

CODORUS VALLEY BANCORP INC  
Form DEF 14A  
March 31, 2005

**SCHEDULE 14A INFORMATION**

**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 Section 240.14a-11(c) or Section 240.14a-12

**Cordorus Valley Bancorp, Inc.**

---

(Name of Registrant as Specified In Its Charter)

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

Edgar Filing: CODORUS VALLEY BANCORP INC - Form DEF 14A

Payment of Filing Fee (Check the appropriate box):

No fee required

Fee computed on table below per Exchange Act Rules 14a-6(i)(4) and 0-11.

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

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

(3) Per unit price or other underlying value of 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):

(4) Proposed maximum aggregate value of transaction:

(5) Total fee paid:

Fee paid previously with preliminary materials.

Check box if any part of the fee is offset as provided by Exchange Act Rule 0-11(a)(2) and identify the filing for which the offsetting fee was paid previously. Identify the previous filing by registration statement number, or the Form or Schedule and the date of its filing.

(1) Amount Previously Paid:

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

(3) Filing Party:

(4) Date Filed:

*Codorus Valley Bancorp, Inc.*

---

March 31, 2005

Dear Fellow Shareholders of Codorus Valley Bancorp, Inc.:

On behalf of the Corporation's Board of Directors, I am pleased to invite you to attend Codorus Valley Bancorp, Inc.'s Annual Meeting of Shareholders to be held on Tuesday, May 17, 2005, at 9:00 a.m., prevailing time. The location of the Annual Meeting is the Codorus Valley Corporate Center, 105 Leader Heights Road, York, Pennsylvania 17403. At the Annual Meeting, you will have the opportunity to ask questions and to make comments. Enclosed with the Proxy Statement and Notice of Meeting is your proxy and Codorus Valley Bancorp, Inc.'s 2004 Annual Report to Shareholders.

The principal business of the meeting is to elect three Class C Directors, each to serve for a term of three years, and to transact any other business that is properly presented at the Annual Meeting. The Notice of Meeting and Proxy Statement accompanying this letter describe the specific business to be acted upon in more detail.

I am delighted that you have invested in Codorus Valley Bancorp, Inc., and I hope that, whether or not you plan to attend the Annual Meeting, you will vote as soon as possible by completing, signing and returning the enclosed proxy in the envelope provided. The prompt return of your proxy will save Codorus Valley Bancorp, Inc. expenses involved in further communications. Your vote is important. Voting by written proxy will ensure your representation at the Annual Meeting if you do not attend in person.

I look forward to seeing you on May 17, 2005 at the Corporation's Annual Meeting.

Sincerely,

Larry J. Miller,  
President and Chief Executive Officer

**Codorus Valley Corporate Center, 105 Leader Heights Road, P.O. Box 2887, York, PA 17405-2887**

---

---

**CODORUS VALLEY BANCORP, INC.**

**NASDAQ TRADING SYMBOL: CVLY**

**NOTICE OF ANNUAL MEETING OF SHAREHOLDERS  
AND  
PROXY STATEMENT  
2005**

[www.peoplesbanknet.com](http://www.peoplesbanknet.com)

---

**PROXY STATEMENT**

Dated and to be mailed on or about March 31, 2005

**Codorus Valley Bancorp, Inc.  
Codorus Valley Corporate Center  
105 Leader Heights Road  
York, Pennsylvania 17403  
(717) 747-1519**

**ANNUAL MEETING OF SHAREHOLDERS  
TO BE HELD ON MAY 17, 2005**

TABLE OF CONTENTS

	PAGE
<u>NOTICE OF ANNUAL MEETING OF SHAREHOLDERS</u>	
<u>PROXY STATEMENT</u>	1

<u>GOVERNANCE OF THE CORPORATION</u>	2
<u>ELECTION OF DIRECTORS</u>	4
<u>SHARE OWNERSHIP</u>	6
<u>COMPENSATION AND PLAN INFORMATION</u>	8
<u>COMPENSATION COMMITTEE REPORT ON EXECUTIVE COMPENSATION</u>	14
<u>REPORT OF THE AUDIT COMMITTEE</u>	16
<u>SHAREHOLDER RETURN PERFORMANCE GRAPH</u>	18
<u>SECTION 16(a) BENEFICIAL OWNERSHIP REPORTING COMPLIANCE</u>	19
<u>INDEPENDENT CERTIFIED PUBLIC ACCOUNTANTS</u>	19
<u>ADDITIONAL INFORMATION</u>	19
<u>OTHER MATTERS</u>	19

---

**CODORUS VALLEY BANCORP, INC.  
CODORUS VALLEY CORPORATE CENTER  
105 LEADER HEIGHTS ROAD  
YORK, PENNSYLVANIA 17403**

**NOTICE OF ANNUAL MEETING OF SHAREHOLDERS  
TO BE HELD ON MAY 17, 2005**

TO THE SHAREHOLDERS OF CODORUS VALLEY BANCORP, INC.:

NOTICE IS HEREBY GIVEN that the Annual Meeting of the Shareholders of Codorus Valley Bancorp, Inc. will be held at the Codorus Valley Corporate Center, 105 Leader Heights Road, York, Pennsylvania, on Tuesday, May 17, 2005, at 9:00 a.m., prevailing time, for the purpose of considering and voting upon the following matters:

1. To elect three Class C directors, each to serve for a three-year term and until their successors are elected and qualified; and
2. To transact such other business as may properly come before the meeting and any adjournment or postponement thereof.

## Edgar Filing: CODORUS VALLEY BANCORP INC - Form DEF 14A

Only those shareholders of record at the close of business on March 10, 2005 are entitled to notice of and to vote at the meeting.

Please promptly complete, date and sign the enclosed proxy and return it in the enclosed postpaid envelope. We cordially invite you to attend the meeting. Your proxy is revocable, and you may withdraw it at any time. You may deliver notice of revocation or deliver a later dated proxy to the Secretary of the Corporation before the vote at the meeting.

We enclose, among other things, a copy of the 2004 Annual Report of Codorus Valley Bancorp, Inc.

BY ORDER OF THE BOARD OF DIRECTORS

Harry R. Swift, Esquire  
Secretary

York, Pennsylvania  
March 31, 2005

**YOUR VOTE IS IMPORTANT.  
PLEASE COMPLETE, SIGN, DATE AND RETURN YOUR PROXY CARD.**

---

### PROXY STATEMENT

#### Introduction

This Proxy Statement is furnished in connection with the solicitation of proxies by Codorus Valley Bancorp, Inc., on behalf of the Board of Directors (the Board), for the 2005 Annual Meeting of Shareholders. This Proxy Statement and the related proxy card are being distributed on or about March 31, 2005.

Codorus Valley Bancorp, Inc. will bear the expense of soliciting proxies. In addition to the use of the mail, directors, officers and employees of the Corporation and its subsidiaries may, without additional compensation, solicit proxies.

The Annual Meeting of Shareholders will be held on Tuesday, May 17, 2005, at 9:00 a.m. at the Codorus Valley Corporate Center, 105 Leader Heights Road, York, Pennsylvania. Shareholders of record at the close of business on March 10, 2005 are entitled to vote at the meeting.

At the annual meeting, shareholders will vote to:

- Elect three (3) Class C directors, each to serve for a three-year term; and
- Transact any other business that may properly come before the meeting and any adjournment or postponement of the meeting.

#### Proxies and Voting Procedures

You can vote your shares by completing and returning a written proxy card. You can also vote in person at the meeting. Submitting your voting instructions by returning a proxy card will not affect your right to attend the meeting and will in no way limit your right to vote at the annual meeting if you later decide to attend in person.

If your shares are held in a stock brokerage account or by a bank or other nominee, you are considered the beneficial owner of shares held in street name, and these proxy materials are being forwarded to you by your broker or nominee, which is considered, with respect to those shares, the shareholder of record. As the beneficial owner, you have the right to direct your broker how to vote and you are also invited to attend

## Edgar Filing: CODORUS VALLEY BANCORP INC - Form DEF 14A

the meeting. However, because you are not the shareholder of record, you may not vote your street name shares in person at the meeting, unless you obtain a proxy executed in your favor, from the holder of record. Your broker or nominee has enclosed a voting instruction card for you to use in directing the broker or nominee how to vote your shares.

By properly completing a proxy, you appoint Mildred L. Lackey, George E. McCullough and Bernard F. Young as proxy holders to vote your shares as indicated on the proxy card. Any signed proxy card not specifying to the contrary will be voted **FOR** election of the nominees identified in this Proxy Statement.

You may revoke your written proxy by delivering written notice of revocation to Harry R. Swift, Esquire, Secretary of the Corporation, or by executing a later dated proxy and giving written notice of the revocation to Mr. Swift at any time before the proxy is voted at the meeting. Proxy holders will vote shares represented by proxies, if properly signed and returned to the Secretary, in accordance with instructions of shareholders.

Although the Board of Directors knows of no other business to be presented, in the event that any other matters are properly brought before the meeting, any proxy given pursuant to this solicitation will be voted in accordance with the recommendations of management.

1

---

If you are also a participant in the Codorus Valley Bancorp, Inc. Dividend Reinvestment and Stock Purchase Plan, the enclosed proxy will serve as a voting instruction card for your shares held in the Plan. Wells Fargo Bank, N.A., the Plan administrator, will vote your shares held in the Dividend Reinvestment and Stock Purchase Plan in the same manner as you indicate on your proxy card.

At the close of business on March 10, 2005, Codorus Valley Bancorp, Inc. had 2,995,271 shares of common stock, par value \$2.50 per share, issued and outstanding. Codorus Valley Bancorp, Inc.'s Articles of Incorporation authorize the Corporation to issue up to 10,000,000 shares of common stock, par value \$2.50 per share. In addition to the common stock, Codorus Valley Bancorp, Inc. has 1,000,000 shares of preferred stock authorized, no shares of which are issued and outstanding.

### **Quorum**

A majority of the outstanding shares of common stock, represented in person or by proxy, constitutes a quorum for the conduct of business. Under Pennsylvania law and Codorus Valley Bancorp, Inc.'s Bylaws, the presence of a quorum is required for each matter to be acted upon at the meeting. Votes withheld and abstentions are counted in determining the presence of a quorum for a particular matter. Broker non-votes are not counted in determining the presence of a quorum for a particular matter as to which the broker withheld authority. Each share is entitled to one vote on all matters submitted to a vote of the shareholders. Cumulative voting rights do not exist for the election of directors. All matters to be voted upon by the shareholders require the affirmative vote of a majority of shares present, in person or by proxy, at the annual meeting, except in cases where the vote of a greater number of shares is required by law or under Codorus Valley Bancorp, Inc.'s Articles of Incorporation or Bylaws. In the case of the election of directors, the candidates receiving the highest number of votes are elected. Votes withheld from a nominee and broker non-votes will not be cast for the nominee.

### **GOVERNANCE OF THE CORPORATION**

Our Board of Directors believes that the purpose of corporate governance is to ensure that we maximize shareholder value in a manner consistent with legal requirements and the highest standards of integrity. The Board has adopted and adheres to corporate governance practices that the Board and senior management believe promote this purpose, are sound and represent best practices. We continually review these governance practices, Pennsylvania law (the state in which we are incorporated), the rules and listing standards of the Nasdaq National Market and SEC regulations, as well as best practices suggested by recognized governance authorities.

Currently, our Board of Directors has eight members. Under the Nasdaq National Market standards for independence, D. Reed Anderson, Esquire, M. Carol Druck, MacGregor S. Jones, Rodney L. Krebs, Dallas L. Smith, Donald H. Warner, and Michael L. Waugh, meet the standards for independence. This constitutes a substantial majority of our Board of Directors. Only independent directors serve on our Audit Committee, Corporate Governance and Nominating Committee, and Compensation Committee.

## Meetings and Committees of the Board of Directors

The Board of Directors of the Corporation has an Audit Committee, a Compensation Committee, and a Corporate Governance and Nominating Committee.

**Audit Committee.** Members of the Audit Committee during 2004 were Dallas L. Smith, Chairman, D. Reed Anderson, Esquire, and Donald H. Warner. The Audit Committee met four times during 2004. The principal duties of the Audit Committee, as set forth in its charter, include reviewing

2

---

significant audit and accounting principles, policies and practices, reviewing performance of internal auditing procedures, reviewing reports of examination received from regulatory authorities, and appointing an independent certified public accountant.

We have no Audit Committee financial expert. We are actively searching for a financial expert. However, the Board of Directors believes that each Audit Committee member has sufficient knowledge in financial and auditing matters to serve on the Audit Committee. The Audit Committee has the authority to engage legal counsel or other experts or consultants as it deems appropriate to carry out its responsibilities.

**Compensation Committee.** The members of the Compensation Committee are D. Reed Anderson, Esquire, M. Carol Druck, MacGregor S. Jones, Rodney L. Krebs, Dallas L. Smith, Donald H. Warner, and Michael L. Waugh. All members of the Compensation Committee are independent (as independence is currently defined in NASD Rule 4200(a)(15)). The Compensation Committee met one time during 2004. The principal duties of the Compensation Committee include evaluating and approving compensation plans, policies and programs for the Corporation's officers and other highly compensated employees.

**Corporate Governance and Nominating Committee.** The Corporate Governance and Nominating Committee was formed in February of 2005. Members of the Corporate Governance and Nominating Committee are D. Reed Anderson, Esquire, M. Carol Druck, MacGregor S. Jones, Rodney L. Krebs, Dallas L. Smith, Donald H. Warner, and Michael L. Waugh. All members of the Corporate Governance and Nominating Committee are independent (as independence is currently defined in NASD Rule 4200(a)(15)). The principal duties of the Corporate Governance and Nominating Committee include developing and recommending to the Board criteria for selecting qualified director candidates, identifying individuals qualified to become Board members, evaluating and selecting, or recommending to the Board, director nominees for each election of directors, considering committee member qualifications, appointment and removal, recommending codes of conduct and codes of ethics applicable to the Corporation, and providing oversight in the evaluation of the Board and each committee.

The Corporate Governance and Nominating Committee has no formal process for considering director candidates recommended by shareholders, but its policy is to give due consideration to any and all such candidates. If a shareholder wishes to recommend a director candidate, the shareholder should mail the name, background and contact information for the candidate to the Corporate Governance and Nominating Committee at the Corporation's offices at the Codorus Valley Corporate Center, 105 Leader Heights Road, York, Pennsylvania 17403. The Corporate Governance and Nominating Committee intends to develop a process for identifying and evaluating all nominees for director, including any recommended by shareholders, and minimum requirements for nomination. The Corporate Governance and Nominating Committee has a written charter that was attached to the proxy statement for the 2004 Annual Meeting of Shareholders.

**The Board of Directors.** The Board of Directors of Codorus Valley Bancorp, Inc. met fifteen (15) times during 2004. There were a total of twenty-eight (28) meetings of the Board of Directors of PeoplesBank, A Codorus Valley Company in 2004. All directors attended at least 75% of the meetings of the Board of Directors and of the various committees on which they served. While the Corporation has no formal policy in place, Directors are strongly encouraged to attend the Annual Meeting of Shareholders. All of our Directors attended the 2004 Annual Meeting of Shareholders and we expect that they will all attend this year's meeting.

The Board of Directors does not have a formal process for shareholders to send communications to the Board. Due to the infrequency of shareholder communications to the Board of Directors, the Board does not believe that a formal process is necessary. All members of the Board are visible members of the community who can be readily contacted by any shareholder.



### **Nomination of Directors**

Article 10, Section 10.1 of Codorus Valley Bancorp, Inc.'s Bylaws requires that nominations, including those made by or on behalf of the existing management of Codorus Valley Bancorp, Inc., be made pursuant to timely notice in writing to the Secretary. To be timely, a shareholder's notice must be delivered to or received at the principal executive offices of the Corporation not less than 90 days prior to the one year anniversary date of the preceding meeting of shareholders called to elect directors. The notice must also provide the specific information required by Section 10.1. The Board is required to determine whether nominations have been made in accordance with the requirements of the Bylaws. If they determine that a nomination was not made in accordance with the Bylaws, the shareholder will be given an opportunity to cure any deficiency in accordance with the Bylaws. You may obtain a copy of the Corporation's Bylaws by writing to Harry R. Swift, Esquire, Secretary, Codorus Valley Bancorp, Inc., Codorus Valley Corporate Center, 105 Leader Heights Road, York, Pennsylvania 17403. A copy of our Bylaws has been filed with the Securities and Exchange Commission as an exhibit to Form 8-K filed March 29, 2001.

### **Submission of Shareholder Proposals**

If a shareholder wants us to include a proposal in our Proxy Statement for presentation at our 2006 Annual Meeting of Shareholders, the proposal must be received by us at our principal executive offices at Codorus Valley Bancorp, Inc., Codorus Valley Corporate Center, 105 Leader Heights Road, York, PA 17403 no later than December 2, 2005.

If a shareholder proposal is submitted to the Corporation after December 2, 2005, it is considered untimely; and, although the proposal may be considered at the annual meeting, it may not be included in the Corporation's 2006 Proxy Statement. The proposal must be delivered to our principal executive offices at Codorus Valley Bancorp, Inc., Codorus Valley Corporate Center, 105 Leader Heights Road, York, PA 17403, to the attention of our Corporate Secretary. We are not required to include any proposal received after December 2, 2005 in our proxy materials for the 2006 Annual Meeting.

## **ELECTION OF DIRECTORS**

Codorus Valley Bancorp, Inc.'s Bylaws provide that the Board of Directors consists of not less than five (5) or more than twenty-five (25) persons. The Board of Directors is also divided into three classes. Each class consists, as nearly as possible, of one-third of the directors. The Bylaws also provide that the directors of each class be elected for a term of three years, so that the term of office of one class of directors expires at the annual meeting each year. The Board of Directors determines the number of directors in each class.

A majority of the Board of Directors may increase the number of directors between meetings of the shareholders. Any vacancy occurring on the Board of Directors, whether due to an increase in the number of directors, resignation, retirement, death or any other reason, may be filled by appointment by the remaining directors. Any director who is appointed to fill a vacancy holds office until the expiration of the term of the class of directors to which he or she was appointed. There is a mandatory retirement provision in the Bylaws that provides for the retirement of directors at age 70.

## Edgar Filing: CODORUS VALLEY BANCORP INC - Form DEF 14A

The Board of Directors has fixed the number of directors at eight. There are three nominees for the Board of Directors for election at the 2005 Annual Meeting. The Board of Directors has nominated the following three persons for election to the Board of Directors each for a three year term:

Nominees for Class C Directors  
For a Term of Three Years Until 2008

D. Reed Anderson, Esquire  
MacGregor S. Jones  
Larry J. Miller

Each of the nominees presently serves as a director.

In the event that any of the nominees are unable to accept nomination or election, proxy holders will vote proxies given pursuant to this solicitation in favor of other persons recommended by management. The Board of Directors has no reason to believe that any of its nominees will be unable to serve as a director if elected.

### Information about Nominees and Continuing Directors

Information, as of March 10, 2005, concerning the three nominees to the Board of Directors and five continuing directors, appears below.

<u>Name and Age</u>	<u>Director Since</u>	<u>Principal Occupation for the Past Five Years and Positions Held with Codorus Valley Bancorp, Inc. and Subsidiaries</u>
<u>Nominees Class C For a Term of Three Years until 2008</u>		
D. Reed Anderson, Esquire (62)	1994	Attorney-at-Law, Stock and Leader; and Director of Codorus Valley Bancorp, Inc. and PeoplesBank, A Codorus Valley Company
MacGregor S. Jones (59)	1993	Retired Automobile Dealer; and Director, Codorus Valley Bancorp, Inc., and PeoplesBank, A Codorus Valley Company
Larry J. Miller (53)	1986	President, Chief Executive Officer, Vice Chairman and Director, Codorus Valley Bancorp, Inc. and PeoplesBank, A Codorus Valley Company
<u>Class A Continuing Directors until 2006</u>		
Rodney L. Krebs (64)	1988	President, Springfield Contractors, Inc. (a heavy equipment/earth moving firm); Chairman and Director, Codorus Valley Bancorp, Inc. and PeoplesBank, A Codorus Valley Company
Dallas L. Smith (59)	1986	President, Bruce V. Smith, Inc. (a retail furniture corporation); and Director, Codorus Valley Bancorp, Inc. and PeoplesBank, A Codorus Valley Company

Edgar Filing: CODORUS VALLEY BANCORP INC - Form DEF 14A

Name and Age	Director Since	Principal Occupation for the Past Five Years and Positions Held with Codorus Valley Bancorp, Inc. and Subsidiaries
<u>Class B – Continuing Directors until 2007</u>		
M. Carol Druck (56)	1988	Realtor, Morgan-Collins, Inc.; President, Druck Realty, Inc.; and Director, Codorus Valley Bancorp, Inc. and PeoplesBank, A Codorus Valley Company
Donald H. Warner (66)	1990	President, Warners Motor Express, Inc. (moving and storage company); Vice President, Codorus Valley Bancorp, Inc., 1993-2002; and Director, Codorus Valley Bancorp, Inc. and PeoplesBank, A Codorus Valley Company
Michael L. Waugh (49)	2002	State Senator, 28th District of the Commonwealth of Pennsylvania; and Director, Codorus Valley Bancorp, Inc. and PeoplesBank, A Codorus Valley Company

**SHARE OWNERSHIP**

**Principal Holders**

The following table shows, to the best of our knowledge, those persons or entities who owned of record or beneficially, on March 10, 2005, more than 5% of the outstanding Codorus Valley Bancorp, Inc. common stock.

Beneficial ownership of Codorus Valley Bancorp, Inc. common stock was determined in accordance with Securities and Exchange Commission Rule 13d-3, which provides that a person should be credited with the ownership of any stock held, directly or indirectly, through any contract, arrangement, understanding, relationship, or otherwise has or shares:

- Voting power, which includes power to vote or to direct the voting of the stock; or
- Investment power, which includes the power to dispose of or direct the disposition of the stock; or
- The right to acquire beneficial ownership within 60 days after March 10, 2005.

Name and Address of Beneficial Owner	Amount and Nature of Beneficial Ownership	Percent of Class
PeoplesBank, A Codorus Valley Company Trust and Investment Services Division Codorus Valley Corporate Center 105 Leader Heights Road York, PA 17403	238,996 <sup>(1)</sup>	8.0%

<sup>(1)</sup> 129,908 shares of common stock beneficially owned by the Bank are held in its fiduciary capacity. The Bank has sole voting and dispositive power over these shares of common stock. 33,693 shares of common stock beneficially owned by the Bank are shares for which the Bank exercises shared dispositive power and sole voting power. 19,533 shares of common stock beneficially owned by the Bank are shares for which the Bank exercises sole voting power and no dispositive power. 54,012 shares of common stock beneficially owned by the Bank are shares for which the Bank exercises shared voting power and shared dispositive power. 1,850 shares of common stock beneficially owned by the Bank are shares for which the Bank has shared voting and shared dispositive power. The Bank, in its fiduciary capacity, intends to cast all shares under its control FOR the election of the nominees for Class C Director.

**Beneficial Ownership of Executive Officers, Directors and Nominees**

The following table shows, as of March 10, 2005, the amount and percentage of Codorus Valley Bancorp, Inc. common stock beneficially owned by each director, each nominee, each named executive officer and all directors, nominees and executive officers of the Corporation as a group.

Beneficial ownership of shares of Codorus Valley Bancorp, Inc. common stock is determined in accordance with Securities and Exchange Commission Rule 13d-3, which provides that a person should be credited with the ownership of any stock held, directly or indirectly, through any contract, arrangement, understanding, relationship, or who otherwise has or shares:

Voting power, which includes the power to vote or to direct the voting of the stock; or  
Investment power, which includes the power to dispose or direct the disposition of the stock; or  
The right to acquire beneficial ownership within 60 days after March 10, 2005.

Unless otherwise indicated in a footnote appearing below the table, all shares reported in the table below are owned directly by the reporting person. The number of shares owned by the directors, nominees and executive officers is rounded to the nearest whole share. The percentage of all Codorus Valley Bancorp, Inc. common stock owned by each director, nominee or executive officer is less than 1% unless otherwise indicated.

Name of Individual or Identity of Group	Amount and Nature of Beneficial Ownership	Percent of Class
<u>Directors and Nominees</u>		
D. Reed Anderson, Esquire	20,579 <sup>(1)</sup>	%
M. Carol Druck	20,138 <sup>(2)</sup>	%
MacGregor S. Jones	40,712 <sup>(3)</sup>	1.36%
Rodney L. Krebs	31,037 <sup>(4)</sup>	1.04%
Larry J. Miller	86,372 <sup>(5)</sup>	2.88%
Dallas L. Smith	22,440 <sup>(6)</sup>	%
Donald H. Warner	13,897 <sup>(7)</sup>	%
Michael L. Waugh	110	%
<u>Other Named Executives</u>		
Diane E. Hill, CPA	4,341 <sup>(8)</sup>	%
Harry R. Swift, Esquire	3,914 <sup>(9)</sup>	%
Jann Allen Weaver, CPA	8,769 <sup>(10)</sup>	%
All Officers and Directors as a Group (11 persons)	252,309 <sup>(11)</sup>	8.42%

(1) Includes 4,555 shares held in Mr. Anderson's 401(k) plan and non-qualified stock options of 14,864.

(2) Includes 3,729 shares held jointly with Mrs. Druck's spouse, 635 shares held in trust for her grandchildren and non-qualified stock options of 14,864.

(3) Includes 7,300 shares held in Mr. Jones' IRA, 17,298 shares held jointly with his spouse, 2,745 shares held individually in his spouse's IRA and non-qualified stock options of 12,433.

(4) Includes 4,161 shares held in Mr. Krebs' IRA, 9,188 shares held jointly with his spouse and non-qualified stock options of 14,864.

- (5) Includes 10,470 shares held jointly with Mr. Miller's spouse, 325 shares held jointly with his mother, 852 shares held jointly with his daughter, 852 shares held jointly with his son, 915 shares held in Mr. Miller's IRA and incentive stock options of 71,725.
- (6) Includes 553 shares held in Mr. Smith's spouse's IRA and non-qualified stock options of 14,864.
- (7) Includes 561 shares held in Mr. Warner's IRA, and non-qualified stock options of 12,659.
- (8) Includes 148 shares held jointly with Mrs. Hill's spouse, and incentive stock options of 4,193.
- (9) Represents Mr. Swift's incentive stock options of 3,914.
- (10) Includes 437 shares held jointly with Mr. Weaver's spouse, and incentive stock options of 8,332.
- (11) Includes 39,395 shares reported in Schedule 13 G, as amended, of the Trust and Investment Services Division of PeoplesBank, A Codorus Valley Company (25,131 shares are held for the benefit of MacGregor S. Jones, 13,349 shares are held for the benefit of Rodney L. Krebs, and 915 shares held for the benefit of Larry J. Miller.)

### Executive Officers

The following table provides information, as of March 10, 2005, about the Corporation's executive officers.

Name	Age	Principal Occupation For the Past Five Years and Position Held with Codorus Valley Bancorp, Inc. and Subsidiaries
Larry J. Miller	53	President and Chief Executive Officer and Vice Chairman of the Board, Codorus Valley Bancorp, Inc. and PeoplesBank, a Codorus Valley Company
Harry R. Swift, Esquire	57	Vice President and Secretary, Codorus Valley Bancorp, Inc.; General Counsel, Executive Vice President and Cashier, PeoplesBank, a Codorus Valley Company
Diane E. Hill, CPA	34	Vice President and Auditor, Codorus Valley Bancorp, Inc. and PeoplesBank, a Codorus Valley Company
Jann Allen Weaver, CPA	55	Treasurer/Assistant Secretary, Codorus Valley Bancorp, Inc.; Executive Vice President and Chief Financial Officer, PeoplesBank, a Codorus Valley Company

### COMPENSATION AND PLAN INFORMATION

#### Executive Compensation

The following table summarizes the total compensation for each of the last three years for Larry J. Miller, Codorus Valley Bancorp Inc.'s President, Chief Executive Officer and Vice Chairman, Harry R. Swift, Esquire, Codorus Valley Bancorp, Inc.'s Vice President and Secretary, and Jann Allen Weaver, CPA, Codorus Valley Bancorp, Inc.'s Treasurer. These individuals are referred to as the Named Executive Officers.

## SUMMARY COMPENSATION TABLE

Name and Principal Position	Year	Annual Compensation			Long-Term Compensation			
		Salary (\$)	Bonus (\$)	Other Annual Compensation (\$)	Awards		Payouts	
					Restricted Stock Awards (\$)	Securities Underlying Options/SARs (#) <sup>(1)</sup>	LTIP Payouts (\$)	All Other Compensation (\$) <sup>(2)(3)(4)(5)(6)</sup>
Larry J. Miller, President, Chief Executive Officer and Vice Chairman of the Corporation and the Bank	2004	200,000	15,000	0	0	10,000	0	58,046
	2003	202,500 <sup>(7)</sup>	8,000	0	0	0	0	58,782
	2002	194,365	0	0	0	0	0	59,285
Harry R. Swift, Esquire, Secretary, and Vice President of the Corporation and General Counsel, Executive Vice President and Cashier of the Bank	2004	166,000	7,500	0	0	2,000	0	29,059
	2003	168,577 <sup>(8)</sup>	6,000	0	0	0	0	29,492
	2002	156,481	250	0	0	0	0	29,700
Jann Allen Weaver, CPA, Treasurer/Assistant Secretary of the Corporation and Executive Vice President and Chief Financial Officer of the Bank	2004	95,000	4,500	0	0	2,000	0	18,964

<sup>(1)</sup> As adjusted for all stock dividends distributed through December 31, 2004.

<sup>(2)</sup> Includes Bank contributions to the 401(k) plan on behalf of Mr. Miller of \$5,850, \$6,000, and \$5,500 for 2004, 2003 and 2002, respectively. Bank contributions to the 401(k) plan on behalf of Mr. Weaver of \$2,850 for 2004.

<sup>(3)</sup> Includes imputed income for Officer Group Term Replacement Plan for: Mr. Miller in the amount of \$778, \$714, and \$658 for 2004, 2003 and 2002, respectively; Mr. Swift in the amount of \$953, \$841, and \$748 for 2004, 2003 and 2002, respectively; and Mr. Weaver in the amount of \$459 for 2004.

## Edgar Filing: CODORUS VALLEY BANCORP INC - Form DEF 14A

- (4) Includes the payment for Mr. Miller's vehicle valued at \$2,220, \$2,870 and \$2,245 for 2004, 2003 and 2002, respectively; payment for Mr. Swift's vehicle valued at \$4,576, \$4,192, and \$4,550 for 2004, 2003 and 2002, respectively. Also includes payments for Well Days program to Mr. Miller of \$3,750, \$3,750, and \$3,750 for 2004, 2003 and 2002, respectively; payments for Well Days program to Mr. Weaver of \$1,827.
- (5) Includes a vacation payout to Mr. Swift of \$929 in 2003.
- (6) Includes allocations under the Supplemental Executive Retirement Plan for: Mr. Miller in the amount of \$45,448, \$45,448, and \$47,132 for 2004, 2003 and 2002, respectively; Mr. Swift in the amount of \$23,530, \$23,530, and \$24,402 for 2004, 2003 and 2002, respectively; and Mr. Weaver in the amount of \$13,828 for 2004.
- (7) Mr. Miller's base pay in 2003 was \$195,000. However, due to an extra pay period in 2003, Mr. Miller was paid an additional \$7,500.
- (8) Mr. Swift's base pay in 2003 was \$161,000. However, due to an extra pay period in 2003, Mr. Swift was paid an additional \$6,192 and due to a change in salary administration, an adjustment of \$1,385 was paid.

### Option Grants in Last Fiscal Year

Codorus Valley Bancorp, Inc. granted stock options under its 2000 Stock Incentive Plan to its named executive officers during 2004 as shown in the table below. The options were granted on June 22, 2004. The exercise price is adjustable in the event of any change in the number of issued and outstanding shares that results from a stock split, reverse stock split, payment of a stock dividend or any other change in the capital structure of the corporation.

The following table sets forth certain information concerning individual grants during 2004 to the named executives:

Name	Number of Securities Underlying Options Granted	% Of Total Options Granted to Employees in Fiscal Year	Exercise or Base Price (\$/Sh)	Expiration Date	Potential Realizable Value at Assumed Annual Rates of Stock Price Appreciation for Option Term	
					5% (\$)	10% (\$)
Larry J. Miller	10,000	31.3%	19.75	06/22/2014	124,200	314,800
Harry R. Swift, Esquire	2,000	6.3%	19.75	06/22/2014	24,840	62,960
Jann Allen Weaver, CPA	2,000	6.3%	19.75	06/22/2014	24,840	62,960

The assumed annual rates of appreciation of 5% and 10% would result in the price of the Corporation's stock increasing to \$32.17 and \$51.23, respectively at the end of the option's term.

**Aggregated Option Exercises in Last Fiscal Year and Fiscal Year-End Option Values**

The following table summarizes option exercises during 2004 by the Named Executive Officers and presents the value of their unexercised options at December 31, 2004:

Name	Shares Acquired on Exercise (#)	Value Realized (\$)	Number of Securities Underlying Unexercised Options at Fiscal Year-End (#) <sup>(1)</sup> Exercisable/Unexercisable	Value of Unexercised In-The-Money Options at Fiscal Year-End (\$) <sup>(2)</sup> Exercisable/Unexercisable
Larry J. Miller	0	0	71,725/13,848	484,561/25,460
Harry R. Swift, Esquire	1,654	12,380	6,595/0	24,355/0
Jann Allen Weaver, CPA	0	0	8,332/0	35,848/0

<sup>(1)</sup> Adjusted for all stock dividends distributed through December 31, 2004.

<sup>(2)</sup> The fair market value of the Corporation's common stock on December 31, 2004 was \$19.25 per share.

The column "Value Realized" shows the difference between the fair market value of the underlying security on the date of exercise and the exercise price of the options exercised, if any options were exercised. "In-The-Money Options" are stock options where the market price of the underlying common shares exceeded the exercise price at December 31, 2004. The value of these options is determined by subtracting the total exercise price from the total fair market value of the underlying common shares on December 31, 2004.

**Securities Authorized for Issuance under Equity Compensation Plans**

The following table discloses the number of outstanding options, warrants and rights granted by the Corporation to participants in equity compensation plans, as well as the number of securities remaining available for future issuance under these plans. The table provides this information separately for equity compensation plans that have and have not been approved by security holders.

(A)(#)	(B)(\$)	(C)(#)
Number of Securities to be Issued Upon Exercise of Outstanding Options, Warrants and Rights <sup>(1)</sup>	Weighted Average Exercise Price of Outstanding Options, Warrants and Rights <sup>(1)</sup>	Number of Securities Remaining Available for Future Issuance Under Equity Compensation Plans Excluding Securities Reflected in Column (A) <sup>(1)</sup>
235,659	14.33	68,868



## Edgar Filing: CODORUS VALLEY BANCORP INC - Form DEF 14A

Equity Compensation Plans Approved by Shareholders<sup>(2)</sup>

Equity Compensation Plans Not Approved by Shareholders<sup>(3)</sup>

	<u>n/a</u>	<u>n/a</u>	<u>11,310</u>
Totals	<u>235,659</u>	<u>14.33</u>	<u>80,178</u>

(1) As adjusted for stock dividends distributed through December 31, 2004.

(2) Includes shares issued under Codorus Valley Bancorp, Inc.'s 1996 Stock Incentive Plan, 1998 Independent Directors' Stock Option Plan and 2000 Stock Incentive Plan.

(3) Includes shares available for issuance under the Employee Stock Bonus Plan.

### Stock Incentive Plans

Codorus Valley Bancorp, Inc. maintains 1996 and 2000 Stock Incentive Plans. The purpose of the Stock Incentive Plans is to advance the development, growth and financial condition of Codorus Valley Bancorp, Inc. and its subsidiaries. The plans provide incentives through participation in the appreciation of capital stock of the Corporation in order to secure, retain and motivate personnel responsible for the operation and management of Codorus Valley Bancorp, Inc. and its subsidiaries.

The plans provide for awards of qualified stock options and non-qualified stock options to officers and other employees. The Board of Directors' Compensation Committee, consisting exclusively of non-employee directors, administers the 2000 Stock Incentive Plan and the full Board administers the 1996 Stock Incentive Plan. Persons eligible to receive awards under the Stock Incentive Plans are those key officers and other management employees of the Corporation and its subsidiaries as determined by the Committee.

The Corporation granted no options under the 1996 Stock Incentive Plan, but did grant 33,000 options under the 2000 Stock Incentive Plan during 2004. There were 7,749 options exercised during 2004, as adjusted for stock dividends. At December 31, 2004, there were no further shares available for future grants under the 1996 Stock Incentive Plan and 68,868 options available for future issuance under the 2000 Stock Incentive Plan.

### Employee Stock Bonus Plan

In 2001, the Corporation implemented an Employee Stock Bonus Plan, administered by non-employee members of the Corporation's Board of Directors, under which the Corporation may issue shares of its common stock to employees as performance based compensation. As of December 31, 2004, 11,310 shares of common stock were reserved for possible issuance under this plan, subject to future adjustment in the event of specified changes in the Corporation's capital structure. Under the Employee Stock Bonus Plan, 26 shares of stock were issued during 2004.

### 401(k) Retirement Plan

The Bank maintains and sponsors a defined contribution 401(k) savings and investment plan. The 401(k) plan is administered by a committee which is appointed by the Board of Directors. The 401(k) plan is subject to the Internal Revenue Code of 1986 and to the regulations promulgated thereunder. Participants are entitled to certain rights and protection under the Employee Retirement Income Security Act of 1974.

## Edgar Filing: CODORUS VALLEY BANCORP INC - Form DEF 14A

Each Bank employee who attains the age of 21 and successfully completes any probationary period(s), and if a part time employee completes 1,000 hours of service per year, may participate in the 401(k) plan. An eligible employee may elect to contribute certain portions of salary, wages, bonus (other than year-end bonus), or other direct remuneration to the 401(k) plan. Generally, eligible employees may not contribute more than 20% of their compensation. In 2004, 2003, and 2002, the Bank matched 50% of the first 6% of the employee's contributions. The Bank's contributions to the 401(k) plan for each participant vest in 3 years from plan enrollment. The employee's contributions to the 401(k) plan vest immediately. The Bank incurred expenses of \$92,000, \$109,000, and \$94,000, for financial reporting purposes during 2004, 2003, and 2002, respectively, in connection with the 401(k) plan.

### Employment Agreements

In 1993, the Corporation, the Bank and Larry J. Miller, President and Chief Executive Officer of the Corporation and the Bank, entered into an employment agreement for a term of 3 years, which term renews automatically for an additional 12 months at the end of each calendar year unless the Corporation and the Bank provide written notice to Mr. Miller of non-renewal. The agreement specifies Mr. Miller's positions and duties, compensation and benefits, and indemnification and termination provisions. The agreement also contains a non-competition provision and a confidentiality provision.

Under the terms of his employment agreement, Mr. Miller serves as the President and Chief Executive Officer of the Corporation and of the Bank and as a member of the Boards of Directors of the Corporation and of the Bank. Pursuant to his employment agreement, Mr. Miller was entitled to an annual direct salary of \$200,000 in 2004. This salary may be increased in subsequent years as the Boards of Directors of the Corporation and the Bank deem appropriate. In addition, the Boards of Directors have discretion to pay a periodic bonus to Mr. Miller. Mr. Miller is not entitled to receive director's fees or other compensation for serving on the Corporation's or the Bank's Board of Directors or their committees. Mr. Miller is also entitled to receive the employee benefits made available to Bank employees and to use a vehicle provided by the Bank.

As amended in October 1997, the agreement with Mr. Miller provides that if his employment is terminated by the Corporation or the Bank due to death, disability or for cause, then he is entitled to the full annual direct salary through the date of termination. If Mr. Miller's employment is terminated by the Corporation or the Bank other than pursuant to death, disability or for cause, then he is entitled to his full annual direct salary from the date of termination through the last day of the term of the agreement, or an amount equal to his current annual direct salary, whichever is greater. If Mr. Miller terminates his employment for good reason, then he is entitled to an amount equal to his direct annual salary. As amended in 1997, if Mr. Miller's employment is terminated as a result of a change in control of the Corporation and the Bank, he is entitled to receive a lump sum payment equal to 2.99 times his then current direct annual salary and will continue his eligibility to participate in all employee benefit plans and programs in which he was previously entitled to participate.

### Change of Control Agreements

On October 1, 1997, the Corporation, the Bank and Harry R. Swift, Esquire, Secretary and Vice President of the Corporation and General Counsel, Executive Vice President and Cashier of the Bank, entered into a change of control agreement that provides certain benefits to Mr. Swift in the event of a

change of control of the Corporation or the Bank or other specified event. The initial term of the agreement is 39 months and each subsequent term consists of a 36 month period, which term automatically renews for an additional 12 months at the end of each calendar year unless the Corporation and the Bank provide written notice to Mr. Swift of non-renewal. The agreement specifies payments upon termination as of the date of the change of control at not less than 2 times Mr. Swift's then current annual direct salary.

On October 1, 1997, the Corporation, the Bank and Jann Allen Weaver, CPA, Treasurer/Assistant Secretary of the Corporation and Executive Vice President and Chief Financial Officer of the Bank, entered into a change of control agreement that provides certain benefits to Mr. Weaver in the event of a change of control of the Corporation or the Bank or other specified event. The initial term of the agreement is 15 months and each subsequent term consists of a 12 month period, which term automatically renews for an additional 12 months at the end of each calendar year unless the Corporation and the Bank provide written notice to Mr. Weaver of non-renewal. The agreement specifies payments upon termination as of the date of the change of control at not less than 1 times Mr. Weaver's then current annual direct salary.

### Salary Continuation Agreements

On October 1, 1998, the Bank entered into salary continuation agreements with Larry J. Miller, Harry R. Swift, Esquire and Jann Allen Weaver, CPA. These agreements provide for certain payments to these named executives following the executive's normal retirement date and continuing for 239 months for Mr. Miller, 179 months for Messrs. Swift and Weaver. The agreements contain provisions for early retirement, disability benefits, death benefits and payments on specified changes of control. The agreements also contain non-competition provisions.

### Group Term Life Insurance

In 1998, the Bank provided group term life insurance replacement plans for specific executive officers. These plans are the funding vehicle for payments to the executives upon certain specified events. The specified events include a change of control and the executive's normal retirement. In addition, the Bank provided director approved group term life insurance replacement plans for the benefit of the Corporation's directors. These plans provide for payments to accrue to the directors following termination of their service as a member of the Board of Directors. These plans replaced, in part, other insurance coverages.

### Directors Compensation

In 2004, members of the Corporation's Board of Directors were not paid for attendance at board meetings or committee meetings. The Bank does not compensate employee directors for attendance at Board of Directors meetings or committee meetings.

In 2004, the Bank's non-employee directors were compensated for their services rendered as follows:

- a monthly retainer of \$800;
- directors' fees of \$450 for each regular or special meeting attended; and
- committee meeting fees paid at the rate of \$150 per hour for attendance on days the Board met in session, and \$150 per hour for attendance on any other day.

The Bank's Chairman of the Board received a monthly retainer of \$900 in 2004. In addition, the Bank paid life insurance premiums on behalf of the non-employee Bank directors, which totaled \$2,994 in 2004. In the aggregate, the Bank paid \$165,579 to the Board of Directors in 2004.

### *Independent Directors' Deferred Compensation Plan*

The Corporation maintains a deferred compensation plan for non-employee, or independent directors. Participants may elect to defer receipt of compensation in order to gain certain tax benefits under Internal Revenue Code Section 451. This plan is not funded by the Corporation.

### *Independent Directors' Stock Option Plan*

The Corporation maintains the Codorus Valley Bancorp, Inc. 1998 Independent Directors' Stock Option Plan. The Corporation's shareholders approved the plan at the 1998 annual meeting and the Board of Directors originally reserved 100,000 shares, or 134,009 shares as of December 31, 2004 as adjusted for stock dividends, for issuance under the plan. The purposes of the plan are to advance the Corporation's and the Bank's development, growth and financial condition by providing additional incentives to non-employee members of the Corporation's Board of Directors by encouraging them to acquire stock ownership in the Corporation and to secure, retain and motivate non-employee directors.

Directors who are not employees of the Corporation or its subsidiaries are eligible to receive awards under the plan. Pursuant to the terms of the plan, each non-employee director who attended at least 75% of the total number of Board of Directors and committee meetings during the previous fiscal year is granted non-qualified stock options at each annual reorganization meeting of the Corporation. The first award under the plan was made at the 1998 organization meeting. The purchase price of common stock subject to each stock option granted is the fair market value at the time of grant. The recipient may exercise these stock options for ten years from the grant date. As of December 31, 2004, the

## Edgar Filing: CODORUS VALLEY BANCORP INC - Form DEF 14A

Corporation had granted all 134,009 stock options available for issuance under this plan, as adjusted for applicable stock dividends and/or stock splits. This aggregate amount includes stock options that may have been cancelled and/or exercised prior to December 31, 2004.

### Transactions with Directors and Executive Officers

Some of Codorus Valley Bancorp, Inc.'s directors and executive officers and the companies with which they are associated were customers of and had banking transactions with Codorus Valley Bancorp, Inc.'s subsidiary Bank during 2004. All loans and loan commitments made to them and to their companies were made in the ordinary course of business, on substantially the same terms, including interest rates, collateral and repayment terms, as those prevailing at the time for comparable transactions with other customers of the Bank, and did not involve more than a normal risk of collectibility or present other unfavorable features. Total loans to these persons at December 31, 2004, amounted to \$2,898,000. Codorus Valley Bancorp, Inc.'s subsidiary Bank anticipates that it will enter into similar transactions in the future.

## COMPENSATION COMMITTEE REPORT ON EXECUTIVE COMPENSATION

### Compensation Committee Report

The Compensation Committee of the Board of Directors sets executive compensation for the Corporation and its subsidiaries. In fulfilling its fiduciary duties, the Compensation Committee endeavors to act in the best long-term interests of the Corporation's shareholders, customers, and the communities served by the Corporation and its subsidiaries. To accomplish the Corporation's strategic goals and objectives, the Compensation Committee engages competent persons, who undertake to accomplish these objectives with integrity and with cost-effectiveness. The Compensation Committee fulfills part of its strategic mission through the compensation of these individuals. The Bank, the Corporation's wholly-owned financial subsidiary, provides compensation to the Bank's directors and employees.

14

---

The Corporation seeks to offer competitive compensation opportunities for all employees based on the individual's contribution and personal performance. The Compensation Committee (comprised of the individuals named below) administers the compensation program. The Compensation Committee seeks to establish a fair compensation policy to govern the executive officers' base salaries and incentive plans to attract and motivate competent, dedicated, and ambitious managers, whose efforts will enhance the Corporation's products and services and will result in improved profitability, increased dividends to the shareholders, and subsequent appreciation in the market value of the Corporation's shares.

The Compensation Committee reviews and annually approves the compensation of the Corporation's and the Bank's top executives, including the chief executive officer, executive vice presidents, senior vice presidents, and all other vice presidents. As a guideline in determining base salaries, the Compensation Committee uses information compiled from a Pennsylvania bank peer group. This peer group of banks with assets of \$300 million to \$500 million is different than the peer group used for the performance graph. The peer group on the performance graph includes bank holding companies and banks listed on NASDAQ, which may not be located in Pennsylvania. The Corporation uses Pennsylvania peer group banks because of common industry issues and competition for the same executive talent group.

The Compensation Committee does not deem Section 162(m) of the Internal Revenue Code (the IRC) to be applicable to the Corporation at this time. The Compensation Committee intends to monitor the future application of IRC Section 162(m) to the compensation paid to its executive officers; and, in the event that this section becomes applicable, the Compensation Committee intends to amend the Corporation's and the Bank's compensation policies to preserve the deductibility of the compensation payable under the policies.

### Chief Executive Officer's Compensation

The Board of Directors determined that the chief executive officer's 2004 compensation be set at \$200,000, which was appropriate in light of the following 2004 Codorus Valley Bancorp, Inc. major accomplishments: effectively implementing the Corporation's business and strategic plans, and achieving anticipated financial results. Additionally, the chief executive officer was actively and effectively involved in numerous community activities and served in leadership positions as immediate past chairman of the York County Economic Development Corporation, vice president of the York-Adams Council of the Boy Scouts of America, on the Board of Directors of Better York, Inc., on the Board of Directors and Executive Committee of the York Foundation, and a member of the Boards of Directors of the Cultural Alliance and the Farm and

Natural Land Trust of York County. No direct correlation exists between the chief executive officer's compensation, any change in the chief executive officer's compensation, and any of the above criteria, nor does the Board give any specific weight to any of the above individual criteria. The Board subjectively determines the chief executive officer's compensation based on a review of all relevant information.

### **Executive Officers Compensation**

The Board of Directors increased the 2004 compensation of the Corporation's and the Bank's executive officers by approximately 3.3% over 2003 compensation. The Board determined these increases based on its subjective analysis of the individual's contribution to the Corporation's strategic goals and objectives. In determining whether the strategic goals have been achieved, the Board considers numerous factors. Although the Board measured the performance and increases in compensation in light of these factors, no direct correlation exists between any specific criteria and an employee's compensation, nor does the Board, in its analysis, attribute specific weight to any such criteria. The Board makes a subjective determination after review of all relevant information, including the above.

15

---

In addition to base salary, the Corporation's and the Bank's executive officers may participate in annual and long-term incentive plans, including the Bank's 401(k) plan and the Corporation's stock incentive plan.

General labor market conditions, the individual's specific responsibilities and the individual's contributions to the Corporation's success influence total compensation opportunities available to the Corporation's and the Bank's executive officers. The Board reviews individuals annually and strives to offer compensation that is competitive with that offered by employers of comparable size in our industry. Through these compensation policies, the Corporation strives to meet its strategic goals and objectives to its constituencies and to provide compensation that is fair and meaningful to its executive officers.

This report is furnished by Codorus Valley Bancorp, Inc.'s Board of Directors, which performed the functions of a compensation committee. President Miller did not participate in the discussion or vote relating to his compensation.

Board of Directors

*D. Reed Anderson, Esquire*  
*M. Carol Druck*  
*MacGregor S. Jones*

*Rodney L. Krebs*  
*Dallas L. Smith*

*Donald H. Warner*  
*Michael L. Waugh*

### **REPORT OF THE AUDIT COMMITTEE**

The Audit Committee of the Board of Directors is comprised of directors who meet Nasdaq National Market standards for independence. The Audit Committee operates under a written charter adopted by the Board of Directors in February 2004.

The Audit Committee met with management periodically during the year to consider the adequacy of the Corporation's internal controls and the objectivity of its financial reporting. The Audit Committee discussed these matters with the Corporation's independent certified public accountants.

The Audit Committee met privately at its regular meetings with both the independent certified public accountants and the internal auditors, each of whom has unrestricted access to the Audit Committee.

The Audit Committee appointed and the Board approved Beard Miller Company LLP as the independent certified public accountants for the Corporation after reviewing the firm's performance and independence from management.

## Edgar Filing: CODORUS VALLEY BANCORP INC - Form DEF 14A

Management has primary responsibility for the Corporation's financial statements and the overall reporting process, including the Corporation's system of internal controls. The independent certified public accountants audited the annual financial statements prepared by management, expressed an opinion as to whether those financial statements fairly present the financial position, results of operations and cash flows of the Corporation in conformity with generally accepted accounting principles and discussed with the Audit Committee any issues they believe should be raised with the Audit Committee.

The Audit Committee reviewed with management and Beard Miller Company LLP, the Corporation's independent certified public accountants, the Corporation's audited financial statements and met separately with both management and Beard Miller Company LLP to discuss and review those financial statements and reports prior to issuance. Management has represented, and Beard Miller Company LLP has confirmed, to the Audit Committee, that the financial statements were prepared in accordance with generally accepted accounting principles.

16

The Audit Committee received from and discussed with Beard Miller Company LLP the written disclosure and the letter required by Independence Standards Board Standard No. 1 (Independence Discussions with Audit Committees). These items relate to that firm's independence from the Corporation. The Audit Committee also discussed with Beard Miller Company LLP matters required to be discussed by the Statement on Auditing Standards No. 61 (Communication with Audit Committees) of the Auditing Standards Board of the American Institute of Certified Public Accountants to the extent applicable. The Audit Committee monitored certified public accountant independence and reviewed audit and non-audit services performed by Beard Miller Company LLP.

In reliance on the reviews and discussions referred to above, the Committee recommended to the Board of Directors and the Board has approved that the audited financial statements be included in the Annual Report on Form 10-K for the year ended December 31, 2004, for filing with the Securities and Exchange Commission.

Aggregate fees billed to Codorus Valley Bancorp, Inc. by Beard Miller Company LLP for services rendered are presented below:

	Year Ended December 31,	
	2004	2003
Audit fees	\$ 64,087	\$ 59,210
Audit related fees	800	0
Tax fees	7,407	8,014
All other fees	0	0
Total fees	\$ 72,294	\$ 67,224

Audit fees include services for the audit of the consolidated financial statements and review of the quarterly financial statements included in the form 10-Qs and the annual form 10-K. Audit related fees relate to assistance with analysis of lease termination consequences and low income housing credit calculations. The tax fees for 2004 include the preparation of state and federal tax returns and assistance with IRS penalty abatement. Tax fees for 2003 include preparation of state and federal tax returns, assistance with a low income housing partnership and assistance with long-term care insurance.

The Audit Committee pre-approves all audit and permissible non-audit services provided by the independent certified public accountants. These services may include audit services, audit related services, tax services, and other services. The Audit Committee has adopted a policy for the pre-approval of services provided by the independent certified public accountants. Under the policy, pre-approval is generally provided for up to one year and any pre-approval is detailed as to the particular service or category of particular services on a case-by-case basis. The Audit committee approved all fees, including tax fees, during 2004 and 2003.

## Edgar Filing: CODORUS VALLEY BANCORP INC - Form DEF 14A

The Audit Committee has considered whether, and determined that, the provision of the non-audit services is compatible with maintaining Beard Miller Company LLP's independence.

### Audit Committee

Dallas L. Smith, Chairman  
D. Reed Anderson, Esquire  
Donald H. Warner

17

---

### SHAREHOLDER RETURN PERFORMANCE GRAPH

The following graph compares the yearly dollar change in the cumulative total shareholder return on Codorus Valley Bancorp, Inc.'s common stock against the cumulative total return of the SNL MidAtlantic Bank Index, and the Nasdaq Composite Index for the period of five fiscal years commencing January 1, 2000, and ending December 31, 2004. The graph shows the cumulative investment return to shareholders based on the assumption that a \$100 investment was made on December 31, 1999 in each of Codorus Valley Bancorp, Inc.'s common stock, the SNL MidAtlantic Bank Index, and the Nasdaq Composite Index. We computed returns assuming the reinvestment of all dividends. The shareholder return shown on the following graph is not indicative of future performance.

<i>Index</i>	<i>Period Ending</i>					
	<b>12/31/99</b>	<b>12/31/00</b>	<b>12/31/01</b>	<b>12/31/02</b>	<b>12/31/03</b>	<b>12/31/04</b>
Codorus Valley Bancorp, Inc.	100.00	97.41	90.49	109.85	162.93	161.62
NASDAQ Composite	100.00	60.82	48.16	33.11	49.93	54.49
SNL Mid-Atlantic Bank Index	100.00	122.55	115.49	88.82	126.29	133.75

Source: SNL Financial LC, Charlottesville,  
VA  
© 2005

18

---

**SECTION 16(a) BENEFICIAL  
OWNERSHIP REPORTING COMPLIANCE**

Section 16(a) of the Securities Exchange Act of 1934 requires Codorus Valley Bancorp, Inc.'s directors, executive officers and shareholders who beneficially own more than 10% of Codorus Valley Bancorp, Inc.'s outstanding equity stock to file initial reports of ownership and reports of changes in ownership of common stock and other equity securities of Codorus Valley Bancorp, Inc. with the Securities and Exchange Commission. Based on a review of copies of the reports we received, and on the statements of the reporting persons, we believe that all Section 16(a) filing requirements were complied with in a timely fashion during 2004, except for Senior Vice President Scott T. Weaver who filed one late Form 4 to report a transaction during 2004.

**INDEPENDENT CERTIFIED PUBLIC ACCOUNTANTS**

The Board of Directors has selected Beard Miller Company LLP as independent certified public accountants for the examination of its financial statements for the fiscal year ending December 31, 2005. Beard Miller Company LLP served as the Corporation's independent certified public accountants for the year ended December 31, 2004.

We expect a representative of Beard Miller Company LLP to be present at the Annual Meeting to respond to appropriate questions and to make a statement if the representative desires to do so.

**ADDITIONAL INFORMATION**

Any shareholder may obtain a copy of Codorus Valley Bancorp, Inc.'s Annual Report or Form 10-K for the year ended December 31, 2004, including the financial statements and related schedules and exhibits, required to be filed with the Securities and Exchange Commission, without charge, by submitting a written request to the Treasurer, Codorus Valley Bancorp, Inc., 105 Leader Heights Road, York, PA 17403. You may also view these documents on our website at [www.peoplesbanknet.com](http://www.peoplesbanknet.com), click the Investor Relations link, and then click on the SEC filings link.

**OTHER MATTERS**

The Board of Directors knows of no matters other than those discussed in this Proxy Statement that will be presented at the Annual Meeting. However, if any other matter should be properly presented for consideration and voting at the annual meeting or any adjournments of the meeting, the proxy holders will vote the proxies in what they determine to be the Corporation's best interests.



**CODORUS VALLEY BANCORP, INC.**

**ANNUAL MEETING OF SHAREHOLDERS**

**Tuesday, May 17, 2005  
9:00 a.m. Prevailing Time**

**CODORUS VALLEY CORPORATE CENTER  
105 Leader Heights Road  
York, PA 17403**

---

*Codorus Valley Bancorp, Inc.*

**PROXY**

---

**ANNUAL MEETING OF SHAREHOLDERS TO BE HELD ON MAY 17, 2005  
THIS PROXY IS SOLICITED ON BEHALF OF THE BOARD OF DIRECTORS**

The undersigned, as a holder of common stock of Codorus Valley Bancorp, Inc. (the Corporation), hereby constitutes and appoints Mildred L. Lackey, George E. McCullough and Bernard F. Young and each or any of them, proxy holders of the undersigned, with full power of substitution and to act without the other, to vote all of the shares of the Corporation that the undersigned may be entitled to vote at the Annual Meeting of Shareholders of the Corporation to be held at the Codorus Valley Corporate Center, 105 Leader Heights Road, York, Pennsylvania 17403 on Tuesday, May 17, 2005, commencing at 9:00 a.m., prevailing time, and at any adjournment or postponement thereof, as indicated upon the matters described in the Proxy Statement.

THIS PROXY MUST BE DATED, SIGNED BY THE SHAREHOLDER(S) AND RETURNED PROMPTLY TO THE WELLS FARGO BANK, N.A. IN THE ENCLOSED ENVELOPE. WHEN SHARES ARE HELD BY JOINT TENANTS, THE SIGNATURE OF ONE JOINT TENANT WILL VOTE ALL SHARES. WHEN SIGNING AS ATTORNEY, EXECUTOR, ADMINISTRATOR, TRUSTEE OR GUARDIAN, PLEASE GIVE FULL TITLE AS SUCH. IF MORE THAN ONE TRUSTEE, ALL SHOULD SIGN. IF A CORPORATION, PLEASE SIGN IN FULL CORPORATE NAME BY PRESIDENT OR AUTHORIZED OFFICER. IF A PARTNERSHIP, PLEASE SIGN IN PARTNERSHIP NAME BY AUTHORIZED PERSON. IF YOU RECEIVE MORE THAN ONE PROXY CARD, PLEASE DATE AND SIGN EACH CARD AND RETURN ALL PROXY CARDS IN THE ENCLOSED ENVELOPE.

**THIS PROXY MAY BE REVOKED AT ANY TIME BEFORE IT IS VOTED.**

*See reverse for voting instructions.*

∨ Please detach here ∨

**The Board of Directors Recommends a Vote FOR all Nominees.**

1. ELECTION OF THREE (3) CLASS C DIRECTORS OF THE CORPORATION FOR THREE (3) YEAR TERMS:
- |                       |  |                       |                                 |
|-----------------------|--|-----------------------|---------------------------------|
| <input type="radio"/> | Vote FOR all nominees (except as marked) | <input type="radio"/> | Vote WITHHELD from all nominees |
|-----------------------|--|-----------------------|---------------------------------|

01 D. Reed Anderson, Esquire      02 MacGregor S. Jones      03 Larry J. Miller

**(Instructions: To withhold authority to vote for any indicated nominee, write the number(s) of the nominee(s) in the box provided to the right.)**

2. In their discretion, the proxy holders are authorized to vote upon such other business as may properly come before the meeting and any adjournment or postponement of the meeting.

THIS PROXY, WHEN PROPERLY SIGNED AND DATED, WILL BE VOTED IN THE MANNER DIRECTED HEREIN BY THE UNDERSIGNED SHAREHOLDER(S). IF NO DIRECTION IS MADE, THIS PROXY WILL BE VOTED **FOR** ALL NOMINEES.

Address Change? Mark Box  Indicate changes below: I plan to attend the meeting

Dated: \_\_\_\_\_, 2005

Signature(s) in Box

When signing as attorney, executor, administrator, trustee or guardian, please give full title. If more than one trustee, all should sign. If stock is held jointly, each owner should sign.

