

UNCONVENTIONAL SOLUTIONS. ENTREPRENEURIAL GROWTH.



PRESS RELEASE - FOR IMMEDIATE RELEASE

Media Contact:

Emily Karpenske | Senior Communications Specialist
Emily.karpenske@bwbmn.com | 952.653.0624

January 5, 2026



Bridgewater Bank Welcomes Stephen Spears as Vice President of Sales Operations

St. Louis Park, MN – Bridgewater Bank, a leading Twin Cities bank focused on meeting the unique needs of successful individuals and entrepreneurs, is pleased to announce the addition of Stephen Spears as Vice President of Sales Operations.

Spears is a well-known leader in the Minnesota banking community with more than three decades of experience across national, regional and community financial institutions. Most recently, he served as Director of Small Business and Mortgage Banking and SVP of Twin Cities Community Banking at Bremer Bank, where he led a 70-branch network spanning multiple states and oversaw sales, operations, loan administration and community development initiatives. His career also includes senior leadership roles at Old National Bank (following its acquisition of KleinBank), TruStone Financial, Ally Bank and U.S. Bank, where he focused on growth, operational efficiency and client engagement.

In his new role, Spears will oversee sales operations at Bridgewater, drawing on his broad leadership experience and industry knowledge to optimize processes, technology and reporting. By further strengthening the infrastructure behind sales and client engagement, Spears will help Bridgewater continue delivering the best-in-class banking experience it's known for.

"Stephen's proven leadership and operational expertise will be a tremendous asset as we continue to grow," said Nick Place, Chief Banking Officer at Bridgewater Bank. *"His ability to integrate people, process and technology will not only support our bankers, but also further enhance the client experience."*

About Bridgewater Bank

Bridgewater Bancshares, Inc. (Nasdaq: BWB) is a St. Louis Park, Minnesota-based financial holding company founded in 2005. Its banking subsidiary, Bridgewater Bank, is a premier, full-service bank dedicated to providing responsive support and simple solutions to businesses, entrepreneurs and successful individuals across the Twin Cities. Bridgewater offers a comprehensive suite of products and services spanning deposits, lending, and treasury management solutions. Bridgewater has also received numerous awards for its banking services and esteemed corporate culture. With total assets of \$5.4 billion as of September 30, 2025 and eight strategically located branches, Bridgewater is one of the largest locally-led banks in Minnesota and is committed to being the finest entrepreneurial bank. For more information, please visit www.bridgewaterbankmn.com. Member FDIC | Equal Housing Lender

###