meetings and consultation regarding Company matters and other particular skills and experience possessed by the individual. In addition, the independent directors seek director candidates that will result in the Board of Directors consisting of more than a majority of independent directors at all times.

While there are no formal procedures for stockholders to submit director candidate recommendations, the independent directors will consider candidates recommended in writing by stockholders entitled to vote in the election of directors. Such written submissions should include the name, address, and telephone number of the recommended candidate, along with a brief statement of the candidate's qualifications to serve as a director. All such stockholder recommendations should be submitted to the attention of the Company's Secretary at the Company's principal office located at 1 West Mellen Street, Hampton, Virginia 23663; and must be received by January 1, 2009 in order to be considered by the independent directors for the next annual election of directors. Any director candidate recommended by a stockholder will be reviewed and considered by the independent directors in the same manner as all other director candidates based on the qualifications described above.

In addition, in accordance with the Company's bylaws, any stockholder entitled to vote in the election of directors may nominate an individual for director. Any such stockholder nomination must be in writing and must include sufficient background information with respect to the nominee, including his or her name, address and principal occupation, sufficient identification of the nominating stockholder, including his or her name, address and principal occupation and a representation by the stockholder of his or her eligibility and intention to appear at the annual meeting (in person or by proxy) to nominate the individual specified in the notice, a description of any arrangements or understandings between the stockholder and the nominee or others regarding the nomination, an indication of the total number of shares expected to be voted for the nominee, and the nominee's written consent to the nomination. Stockholder nominations must be received by the Company's Secretary at the Company's principal office in Hampton, Virginia, no later than February 4, 2009 for the 2009 Annual Meeting; provided, however, that such notice will not be required to be given more than 90 days prior to the 2009 Annual Meeting.

#### **Compensation Committee Interlocks and Insider Participation**

Current members of the Compensation Committee are Messrs. Morgan (Chairman), Bernd, Evans, Witt, Zimm and Dr. Clark. No member of the Compensation Committee is or has been an officer or employee of the Company or any of its affiliates. Furthermore, none of the Company's executive officers has served on the board of directors of any company of which a Compensation Committee member is an employee.

During 2007 and through the present time, there have been transactions between the Company's banking subsidiary and certain members of the Compensation Committee or their associates, all consisting of extensions of credit by the Bank in the ordinary course of business. Each transaction was made on substantially the same terms, including interest rates, collateral and repayment terms, as those prevailing at the time for comparable transactions with the general public. In the opinion of management, none of the transactions involved more than the normal risk of collectibility or presented other unfavorable features.

Mr. Morgan is the President of Morgan-Marrow Insurance, which provides insurance for the Company's subsidiaries. During 2007, Morgan-Marrow Insurance received fees of approximately \$270,000 from the Company or its subsidiaries for this service. The Board has determined that Mr. Morgan's relationship does not interfere with his ability to act in an independent manner, and considers Mr. Morgan to be an independent director.

#### **Stockholder Communications with the Board of Directors**

The Company provides an informal process for stockholders to send communications to the Board of Directors. Stockholders who wish to contact the Board of Directors or any of its members may do so by addressing their written correspondence to Old Point Financial Corporation, Board of Directors, c/o Corporate Secretary, P.O. Box 3392, Hampton, Virginia 23663 or [lmorris@oldpoint.com](mailto:lmorris@oldpoint.com). Correspondence directed to an individual Board member will be referred, unopened, to that member. Correspondence not directed to a particular Board member will be referred, unopened, to the Chairman of the Board.

#### **Interest of Management in Certain Transactions**

Some of the Company's directors, executive officers, and members of their immediate families, and corporations, partnerships and other entities of which such persons are officers, directors, partners, trustees, executors or beneficiaries, are customers of the Bank. All loans and commitments to lend to such individuals were made in the ordinary course of business, upon substantially the same terms, including interest rates and collateral, as those prevailing at the time for comparable transactions with other persons and did not involve more than normal risk of collectibility or present other unfavorable features. Pursuant to our written Insider Policy, all directors and executive officers (including our named executive officers), or NEOs who have any direct or indirect financial or other participation in any business that competes with, supplies goods or services to, or is a customer of the Company or the Bank, in an amount greater than \$25,000 or aggregate business dealings with the Company or the Bank greater than \$120,000 per calendar year are considered significant and must be submitted to the Board of Directors for approval. Directors and executive officers are expected to make reasoned and impartial decisions in the workplace. As a result, approval of the proposed business is denied if the Board believes that the director's or executive officer's interest in such business could influence decisions relative to the Company's business, or have the potential to adversely affect the Company's business or the objective performance of the director's function or executive officer's work. The Board of Directors is responsible for overseeing compliance with the Insider Policy.

Mr. Morgan's relationship with the Company, disclosed above under Compensation Committee Interlocks and Insider Participation, was approved by the Board of Directors pursuant to the Insider Policy.



## EXECUTIVE COMPENSATION

### Compensation Discussion and Analysis

#### Overview of Compensation Program

The Compensation Committee (for purposes of this discussion, the Committee) of the Board of Directors has responsibility for establishing, implementing and monitoring adherence with the Company's compensation philosophy. The Committee ensures that the total compensation paid to the Company's senior management is fair and reasonable.

Throughout this proxy statement, the individuals who served as the Company's Chief Executive Officer (CEO) and Chief Financial Officer (CFO) during 2007, as well as the other executive officers included in the Summary Compensation Table on page 17, are referred to as the named executive officers or NEOs. The Company's senior management includes its NEOs.

#### General Philosophy

The Company compensates its senior management through a mix of base salary, bonus and, in some years, equity compensation, designed to retain executive talent and to align management's incentives with the long-term interests of stockholders. The compensation setting process consists of establishing targeted overall compensation of each senior manager and then allocating that compensation among base salary and incentive compensation. At the officer level, the Committee designs the incentive compensation to reward company-wide performance through tying awards primarily to earnings, asset and deposit growth. Currently, the Committee does not tie individual performance to incentive compensation. Generally, the types of compensation and benefits provided to the Company's senior management are intended to be similar to those provided to other executive officers in comparable institutions in the Southeast.

#### Board Process

Compensation adjustments and monetary awards to executive officers are recommended by the Committee for approval by the full Board of Directors, which makes the final decisions. Mr. Shuford and Mr. Morris, who both serve on the Board of Directors, are not present during deliberations or voting with respect to their compensation.

Generally, on its own initiative the Committee reviews the individual performance for Mr. Shuford, CEO (Company), Mr. Morris, President & CEO (Bank), and Mr. Jordan, II, President & CEO (Trust) and following discussions with those individuals, recommends their compensation levels to the full Board of Directors (excluding Mr. Shuford and Mr. Morris). For the remaining NEOs, the CEO, President & CEO (Bank), President & CEO (Trust) and Senior Vice President of Human Resources make recommendations to the Committee that generally, with minor adjustments, are accepted by the Committee and presented to the full Board of Directors for approval.

In years when it grants equity compensation to executive officers, the Committee recommends to the full Board of Directors stock option grants to the CEO based on the Committee's evaluation of his performance and to other executive officers based on the recommendation of the CEO.

The Committee has not used a compensation consultant for establishing executive compensation.

### Targeted Overall Compensation

To assist in establishing the aggregate level of compensation that the Company will pay, it utilizes a peer group analysis of the southeastern states, primarily the SNL Executive Compensation Review for banks and thrifts with assets greater than \$400 million. Specifically, the (19) SEC reporting Banking Institutions in Virginia with assets ranging from \$400 million to \$1 billion are considered in the peer group. Generally, targeted overall compensation correlates to what these financial institutions would offer individuals to fill senior management positions with similar skills and backgrounds to those the Company employs. Additionally, total compensation is established relative to the Company's performance and internal/external peer comparisons.

Based on the peer compensation analysis and review of Company and individual performance during 2006, the targeted overall compensation of the CEO in 2007 was established at \$281,940. This level of compensation is below the compensation levels of the Company's peer institutions. This has been the case for several years, and the Company is slowly closing this gap between the total compensation level, especially base salary, of its CEO and the total compensation levels of CEOs of peer institutions.

The Committee follows the same process with respect to establishing targeted overall compensation for the other NEOs. While the Committee considered the peer compensation analysis, the responsibilities of the Company's NEOs vary widely and the direct comparisons are less helpful. Based upon the Committee's review of the peer compensation analysis and review of Company and individual performance during 2006, the Committee sets the overall targeted compensation for the other NEOs at levels that are in the mid-range for positions among the peer group with similar scope of responsibility and required skill level.

### Allocation Among Components

Under the Company's 2007 compensation structure, which included equity compensation, the mix of base salary, bonus compensation and equity compensation is as follows:

|                         | Typical Base<br>Salary | Typical Bonus<br>Target | Typical Equity<br>Compensation |
|-------------------------|------------------------|-------------------------|--------------------------------|
| Chief Executive Officer | 89.7%                  | 9.9%                    | 0.4%                           |
| President & CEO (Bank)  | 89.6%                  | 9.9%                    | 0.5%                           |
| President & CEO (Trust) | 90.8%                  | 8.6%                    | 0.6%                           |
| Senior Vice Presidents  | 89.6%                  | 9.9%                    | 0.5%                           |

In allocating compensation among base salary, annual bonus compensation and equity compensation, the Committee believes that the compensation of senior-most levels of management should begin with a base level. Bonus and equity compensation should be awarded based on Company performance. Base salaries generally represent a large portion of the executive officers' total cash compensation and are considered to be average relative to the Company's peer financial institutions. Base salaries are based on individual performance components.

The Committee believes that the top levels of management have the greatest ability to influence Company performance. Therefore, the Committee bases annual bonus compensation on Bank or Trust performance, as applicable. When the Bank's or Trust's performance is above budget, the top levels of management are rewarded. Likewise when the Bank's or Trust's performance does not meet expectations, the top levels of management receive a lower bonus. In 2007, the target bonus for the NEOs (excluding Mr. Jordan, II) was 11% of annual base salary. However, the Bank goals were not met and the bonuses actually paid for 2007 were 8% of base salary. In 2007, the target bonus for Mr. Jordan, President & CEO (Trust) was 9.50%. However, the Trust goals were exceeded and the bonus paid for 2007 was 12.50% of base salary.

In 2007, the overall compensation for executives included stock option awards. Prior to 2007, the Committee did not grant equity compensation to executive officers for several years. The Company has in place a stock option plan pursuant to which stock option awards can be granted and the Committee chose to resume granting stock options in 2007. Although the cost associated with offering equity compensation has increased due to financial reporting requirements outlined in the Statement of Financial Accounting Standards (SFAS) No. 123(R), Share-Based Payment, the Committee granted options in an effort to retain executive talent within the organization. The stock option plan expired March 9, 2008 and has not yet been replaced.

### **Base Salaries**

The Committee wants to provide senior management with a level of assured cash compensation in the form of base salary given their professional status and accomplishments. The Company has a compensation structure with salary ranges for management including the CEO and other senior managers. These ranges are based on peer compensation analysis discussed above. The last adjustments to the ranges were made in January 2005 in an effort to remain fair and reasonable within the Company's marketplace. The structure is designed to recruit and retain qualified personnel and is reviewed on an annual basis by the Committee to determine if adjustments to the ranges are appropriate. For 2007, the base salary ranges used for setting salaries were \$150 thousand to \$300 thousand for the CEO and from \$100 thousand to \$300 thousand for the other NEOs.

Each February, the Committee recommends the base salary of the CEO within the established range to the Board of Directors. Within this range, the CEO's base salary is determined using the peer compensation analysis in addition to the CEO's individual and Company performance during the prior year. The base salary of the CEO as of March 1, 2007 was \$254,000, which reflected a 4.1% increase in base salary from 2006. This increase reflected the Committee's and the Board's view that the CEO's individual performance and Company performance, as well as the CEO's base salary level in comparison to our peer institutions, warranted an increase. The performance goals evaluated include, but are not limited to return on average assets, return on average equity, net income, asset quality, and deposit and loan growth. The Committee also gave consideration to the expected future contributions of the executive, the executive's length of service and standing within the local banking communities and general economic conditions.

For the executive officers other than the CEO, each February the Committee recommends the executive's base salary within the established range to the Board of Directors, based on the recommendation of the CEO, President & CEO (Bank), President & CEO (Trust) and the Senior Vice President of Human Resources. The base salaries of the other executive officers are determined using the peer compensation analysis in addition to the officer's individual performance during the prior year and the Company's performance during the prior year, based on the same performance objectives discussed above with respect to the CEO.

### **Bonuses**

The bonus incentive plan, which is sometimes referred to as the Executive Incentive Plan, is designed to motivate and reward participants for the achievement of fiscal year financial and non-financial objectives that directly contribute to the overall success of the Company.

Non-commissioned exempt employees, except the CEO, hired no later than the last day of the prior year and employed through year-end of the current year are eligible to participate in the annual bonus incentive plan. This plan includes all of the Company's NEOs except the CEO.

The target incentive award is the amount that the participant is eligible to receive if the combined, weighted performance against the plan objectives equals an overall achievement level. Separate goals and incentive awards are established under the plan for both the Bank and Trust, and are based on the operating budget. Depending upon the participant's officer level in the Company for 2007, target incentive awards ranged

from 2.25% to 11.00% (Bank) and 2.00% to 9.50% (Trust) of annualized base salary. All the NEOs, except the CEO, in 2007 were eligible for a bonus award equaling 11% (Bank) and 9.5% (Trust) of annualized base salary if all objectives were met. The CEO's bonus award is determined in February after year-end so that the Committee can evaluate year-end results. The bonus awards for the other NEOs are determined before the end of the year and are based on actual year-to-date and estimated end-of-year performance of the established goals.

The bonus award for the CEO under the plan is both objectively and subjectively determined. The Committee considers the general performance of the Company in the prior year as well as the incentive award earned by the Executive Vice Presidents for the prior year to determine an appropriate bonus for the CEO. The Committee considers each of these factors but does not assign a specific value to any factor. For 2006 the CEO's bonus was \$11,100, which amounted to 4.59% of the CEO's 2006 base salary.

As mentioned above, the Bank did not meet its goals under the bonus incentive plan in 2007. However, the Committee felt that the compensation granted to the CEO for 2007 performance should be based on past performance, and the possibility and potential for positive change in earnings for 2008. For 2007, the CEO's bonus was \$19,160, which amounted to 7.6% of the CEO's 2007 salary and was paid in 2008.

The bonus awards under the bonus incentive plan for the Bank NEOs other than the CEO are objectively determined, based on achieving predetermined financial goals such as deposit, loan and income growth during the year. The Board of Directors has discretion to increase or decrease the award based on non-financial goal achievements. A list of various projects and the completion status is reviewed in November of each year. Based on the status of these projects to the goals established at the beginning of the year, the Board of Directors determines the non-financial goal achievement level. In 2007 this level was set at 80%. Because the Bank did not meet its goal under the bonus incentive plan in 2007, the bonus awards to the NEOs (Bank) equaled only 8% of their base salaries rather than the target bonus awards of 11% of base salary.

The bonus awards under the bonus incentive plan for the Trust covered the President & CEO (Trust). This plan is based on achieving predetermined financial goals such as market value growth of assets under management, after tax income and profit margin for the year. The Board of Directors has discretion to increase or decrease the award based on non-financial goal achievements. A list of various projects and the completion status is reviewed in November of each year. Based on the status of these projects to the goals established at the beginning of the year, the Board of Directors determines the non-financial goal achievement level. In 2007 this level was set at 84%. The Trust goals were exceeded under the bonus incentive plan in 2007, therefore, the bonus award to the named executive (Trust) equaled 12.50% of his base salary rather than the target bonus of 9.50% of base salary.

### **Equity Compensation**

Historically, the primary form of equity compensation has been incentive stock options. The Company used stock options because of the favorable accounting treatment and the near universal expectation by employees in the industry that they would receive stock options. The Company had not issued stock options since August 2004 until October 2007. Beginning in 2006 the accounting treatment for stock options changed as a result of SFAS No. 123(R), making the accounting treatment of stock options less attractive to the Company; however, with the Committee's approval, the Company issued stock options using a multi-year vesting approach which spread the financial impact to the Company over a five-year period.

### **Severance Pay**

The Company does not have any employment contracts with our NEOs. Therefore, their severance pay is determined on a case-by-case basis by the Committee and the Board of Directors.

**Perquisites and Other Compensation**

None of the NEOs received perquisites or other personal benefits in excess of \$10,000 in 2007.

The Committee reviews any perquisites that its CEO and the other NEOs may receive on an annual basis. In general, the Company does not provide its executives with many of the types of perquisites that other companies offer their executives, such as personal use of a company vehicle or vehicle allowances. In addition to the base salary and incentive compensation described above, the Company provides its NEOs with the same benefit package available to all of its salaried employees. This package includes:

Medical and dental insurance (portion of costs);