

BANKERS

DIGEST

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September 19, 2016

www.bankersdigest.com

Volume 148, No. 11

Wendt Promoted to Gulf Coast Division Manager at Woodforest National Bank

Woodforest National Bank, The Woodlands, TX, recently announced that Senior Vice President **Brenda Wendt** was promoted to divisional manager for the bank's Gulf Coast region, according to Julie V. Mayrant, president-retail division.



Wendt

Wendt's responsibilities will encompass the sales, service quality, community impact, and financial performance for 152 Woodforest branches across a multi-state area including North TX, LA, MS, AL, GA, and FL.

Wendt joined Woodforest in 1997 as a retail banker at the bank's first in-store branch in Conroe, TX, and developed her banking career over the years through various positions held at the bank. She was promoted to branch manager of the Conroe in-store location and was instrumental in converting it to a full-service 24-hour, seven days a week branch. She was later named regional manager for 17 Houston-area branches and then directed the new-branch-opening teams as Woodforest expanded into 14 states throughout the U.S. Additionally, she provided leadership as the director of learning services, retail quality assurance, and customer advocacy and outreach from 2009 to 2016, focusing on training and support for Woodforest employees and customers 🏡

Hale and Byers Named to Lead Marketing At Citizens Bank of Batesville, Arkansas

Phil Baldwin, president/CEO of Citizens Bank of Batesville, AR, has announced two new marketing positions: **Don Hale** as SVP and **Tim Byers** as VP.



Hale

"As Citizens Bank continues to expand, we recognize the importance of developing a strategic marketing team. We are committed to growing our base and increasing our visibility in the markets we serve. This includes utilizing technology to reach new customers and maximizing our reach with traditional media," Baldwin said.

Hale goes to Citizens Bank from the Diamond Agency, an El Dorado-based marketing and public relations firm he launched in 1996. His firm has received wide-ranging professional recognition, including Best of Show from the Bank Marketers Network and multiple Diamond Awards from the Arkansas Hospital Association.



Byers

Byers' career includes a decade of experience in digital marketing, analytics, and project management with Acxiom and Merkle 🏡

Scarce to Head Gov't Lending Team

Grandpoint Bank has promoted **Leticia Scarce** to senior vice president and head of its growing government guaranteed lending division. David J. Ross, EVP and chief credit officer, made the announcement.



Scarce

Scarce, a resident of Tempe, AZ, is responsible for helping Grandpoint Bank and its division banks, The Biltmore Bank of Arizona, Bank of Tucson, and Regents Bank, expand their government guaranteed lending. She is based at The Biltmore Bank of Arizona in Phoenix and oversees the government guaranteed lending staff in AZ and CA.

"Leticia's unique background, with time at Freddie Mac, working in structured finance at ING and working in community banking, makes her the ideal person to lead our government guaranteed lending division," stated Ross.

Scarce also serves on the City of Phoenix Investment Advisory Board, which advises the city on its \$2 billion investment portfolio.

Grandpoint Bank, with total assets of approximately \$3.3 billion, is a wholly-owned subsidiary of Grandpoint Capital Inc., Los Angeles, CA 🏡

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Corley and Blanton Promoted; O'Rourke and Tolson Join The National Bank of Texas at Fort Worth

The National Bank of Texas at Fort Worth has announced the following recent promotions and additions to its staff.



Corley

Jessica Corley has been promoted to senior vice president and branch president at the Azle location at 405 Commerce St. She has served with The National Bank of Texas as a vice president and lending officer. She has over 20 years of experience in banking.

Arthur Blanton has been promoted to vice



Blanton

president and branch manager at the Fort Worth location at 2535 NE 28th



O'Rourke

St. Blanton has served with The National Bank of Texas since August 2015 and was hired as a credit analyst. He has over 13 years of experience in banking.

Amber O'Rourke has joined as a vice president and loan operations officer at the corporate office in Fort Worth. She goes to The National Bank of Texas with more than 16 years of banking experience, most recently



Tolson

employed at the First National Bank of Burleson.

Jessica Tolson has joined as vice president and information technology manager at the corporate office in Fort Worth. She joins The National Bank of Texas with 20 years of experience in the IT field. She recently received a bachelors of applied arts and sciences degree from the University of North Texas.

The National Bank of Texas was established in 1973 🏦

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BANKERS DIGEST®

Established 1942
 A Weekly Bank News Magazine
 (USPS 041180)
 Published weekly on Monday except fifth Mondays
 at 9516 Bill Browne Lane, Dallas, Texas 75243
 Copyright 2016 Bankers Digest®

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 Dallas, Texas 75374-3006
 Phone 214/221-4544
 Fax 214/221-4546

E-mail: bankersdigest@bankersdigest.com
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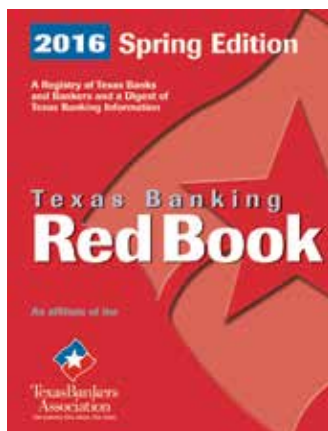
Print \$39.00, Online \$26.00; Both \$50.00. Single copy \$1.00

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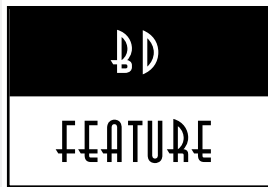
SAFETY STEPS

Five Best Practices to Minimize Vendor-Information Security Risks

by

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Reese Gordon Marketos LLP,
Dallas, Texas

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a publication of
Independent Community Bankers of America



With data breaches dominating front-page headlines and regula-

tors increasingly focused on data protection, cybersecurity is one of the most important issues confronting community banks today. For example, the Consumer Financial Protection Bureau (CFPB) filed its first enforcement action related to data security, entering into a consent order with an online payment processor related to the company's data security practices.

...the OCC...cautions that "a bank's failure to have an effective third-party risk management process...may be an unsafe and unsound banking practice."

Although this enforcement action did not directly involve a bank, it serves as a reminder that banks must closely monitor their vendors to ensure compliance with applicable laws and regulations. In fact, the Office of the Comptroller of the Currency (OCC), in its Bulletin 2013-29, cautions that "a bank's failure to have an effective third-party risk management process that is commensurate with the risk, complexity of third-party relationships, and organizational struc-

ture of the bank may be an unsafe and unsound banking practice."

Because of the serious consequences that come with data breaches, banks must scrutinize potential vendors and ensure that every vendor meets minimum regulatory requirements for data security. These are some best practices for banks to follow to minimize vendor data security risks:

- **Have a written plan** relating to vendor management and designate an employee (preferably someone in senior management) to be responsible for vendor oversight. For vendors involved with "critical activities," the regulators expect board involvement in approval and monitoring. All employees and directors who have responsibility for vendor selection and management should have up-to-date training in data security issues.
- **Ensure that IT and software vendors** are familiar with the Federal

Financial Institution Examinations Council (FFIEC) guidelines on information security, the *Gramm-Leach Bliley Act*, and other applicable laws and regulatory guidance. Consider using only vendors with extensive experience working with regulated financial institutions.

- **Put prospective vendors** through a thorough vetting process. This should include an on-site assessment of the vendor's facilities, a review of any prior customer or regulatory complaints, and an interview of the vendor's management team.
- **Have written agreements with all vendors** that establish detailed minimum performance standards for information security. The agreement should mandate that vendors stay current on data security issues and regularly update their software to address new vulnerabilities in their

(continued on Page 12)



Mark your calendar for the 2016 Financial Services Symposium, where BKD and other industry experts will share ideas on preparing for success in today's banking environment. Targeted roundtable sessions on regulatory compliance and credit risk also will be available. Breakfast, lunch and an optional tour of AT&T Stadium will be included at this all-day, CPE-eligible event.

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Broadway Ups Wood to SVP; Arriaga, Garza, Salazar to AVP, and Hires Brosien, Martinez, Melchor, and Garza

Broadway Bank, San Antonio, has announced promotions and new officers.



Wood

John Wood has been promoted to senior vice president and director of business process excellence in the finance department. Wood joined Broadway in 2007 as assistant vice president, process improvement coordinator. He is a retired US Navy veteran. He holds a BA degree in computer information systems and an MBA degree from Saint Leo University. He is a certified Lean/Six Sigma Master Black Belt and a project management professional. He is the president of the North San Antonio Chamber of Commerce Leadership Lab Alumni board of directors.

Josh Arriaga has been named assistant vice president, analyst and project manager in the talent management department where he has worked since 2013. He joined the Broadway Bank Downtown Banking Center in 2005 and has also worked in the eBanking department. He has

a BS degree in management from the University of Phoenix.

Anna Garza, learning and instructional design supervisor in the talent management department, has been named assistant vice president. She joined the bank in 2010. She holds a BA degree in education from The University of Texas at San Antonio.

Melissa Salazar, a 10-year Broadway employee, has been promoted to assistant vice president, market manager at the San Pedro Banking Center. She most recently worked as an assistant market manager at the Medical Center Banking Center for six years. Prior to joining Broadway, she worked 13 years in banking.

Jochen Brosien joined as a vice president, business intelligence analyst in the finance department with more than 15 years of experience in reporting, analytics, and business intelligence. Prior to Broadway, he worked 10 years in banking as a senior business intelligence advisor, investment product manager, and marketing analyst. He holds a master certificate in strategic leadership from the University of Villanova in PA and attended law school in Germany and the Uni-

Wallis State Bank CEO Dakri Named to FDIC Committee

The Federal Deposit Insurance Corporation (FDIC) has announced the selection of **Asif Dakri**, vice chairman and CEO, Wallis State Bank, Houston, as a new member for its advisory committee on community banking, which has been providing advice and recommendations to the FDIC on a broad range of community bank policy and regulatory matters since it was established in 2009. The advisory committee members represent a cross-section of community bankers from around the country.

Dakri is one of eight new members selected for the advisory committee on community banking. The new members will join five community bank CEOs who have already been serving on the committee.

For more information, visit the advisory committee on community banking webpage at <http://www.fdic.gov/communitybanking/> 🏠

versity of Passau.

Valerie Martinez joined as vice president, market manager at the Leon Springs Banking Center with 10 years of retail banking management experience. She volunteers with the San Antonio Alzheimer's Association, Susan G. Komen Race for the Cure, and others.

Ivan Melchor joined as an assistant vice president, mortgage loan originator in the mortgage lending department with more than eight years of experience as a lender in banking. He is a Gulf War veteran, having served in the US Army and Navy reserve as a combat medic/hospital corpsman. He holds a BS degree in both biology and microbiology from New Mexico State University and a masters degree in both business administration and human resources.

Alvaro Garza Jr. joined as an assistant vice president and mortgage loan coordinator in the mortgage lending department. Garza has more than five years of underwriting experience and a combined seven years of reviewing and processing all underwriting file documents in the banking industry 🏠



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Ledford Promoted to Senior Vice President in the Officer Development Program at Amegy Bank in Houston

Jaime Ledford has been promoted to senior vice president at Amegy Bank in Houston, said EVP Jeremy New-som.



Ledford

In her role as manager of Amegy's officer development program (ODP), Ledford oversees the training and development of the bank's credit analysts. The program not only provides underwriting support but insures a platform for young bankers to have a successful career as future leaders at Amegy Bank, the \$13 billion-asset division of ZB, N. A., Salt

Lake City, UT, a wholly-owned subsidiary of Zions Bancorporation.

Ledford has more than nine years of banking and finance experience at Amegy Bank. She joined the bank in 2007 as a credit analyst and has worked in the ODP as both supervisor and program manager during her tenure.

"Jaime's thoughtful leadership of Amegy's dynamic officer development program is much appreciated by our executive leadership team, credit team, hiring managers, early career bankers and credit analysts," said EVP and International Banking Division Manager T.J. Raguso.

Ledford earned a BBA degree in finance at Texas A&M University in 2006. She volunteers with the United Way Community Investment Team

Abernathy Joins Austin Bank, Jacksonville, Bd of Directors

Jeff Austin Jr., chairman of the board of Austin Bank, N. A., Jacksonville, announced that the Austin Bank board of directors appointed **Nancy Abernathy** a new member at the May 2016 board meeting.



Abernathy

Abernathy is a vice president and financial analyst for Jack L. Phillips Company in Gladewater. She holds a BS degree in composite sciences from The University of Texas at Austin.

Active in her community, Abernathy serves on the boards of directors for Good Shepherd Health System and Hospice of East Texas; on the development board for The University of Texas at Tyler; and is a member of the Long-fellows Organization.

Austin Bank, a \$1.5 billion-asset community bank, has offices located in 31 East TX locations within 22 cities and 11 counties. Austin Bank is locally-owned and operated by the Austin Family who is celebrating 106 years of service in TX banking

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Bailey, Melancon, Wilhite, McConathy, Dart Upped, Citizens NB, Bossier City

Jason Smith, president/CEO, Citizens National Bank, N. A., Bossier City, has announced recent promotions.



Bailey

Kim Bailey was promoted to senior vice president and retail banking division manager and will continue to manage the downtown Citizens branch. Bailey was

named vice president of the downtown branch when it opened in 2009. She has worked in the banking industry since her graduation from Southern Arkansas University in 1994.



Melancon

Larry Melancon was promoted to senior vice president and retail banking division manager. Melancon will continue to serve as the 9237 Mansfield Road Branch Manager in

Shreveport. Melancon joined Citizens National in January 2015 as a branch

manager after years of management with several area banks. He is a graduate of Louisiana Tech University and the Graduate School of Banking at LSU.



Wilhite

Nicole Wilhite was promoted to senior vice president and residential construction specialist. Wilhite's responsibilities include creating and sustaining relationships with residential construction customers, and overseeing the bank's residential construction efforts. She joined the bank in 1997.

Smith also announced the promotion of **Pat McConathy** and **Stacy Dart** to business banking division managers.



McConathy

Both McConathy and Dart are Citizen National Bank veterans and currently serve the bank as senior vice presidents. Their

new responsibilities will include management of the sales function, asset quality, and community involvement and staff development within their respective business banking Divisions. McConathy is a native of Bossier City, while Dart is a native of England 🏠



Dart

Palmer Named Treasury Sales Officer, Investar Bank

Investar Bank, Baton Rouge, recently hired **Tamara Palmer** as a new treasury management sales officer for the Greater Baton Rouge market, said Holly Hidalgo-DeKeyser, Baton Rouge regional president.



Palmer

Palmer is responsible for the development and retention of treasury management services for businesses in the Greater Baton Rouge market.

Palmer has 11 years of experience in the banking industry and served the past four years at IBERIA BANK. She has extensive experience across a broad spectrum of banking and finance matters in a wide-range of industries. Palmer, a native of Baton Rouge, currently serves on two local boards with the Juvenile Diabetes Research Foundation and Leukemia and Lymphoma Society. She is a graduate of Southeastern Louisiana University in Hammond 🏠

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Waldrup Is EVP/CFO, Wilton Director, AVB

AVB Bank President/CEO Ted Cundiff and Chairman of the Board of Directors Kelley Rash announced that **Randy Waldrup** has recently been named EVP and CFO. Waldrup is primarily responsible for the administrative, financial, and risk management operations of the Broken Arrow bank. He has years of experience as a banker and CFO in OK and AR. He most recently served as EVP/CFO at Legacy National Bank in Springdale, AR. Previously, he served with BankSNB, Bank of Commerce, American Heritage Bank, and Boatmen's National Bank. He is a member of the Kiwanis, and is active in Oklahoma Society of CPAs and the American Institute of CPAs.



Waldrup

Waldrup is a graduate of Oklahoma Christian College with a BSBA degree and holds an MBA degree from Central State University.



Wilton

Cundiff and Rash also announced that **Sally Kimbrough Wilton** has joined the AVB board of directors. Wilton joins the board and will take a seat along with several of her family members, including: father, former President/CEO Neely Kimbrough; sister, Kelley Rash; cousin, Georgeanna Brown Thomas; and husband, Thomas Wilton.

"I am looking forward to my time on the board of directors, and I consider it a huge honor to occupy the same seat as my mother, Barbara, who served on the board for many years," Wilton commented. Barbara Brown Kimbrough died in June 2015.

Wilton grew up in Broken Arrow and spent time at the bank. She is a Rose State College graduate 🏠

Garrison and Cook Join The First State Bank as Mortgage Loan Originators for Tulsa and Oklahoma City

The First State Bank, Oklahoma City, recently hired **Joann Garrison** to serve as a mortgage banker. She will be responsible for helping to grow the mortgage loan portfolio by originating loans in Tulsa and surrounding areas. Garrison has extensive knowledge of government and conventional loans, as well as applicable underwriting guidelines. She will work out of the bank's mortgage loan office located at 5705 E. 71st St. in Tulsa.



Garrison

Garrison has over 14 years experience in the mortgage lending field. Before joining The First State Bank, she worked in a banking and broker environment originating loans, as well as operating a branch for many years.

She is a member of the Tulsa Business Builders and the Tulsa Homebuilders Association.

The First State Bank recently added **Brad Cook** to its mortgage team as mortgage loan originator. Cook will work out of the bank's Oklahoma City office located at 3030 NW Expressway.

Cook has over 12 years of experience in the mortgage industry. His past experience also includes working in the oil industry, as well as serving in the US Marine Corps. He received a business management degree from the University of Phoenix 🏠

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The First National Bank of Trenton and Captex Enter Into a Definitive Acquisition Agreement

Captex Bancshares Inc. ("Captex") announced on September 8 the signing of a definitive acquisition agreement with Trenton Bankshares Inc. ("Trenton"), the parent holding company of The First National Bank of Trenton ("Trenton Bank"), Trenton, whereby Captex will acquire all outstanding shares of the capital stock of Trenton and Trenton Bank.

Trenton Bank, established in 1901, operates five banking offices in north Texas, including its main office in Trenton, along with banking centers in Melissa, Bonham, Farmersville, and Leonard. As of June 30, 2016, Trenton, on a consolidated basis, reported total assets of \$165.4 million, total loans of \$97.8 million, and total deposits of \$135.1 million.

Captex is a bank holding company in formation, led by longtime TX bankers **George Lea** of College Station, and **Michael R. Thomas Jr.** of Fort Worth. Upon closing the transaction, Captex will be headquartered in Trenton, and Trenton Bank will continue operations in all of its locations. Captex anticipates adding a banking center in Fort Worth within one year of closing the transaction.

"This is an opportunity for the Tren-

ton bank to remain independent and retain its character as a community institution," said Lew Donaghey, Trenton and Trenton Bank current CEO.

Longtime North TX bankers **Lewis W. Donaghey**, currently chairman of the Trenton board of directors, and Lew Donaghey will both continue as Trenton Bank board members. Lew Donaghey will continue on the Trenton Bank management team.

The acquisition has been unanimously approved by the Trenton board of directors, and is expected to close during the first quarter of 2017, although delays may occur. The transaction is subject to certain conditions, including the approval by Trenton's shareholders and customary regulatory approvals.

Key Captex board members will include **Tony Schell**, a partner with Escalate Capital Partners; **Mark A. Welsh IV**, a managing director with EnCap Investments; and **Jim Cone**, manager at Cone Elevator of Lubbock and a former EVP of Horizon Bank in Austin. Welsh and Lea spent the years 2002-2006 together at Adam Corporation and First American Bank, Bryan, prior to that bank's sale in 2005 🏠

NACHA Announces Approval Third-Party Sender Reg Req

NACHA —The Electronic Payments Association®, Herndon, VA, announced recently that a new rule was approved that will require Originating Depository Financial Institutions (ODFIs) to identify and register their third-party sender customers. The registration process will promote consistent customer due diligence among all ODFIs, and serve as a tool to support NACHA's continuing efforts to maintain ACH Network quality.

"Third-parties serve a valuable role in the ACH Network, supporting many of the users of ACH payments," said **Janet O. Estep**, president/CEO of NACHA. "Third-Party Sender Registration builds upon other recent rules that enable the ongoing growth of the ACH Network while implementing appropriate risk management monitoring."

In the ACH Network, a third-party sender is a processing intermediary between a financial institution and an end-user of ACH payments. The Third-Party Sender Registration Rule, which becomes effective September 29, 2017, will require ODFIs to provide a limited set of initial basic registration information, such as name of business and contact information, for each third-party sender with which it maintains a relationship. ODFIs that do not maintain any third-party sender relationships will be required to provide a statement to that effect.

To help support the industry with managing and identifying third-party sender relationships, NACHA has developed a number of tools and resources, including a third-party sender identification tool, as well as an operations bulletin that provides examples to help ACH participants properly categorize the parties in payment scenarios involving payment intermediaries, many of which are third-party sender relationships. NACHA will continue to educate the industry with other tools and resources to better understand third-parties and their roles.

(continued on Page 9)

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CHARTER

ACTIVITY

Arizona**BRANCHES**

The **OFFICE OF THE COMPTROLLER OF THE CURRENCY** has received an application by Wells Fargo Bank, N. A., Sioux Falls, SD, for a branch relocation from 4940 S. Gilbert Rd. to 2975 E. Ocotillo Rd., Ste. 8, Chandler.

Arkansas**BRANCHES**

The **ARKANSAS STATE BANK DEPARTMENT** has approved an application by First Service Bank, Greenbrier, for a branch at Lot 3 Freeway Business Park Phase IV at the corner of United Dr. and Superior Dr., Conway.

The **ARSBD** has approved an application by Farmers Bank and Trust Company, Blytheville, for a branch at 55 Park St., Wilson, and a temporary location at #1 Park St., Wilson.

The **ARSBD** has approved an application by River Town Bank, Dardanelle, for a branch at 3201 W. Main St., Russellville.

The **ARSBD** has approved an application by Southern Bancorp Bank, Arkadelphia, for a branch at 502 E. Main St., Gurdon.

The **ARSBD** has preliminarily approved an application by Chambers Bank, Danville, for a branch relocation from 1100 SE Walton Blvd., Bentonville, to 1101 S. 52nd St., Rogers.

The **ARSBD** has filed an application by Bank of Delight, Delight, for a branch at 600 E. Smith, Gurdon.

MERGERS AND ACQUISITIONS

The **ARSBD** has filed an application for change in control by Equity Bancshares Inc., Wichita, KS, to acquire 25% or more of the stock of Community First Bancshares Inc., Harrison.

The **ARSBD** has filed an application for change in control by Compton Stone Quarry Family Limited Partnership, LLLP, Morrilton, to acquire 25% of more of the stock of Stone Bancshares Inc., Mountain View.

The **ARSBD** has preliminarily approved an application for change in

control by The William H. Bowen Non-exempt Share No. 1 QTIP Trust Co-Trustees Cynthia Blanchard, Mary Patricia Barker, and W. Scott Bowen; and The William H. Bowen Exempt Share No. 1 QTIP Trust Co-Trustees Cynthia Blanchard, Mary Patricia Barker, and W. Scott Bowen; and The William H. Bowen Share No. 2 Trust Co-Trustees Cynthia Blanchard, Mary Patricia Barker, and W. Scott Bowen, Russellville, to acquire 25% of more of the stock of First State Banking Corporation, Russellville.

The **ARSBD** has preliminarily approved an application for change in control by John Warren Brannan Jr., Prescott, to acquire 25% of more of the stock of Prescott Bancshares Inc., Prescott.

Louisiana**BRANCHES**

The **OCC** has received an application by The First, A National Banking Association, Hattiesburg, MS, for a branch relocation from 7054 Jefferson Hwy. to 8810 Bluebonnet Blvd., Baton Rouge.

Oklahoma**MERGERS AND ACQUISITIONS**

The **OFFICE OF THE COMPTROLLER OF THE CURRENCY** has received a non-affiliate merger application by First National Bank & Trust Company of McAlester, McAlester, for a business combination with target Wilburton State Bank, Wilburton, with the resultant First National Bank & Trust Company of McAlester.

Texas**BRANCHES**

The **OCC** has approved an application by Texas National Bank, Sweet-

NACHA (continued from Page 8)

For more information about the third-party sender registration rule, visit <https://www.nacha.org/rules/third-party-sender-registration>. For more information about third-parties, visit <https://www.nacha.org/third-party-sender-identification-tool>.

Since 1974, NACHA – The Electronic Payments Association has served as trustee of the ACH Network, managing the development, administration, and rules for the payment network that universally connects all 12,000 financial institutions in the US 🏦

water, for a branch relocation from 441 Graham to 533 Garza Ave., Tuscola.

The **TEXAS DEPARTMENT OF BANKING** has received an application by Peoples Bank, Lubbock, for a branch at 11011 Quaker Ave., Lubbock.

The **TXDB** has received an application by Citizens State Bank, Roma, for a branch relocation from 2546 Central Palm Dr., Ste. 101, to 2801 W. US Hwy., 83, Rio Grande City 🏦

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Dilley State Bank in Dilley, Texas, has an immediate opening for a VICE PRESIDENT/ REAL ESTATE and COMMERCIAL LENDER. Small, family-owned bank with long-tenured employees, seeking to expand and needing an applicant with strong credit skills, strong business development skills, proven leadership abilities, and at least 8 years lending experience. College degree in finance, accounting, agriculture or business preferred. Would not be required to live in Dilley. Competitive compensation. Interested candidate may contact/send resume to Joe McMillian at joe@dilleystatebank.com.

POSITIONS AVAILABLE

CRE Lender/Dallas. Loan sizes are typically in the \$5 to \$10 million range. Please call 214-515-7606 or email Kevin@Babich.com

C&I LENDER/MARKET PRESIDENT for Dallas area Commercial Bank 20B. Must have 5-10 years experience, formal credit training, verifiable production history and the ability to grow a team of lenders. Great support structure for an experienced market leader. Anthony Potenti, 214-515-7609, apotenti@babich.com.


AUSTIN AREA: Community Bank needs Commercial generalist for growing community in Williamson County. Great opportunity to join long-tenured employees, strong bank. Mark Mitchell, Lone Star Search. 972-335-9009. www.lonestarsearch.net.

A small family-owned community bank in West Texas is seeking an individual with STRONG COMMERCIAL REAL ESTATE, AGRICULTURAL EXPERIENCE AND GENERAL KNOWLEDGE IN ALL LENDING FIELDS. Must have excellent communication skills and strong credit underwriting background. Three plus years lending experience preferred. We offer a competitive sal-

ary and great benefits package. Interested applicants may send a resume to bankersdigest@bankersdigest.com, subject line Box J-1.

LOOKING FOR A CHANGE AND WANT TO RUN YOUR OWN SHOP? Growing community bank looking for a highly motivated commercial lender with a substantial book of business in the North Dallas, Plano, Frisco area to start an LPO and

Loan Officer Wanted: EXPERIENCED COMMERCIAL LOAN OFFICER needed; should have established local customer base. We are a small community bank in the Dallas area. Salary package will be commensurate with experience. Please send resume to ralph.kerr@oneworldbank.com or call Ralph Kerr, CEO at 214-206-3218. We are positioned for growth-come join us!



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First United Bank seeks SENIOR LENDER/BANKING CENTER MANAGER to oversee \$115 million branch located in our Lamesa, TX, Banking Center. Applicant must have a bachelor's degree in business or ag business/economics and have at least 10 years of agricultural lending experience. Individual must possess strong business development skills. Prior management and leadership skills a plus. We offer a competitive salary & great benefits package. Qualified candidate please forward resume to Rboyd@firstunited.net or apply online at www.firstunited.net.

East Texas Cedar Creek Lake Area Seeking BRANCH MANAGER for \$325MM East Texas Bank with 8 branches. This position is located in the Cedar Creek Lake area. Responsibilities include business development; lending skills including consumer, mortgage, commercial and commercial real estate; office management of a staff of 6. Interested applicants may send a resume to bankersdigest@bankersdigest.com, subject line Box S-1.

\$200M East Texas community bank seeking an EXPERIENCED LENDER with commercial and real estate lending background. College degree with a minimum of five years lending experience required. Responsibilities include business development and community involvement. Strong underwriting and organizational skills required. Send resume to bankersdigest@bankersdigest.com, subject line Box S-2.

First Texas Bank in Copperas Cove seeks an experienced VICE PRESIDENT-LENDING OFFICER with a minimum of seven years experience. Applicant needs experience in consumer, commercial, real estate and interim construction lending. Should have strong business development skills. Community

involvement will be a must. Qualified candidate should email resume with salary requirements to Human Resource at stephaniea@firsttexasbank.com. First Texas Bank is an equal opportunity/affirmative action employer.

Large independent financial institution has an immediate full-time opening for a SENIOR COMMERCIAL LENDING OFFICER-PRIVATE BANKING. Position requires at least 15 years experience in commercial lending; professional customer base preferred. Extensive knowledge of commercial lending regulations and procedures a must. College degree in finance, accounting, or related field is required. Individual must possess strong business development skills. Excellent salary and benefits. Qualified individuals may apply on-line at www.americanbank.com. Equal Opportunity Employer.

Progressive, independent commercial bank is seeking a seasoned CHIEF CREDIT OFFICER who will be responsible for coordinating external loan audits, internal and external loan review programs, annual reviews by credit department personnel, and collateral documentation review systems. This position also develops and monitors the bank's risk grading system, monitors critical asset levels through action plan implementation activities, and manages loan delinquencies, non-accruals, other real estate owned, and foreclosure actions. The successful candidate must possess a degree in a business, finance, or economics. Master's degree preferred with a minimum of 10 years of experience in preparatory positions. Competitive compensation package. A complete job description can be found at bankvnb.com. Please send resume to careers@bankvnb.com EEO/M/F/D/V/Affirmative Action Employer.

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FEATURE (continued from Page 3)

systems. The agreement also should require vendors to pass on the same minimum standards to any subcontractors.

- **Ensure that vendors** can meet any security-related claims in bank marketing material. For example, if a bank advertises that it protects customer data using certain encryption standards, the bank should ensure that its vendors (as well as their subcontractors) use the same encryption standards.

In the worst-case scenario of a data breach or adverse regulatory action, the bank should be prepared to hold vendors accountable where appropriate. To that end, banks should ensure that their contracts with vendors contain strong indemnification provisions to protect the bank. The indemnity language should protect the bank from losses and legal fees associated with customer litigation, shareholder litigation, legal compliance, and any regulatory enforcement action.

In the end, there is nothing a bank can do to completely prevent a data breach. But banks can minimize their cybersecurity risks by staying current on the latest risks and regulatory requirements, thoroughly vetting their vendors on the front end, and closely monitoring vendor performance. In the event of a data breach, banks should have procedures in place to quickly address the breach, and, if appropriate, seek reimbursement from

responsible vendors 🏠

About the author: **Tyler Bexley** is a commercial litigation attorney at Reese Gordon Marketos LLP in Dallas, TX. He represents community banks and their officers and directors in litigation and enforcement proceedings. He has authored a previous article in Bankers Digest on "Understanding and Avoiding Unsafe and Unsound Banking Practice." (See *Bankers Digest*, May 2, 2016, Volume 148, No. 17)

Bexley also authors a blog that follows recent trends in banking litigation, regulation, and enforcement at www.communitybankblog.com. He may be contacted at 214.382.9805.

Picking Protocols

In a member poll, the Independent Community Bankers of America asked members: "What standard, framework or assessment does your community bank use to implement its cybersecurity controls?"

The following member poll results are from ICBA NewsWatch Today, March 2016:

- Federal Financial Institutions Examination Council (FFIEC) Cybersecurity Assessment Tool: 41%
- FFIEC IT Handbook: 22%
- Vendor-Provided Controls: 19%
- National Institute of Standards and Technology Cybersecurity Framework: 2%
- Other: 2%
- All of the above: 16%

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