

BANKERS

DIGEST

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Coben Officially Named President/CEO, Pioneer Bank, SSB, Austin, Texas

Pioneer Bank, SSB, Austin, TX, announced on January 3 that its board of directors has appointed **Ron Coben** president and chief executive officer effective immediately. Coben had been interim-CEO since August 2016.

“Under Ron’s leadership, we have completed very significant milestones in 2016, including our \$1.2 billion merger with First Community Bank, opening our new Austin headquarters, and establishing a new technology platform for the consolidated bank,” said Pioneer Bank Chairman Whit Hanks. “When we look at what Ron has accomplished in such a short amount of time, it was an easy conclusion to move forward with him as president and CEO.”



Coben

Coben has a long background in TX banking. Most recently, he served seven years as COO of Pioneer Bank and First Community Bank, Pioneer’s merger partner. He began his banking career 30 years ago with Texas Commerce Bank followed by a 14-year tenure at Houston-based Bank United where he served as EVP-retail banking and played a critical role in growing that bank to 160 branches and \$18 billion in assets. He also has provided consulting services to firms including Barclays UK and Guaranty Bank.

Pioneer Bank serves the Austin, Houston, Dallas, San Antonio, and Waco markets. At October 31, 2016, the bank reported total assets of \$1.2 billion and total deposits of \$1.0 billion 🏦

Mefford Is SVP/Regional Manager at JD Bank

JD Bank President/CEO Boyd Boudreaux recently announced promotions and officer hirings.



Mefford

Angel Mefford was promoted to senior vice president and regional manager. She will continue to serve as branch manager of the Kirby St. office in Lake Charles, LA, and will now also supervise the bank locations in McNeese, Moss Bluff, Hwy 14,

and Morganfield.

Mefford has 35 years of banking experience in the Lake Charles area. She will continue in her consumer lending responsibilities at the Kirby location while also focusing on supporting the operations, policy, and procedures of JD Bank throughout the region.

A native of Lake Charles, Mefford is a lifetime member of the Women’s Commission of SWLA Inc., a board member for the Contraband Days Festival, and a member of the Healthy Woman Advisory Council for the Lake Area Medical Center.

Boudreaux also announced the promotion of **Ryan Vidrine** to vice (continued on Page 4)

Rector Appointed CEO, Blue Sky Bank

Evans Rector has been appointed CEO of Blue Sky Bank, Pawhuska, OK.



Rector

Rector joins the bank with 40 years of banking experience with four institutions in rural and metro markets. He began his career in 1973 at his family-owned First

National Bank and Trust Co. of El Reno, OK, where he eventually served as president/CEO. He is a graduate of Oklahoma State University.

According to a *Tulsa World* article by Samuel Hardiman, Blue Sky Bank is the rebranded name for the former Citizens Bank of Oklahoma. “The new name reflects the Oklahoma values and infinite possibilities that have made the bank a recognized leader in Tulsa, Osage and Pawnee counties,” **Gentner Drummond**, principal owner, said in an interview with the *World*.

Blue Sky Bank has locations in Pawhuska, Cleveland, and Tulsa at 3353 E. 41st St., and plans call for a new location in Tulsa’s The Boxyard development. Blue Sky Bank is the bank’s fourth name since it opened in 1905 as National Bank of Commerce, followed by NBC Bank, and then Citizens Bank of Oklahoma 🏦

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TEXAS

Reaves Tapped EVP, Independent Bank

Independent Bank, McKinney, has recently hired **Duane Reaves** as executive vice president, specialized treasury and liquidity officer. He possesses more than 25 years experience in banking, treasury services, and liquidity management assisting middle market and Fortune 1000 companies.



Reaves

Prior to joining Independent Bank, Reaves served over eight years at Texas Capital Bank, N. A., Dallas, holding the title of senior vice president. Prior to Texas Capital, he served at Bank of America, First Chicago Bank & Trust, and InterFirst Bank.

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REGULATORS

Lerner Sworn in as FDIC Inspector General

Jay N. Lerner was sworn in on January 9 as inspector general of the FDIC. Lerner oversees the Office of Inspector General, which conducts investigations of potential fraud and other crimes related to insured financial institutions and closed banks. The office also works to detect and deter waste, fraud, and abuse at the FDIC, while promoting economy and efficiency at the agency.

Lerner has worked in the federal government for nearly 25 years. Most recently, he was chief of staff and senior counsel at the Office of the Inspector General at the Department of Justice (DOJ). Previously, he served as assistant chief in the fraud section in the criminal division at DOJ, overseeing strategy and policy. He also prosecuted banking and money laundering cases at the DOJ.

Lerner served in the Department of Homeland Security's office of the general counsel as associate general counsel for strategic oversight and review and as chief counsel for security. He also was the deputy chief counsel for criminal enforcement at the Transportation Security Administration.

Lerner, who was nominated by the president and confirmed by the senate, earned a JD degree from the University of Pennsylvania Law School and has taught several courses on criminal law and law enforcement at the George Washington University. He received a BS degree in accountancy from the University of Illinois and is a CPA.

Fred Gibson, who has served as acting inspector general since September 2013, will return to his previous position as principal deputy in the FDIC Office of Inspector General.

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RISK PERSPECTIVE

OCC Semiannual Risk Perspective for Fall 2016

Source:
Office of the Comptroller of the Currency
[www.OCC.gov](http://www OCC gov)



Curry

The Office of the Comptroller of the Currency (OCC) reported strategic, credit, operational, and compliance risks remain top concerns in its Semi-annual Risk Perspective for Fall

2016, released on January 5. **Thomas J. Curry**, Comptroller of the Currency, said, the report, "...highlights in a transparent way the risks facing the federal banking system and our priorities as supervisors of national banks

and federal savings associations." Curry continued, "Despite the steady progress and relative strength of the system, as a career regulator I know the worst loans are made in the best of times, as they say, and we must be vigilant now against risks accumulating in the system, and we must avoid rolling back the safeguards that have helped the system recover. Banks and thrifts are strong and profitable because of earlier recognition of losses and troubled assets and the discipline to work through those issues aggressively."

I know the worst loans are made in the best of times ... and we must be vigilant now against risks accumulating in the system...

"These key risks include strategic,

credit, operational, and compliance risks. While these concerns are broadly the same as in our prior report, we've added governance over sales practices to that list. As I testified this past September after the OCC's actions against Wells Fargo for failures in governance of its sales practices, the OCC initiated a broader review to assess whether similar practices and weaknesses are occurring in other large and midsize banks."

The 27-page report, available in a pdf format on the website, provides more detail on these key risks. The following are highlights from the report:

- **Strategic risk** remains high as banks consider business model changes and face challenges in growing revenue. Strategic planning remains important as banks adopt innovative products, services, and processes in response to the evolving demands for financial services and the entrance of new competitors, such as out-of-market banks and financial technology firms. Curry

(continued on Page 9)

2017 brings a new President, a new Congress and maybe even new changes to the banking laws.



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Berryman and Shirley Join Texas B&T Co. as Assistant VPs

Texas Bank and Trust Company Chairman Rogers Pope has announced two additions to staff.



Berryman

Ann Berryman has joined as assistant vice president and loan servicing manager. Involved in numerous areas of banking including lending, credit, leasing, interim real estate, and IRA custodial account management since 1978, Berryman most recently served as loan adminis-

tration manager and compliance/CRA officer with First Private Bank of Texas



Shirley

in Dallas. She attended Richland College and The University of Texas at Arlington. She recently moved to the East Texas area.

Stephanie Shirley has joined as assistant vice president and mortgage loan officer in the bank's 2323 West Grande Branch in Tyler.

Employed in banking since 1993, Shirley most recently worked as a mortgage loan officer with Heritage Land Bank. She attended Tyler Junior College. She is a member of the Greater Tyler Association of Realtors and the Tyler Area Builders Association, and is a past board member for the East Texas Builders Association 🏠



JD BANK (continued from Page 1)

president and commercial lender at the Eunice branch office. Vidrine, a Eunice native, has a wide range of experience in banking in addition to JD Bank.

The bank also announced that **Kitty Jo Deshotel** has been promoted to vice president and branch manager of the Eunice branch office. Deshotel transferred to Eunice after having served as vice president and assistant branch manager and consumer lender at the Ville Platte branch office.

The bank announced the hiring of **Rhoda Cormier** as assistant vice president and call center manager. She has served 32 years in banking and has extensive experience in bank operations. She will work in the JD Bank administrative building on Elton Rd. in Jennings.

Cormier will supervise the five operators who handle all incoming calls and will manage the deposit services, including the back office processing, checks and ACH electronic credit, and debit transactions.

Cormier, a native of Lafayette, is a graduate of the University of Louisiana at Lafayette and served the majority of her career with Home Bank.

The bank welcomes Commercial Loan Associate **Chawana V. Fontenot** and Loan Associate **Fran Ortego** to the Eunice branch.

Fontenot recently worked for Tri-Parish Bank as a mortgage loan originator. Ortego will assist the branch manager and the consumer loan officers. She was a mortgage loan processor and closer for Tri-Parish Bank before joining JD Bank, among several responsibilities she held during her eight years at Tri-Parish. She is a graduate of LSU-Eunice 🏠

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OKLAHOMA

Valley NB Tulsa Names Yarbrough CCO/CRO

Valley National Bank, Tulsa, announced that **John Yarbrough** has joined the bank as chief credit officer and chief risk officer. In this role, he will be responsible for managing the bank's loan portfolio for consistency with credit risk tolerance, regulatory guidance, and best practices. In addition, he will be responsible for the Enterprise Risk Management program.

Yarbrough has 30 years of bank lending experience. He served nearly five years at Spirit Bank in Tulsa as a risk officer and loan review manager, six years at First United Bank in Shawnee as a loan review officer and market manager, and earlier as a lender at BancFirst



Yarbrough

ARKANSAS

Robbins Named Branch Manager, Cornerstone Bank

Jason Tennant, EVP and chief lending officer, Cornerstone Bank, Eureka Springs, has announced the promotion of **Ashley Robbins** to deposit services/branch manager for the bank's Eureka Springs location. Robbins will be responsible for oversight of the deposit services staff and daily operations of the Eureka Springs facility. As the bank continues to grow, Robbins will oversee the continued enhancement of the bank's deposit based products and services.

Robbins has 12 years of banking experience. She joined Cornerstone in 2015 and has served as a teller, new accounts representative, teller supervisor, and loan operations clerk



Robbins

NEW MEXICO

McEntire Returns to Bank 34, Mortgage Lender, Las Cruces

Bank 34, Las Cruces, has announced the return of **Shelly Jett McEntire** to Bank 34 and the mortgage department, reported senior vice president and director of residential mortgage lending, Jim Lyddon.

McEntire officially re-joined in December 2016 as a mortgage loan originator. She has over 30 years of experience in the industry.

A second generation native and lifelong resident of NM, McEntire served as a mortgage loan originator for Bank 34 previously from 2008 to 2010, and has worked in mortgage lending in Las Cruces for the past 17 years. Previously, she worked in Alamogordo in various positions in the banking industry



McEntire

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ARIZONA

Johnson Bank's Paredes Earns CFP® Designation

Hope Levin, AZ regional president of Johnson Bank, announced that **Alejandra Paredes**, vice president and private banking relationship manager, recently earned the CERTIFIED FINANCIAL PLANNER™ designation.

Paredes joined Johnson Bank in 2015 and has more than 17 years of experience in the financial services industry. Paredes holds a BS degree in finance and is experienced in relationship management, personal banking, branch management, and premier services banking.

There are only 75,000 individuals who have earned this designation and are authorized to use these marks in the US. The CFP® certification process, administered by the CFP board, identifies to the public that those individuals who have been authorized to use the CFP® certification marks in the US have met rigorous professional standards and ethical requirements and have successfully completed financial planning coursework. These marks identify those individuals who have passed the comprehensive CFP® Certification Examination and the CFP board's fitness standards for candidates and professionals eligible

Grabosch Named Senior Loan Officer, Alliance Tucson

Alliance Bank of Arizona has hired **Jason Grabosch** as vice president of



Grabosch

commercial banking, senior loan officer, within the Tucson office. With over 22 years of financial industry experience, Grabosch previously served nearly 11 years as business relation-

ship officer for OneAZ Credit Union, formerly known as Arizona State Credit Union. He earlier served at Wells Fargo Bank, Bank of Tucson, and JPMorgan Chase Bank, all in the Tucson market.

He earned a BBA degree from Indiana State University and an MBA degree from the University of Phoenix

for reinstatement, and agree to abide by CFP board's code of ethics and professional responsibility and rules of conduct and financial planning practice standards. CERTIFIED FINANCIAL PLANNER™ certificants must also meet ongoing continuing education requirements

NEW MEXICO

TCC, Los Alamos, Completes \$52 Million Capital Raise

Trinity Capital Corporation ("Trinity"), parent company of Los Alamos National Bank ("LANB"), both of Los Alamos, announced on December 19, 2016, that it closed its previously announced private placement of 2,661,239 shares of its common stock at \$4.75 per share and 82,862 shares of its Series C preferred stock at \$475.00 per share to Castle Creek Capital Partners VI, L.P. ("Castle Creek"), Patriot Financial Partners II, L.P., Patriot Financial Partners Parallel II, L.P. (together with Patriot Financial Partners II, L.P., "Patriot"), and Strategic Value Bank Partners, LP (collectively, the "Investors"), for gross proceeds of approximately \$52.0 million.

Trinity intends to use approximately \$49.9 million of the gross proceeds to repurchase all of the Trinity's outstanding Series A and Series B preferred securities originally issued under the US Treasury's Capital Purchase Program and, with the addition of a \$15.0 million dividend from LANB, approximately \$10.2 million to bring current the deferred interest on Trinity's four series of trust preferred securities. The remainder of the proceeds, following the payment of certain expenses associated with the private placement, will be used for other general corporate purposes.

Chairman **Jerry Kindsfather** said, "With this capital injection, we believe that the company has now addressed the indebtedness that accumulated before the financial downturn, the continuing accumulation of which had become extremely burdensome. We welcome Castle Creek, Patriot and Strategic Value Bank Partners into our shareholder family."

Trinity is a bank holding company with \$1.4 billion in total assets, \$1.253 billion in total deposits, and approximately 300 employees. LANB is currently in its 53rd year of operation and offers financial services through six branch offices in north central NM in Los Alamos, Santa Fe, Albuquerque, and White Rock

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- Ralph Waldo Emerson

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Anahuac National Bank in Chambers County Celebrates 40th Anniversary

Anahuac National Bank (www.anbank.net) in Chambers County recently celebrated a milestone, the bank's 40th anniversary. President/CEO **Kenneth Moore** said, "In the wake of deregulation, costly compliance constraints and fierce competition, many of the once locally owned community banks have sold out and consolidated with larger regional financial institutions. We are truly 'the last of the Mohicans' in Chambers County."

Anahuac National Bank is the only locally-owned and operated bank in Chambers County with banking centers in all the county's major communities of Anahuac, Mont Belvieu, and Winnie. Each location operates as an independent bank of its respective community, staffed by personnel who reside within their specific locales, helping to provide better service and the assurance that there is a connection between our customers and our banks. Moore continued, "Locally owned and operated means that our bank's deposits & loans will stay right here in Chambers County and not be exported or sold off to Houston, Beaumont or elsewhere."

History of Anahuac National Bank

In 1976, a handful of local farmers, ranchers, and businessmen chartered and organized the only national bank in Chambers County. Today, 40 years later, Anahuac National Bank is still the only national bank in Chambers County, but more remarkably, it is also the only locally-owned and independently operated bank in Chambers County.

Chambers County is located in the Houston-The Woodlands-Sugar Land MSA. The county is situated between Baytown and Beaumont, and I-10 dissects the northern section of the county. The county seat is Anahuac, known as "the alligator capital of Texas."

When Anahuac National Bank opened its doors on December 20, 1976, with \$1.5 million in capital, the bank had one location, three officers, and a board of directors that was comprised of **Sherwood Blair, Arthur**

T Jackson, B.M. Jenkins Sr., Elton Kirkham, Ralph Leggett, Leo Moon, and Floyd Williams.

Today, Anahuac National Bank has over \$12 million in capital, \$115 million in total assets, three locations, 14 officers, and over 30 employees. The bank's main office is located at 801 S. Ross Sterling (Belton Lane at

FM 563) in Anahuac. The bank opened the Mont Belvieu office in 2000 and the Winnie office in 2007.

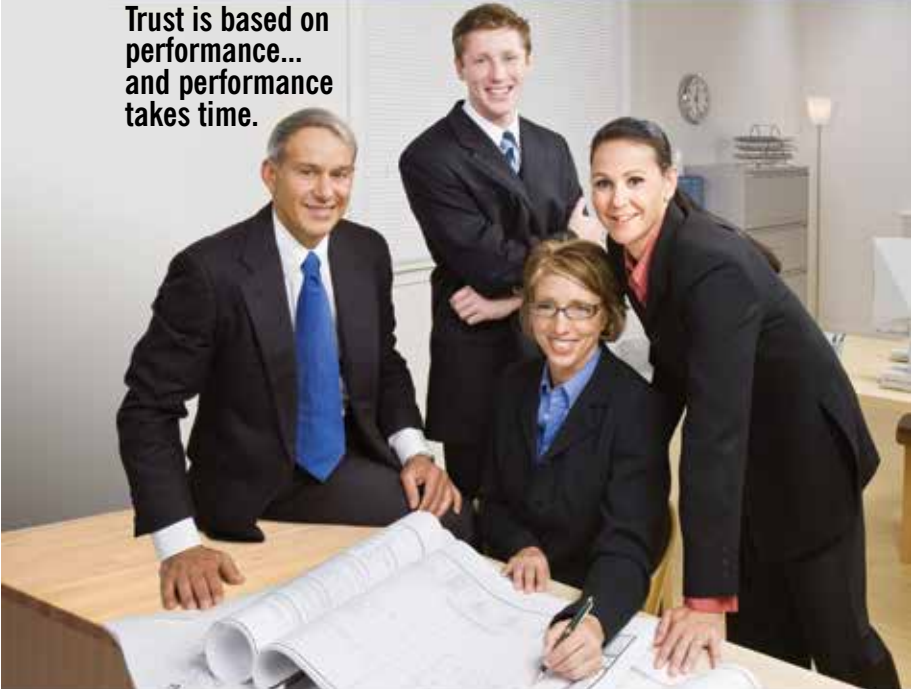


President Moore noted, "We have been very fortunate with our growth strategies that

focused on serving customers and seemed to always be at the right place at the right time." 🏡

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LOUISIANA

Origin Bank Adds New Technology of eMortgages

Origin Bank announced on January 5 the addition of eMortgage warehouse financing to the bank's product offerings. The bank is one of the first to adopt the technology of eMortgages, mortgages for which documents are created, transferred, and stored electronically rather than by using traditional paper documentation methods. By partnering with eOriginal, a leading digital transaction company, and Fannie Mae, Origin is one of only a handful of companies offering this service.

Senior Vice President **Ken Johnson**, of Origin's warehouse lending group, said, "We are pleased to be an early adopter for financing of this remarkable product. eMortgages are the future of our industry."

The digital technology provides benefits such as faster liquidity in the secondary market, operational efficiencies, quicker warehouse inventory turn times, increased data quality, and consistency and accuracy in the closing process.

"We appreciate the partnership with early warehouse lending adopters who are focused on meeting the needs of their customers," said Fannie Mae eMortgage Manager **Jennifer Parker**. "The warehouse lending community has been slower to adopt eMortgages,

but organizations like Origin realize their lender partners demand it for both the competitive advantages and the operational efficiencies that electronic processes provide. As our Joint GSE Survey Findings Report shows, lenders need to drive the eMortgage market forward. Therefore, to see a warehouse bank leading the charge is a strong signal that the market is experiencing wider spread adoption."

"Through these partnerships, Origin Bank has taken a leading role in the transformation of the mortgage industry," said **Simon Moir**, eOriginal's general manager of digital mortgage. "We look forward to working with Origin Bank to support their clients' move to digital and further enabling the industry's adoption of eNotes."

Origin's mortgage warehouse team provides this digital service to other mortgage companies, bankers, and lenders. The bank began offering eWarehouse financing for loans sold to Fannie Mae on January 1. For more information, contact Johnson (*kjohnson@originbankonline.com*) or **Kim Cates** (*kcates@originbankonline.com*) at Origin's Addison, TX, office at (972) 407-3420.

Origin Bank operates with more than 40 banking centers throughout LA, TX, and MS 🏠

MISSISSIPPI

First Bancshares Inc. Buys LA & FL Community Banks

The First Bancshares Inc., holding company for The First, A National Banking Association, both of Hattiesburg, announced on January 3 that it has acquired Iberville Bank, Plaquemine, LA, and Gulf Coast Community Bank, Pensacola, FL.

The First Bancshares President/CEO **Hoppy Cole** said: "We are pleased to welcome the customers and staff of both Iberville Bank and Gulf Coast Community Bank to our team. We are excited about the opportunities that these mergers will create. The combination of Iberville Bank, Gulf Coast Community Bank and The First will create a community bank focused on its local markets with the products, services and lending capacity of a \$1.6 billion dollar organization."

The acquisitions announced represent a continued expansion of The First Bancshares strategy to build a regional community bank across the Gulf South region.

The transactions will open a new market for the The First, adding five locations in Pensacola, FL, and will significantly increase the The First's market presence in Central LA with 10 new locations in the Baton Rouge area.

The First will now serve customers in MS, LA, AL, and FL with 48 locations and will grow to \$1.6 billion in total assets and \$1.3 billion in total deposits. Founded in 1996 near Hattiesburg, The First has grown rapidly through south MS, south AL, and LA through a series of community bank acquisitions. The company's stock is traded on Nasdaq Global Market under the symbol FBMS. Information is available on the company's website www.thefirstbank.com 🏠



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RISK (continued from Page 3)

said other strategic risks include business model changes, including mergers and acquisitions, and succession and long-term planning.

• **Credit Risks.** Banks continue to ease underwriting practices to boost loan volume and to respond to competition from bank and nonbank lenders. These actions are evident in commercial, commercial real estate, and auto lending. The level of risk is increasing due to increased risk layering, rising loan policy exceptions, increasing loan-to-value ratios, and weaker covenant protection.

Curry said, "In our 22nd annual 'Survey of Credit Underwriting Practices,' published last month (December 2016), examiners reported seeing incremental easing in underwriting standards across a variety of commercial and retail loan products for the fourth consecutive year.

"At the same time underwriting is loosening, we are seeing some concentrations grow, particularly in exposures to commercial real estate and to non-bank lenders. Our concern with commercial real estate concentrations is principally focused toward the community and midsize bank portfolios, while the increased lending to the shadow banking sector is principally among our larger banks.

"The increase in credit risk highlights the necessity that banks maintain appropriate levels of loan loss reserves. Recent supervisory activities have identified weaknesses in reserve method at some banks, specifically the inadequate consideration of rapid loan growth, greater concentrations of credit, and a higher risk appetite and tolerance for underwriting exceptions."

• **Operational risk** remains a concern as banks face changing cybersecurity threats, increased reliance on third-party relationships, and the need for sound governance over sales practices. Curry said, "Well publicized breaches have made cybersecurity a household topic, and banks and regulators must continuously up their

(continued on Page 12)

CHARTER ACTIVITY

Arkansas BRANCHES

The **ARKANSAS STATE BANK DEPARTMENT** has filed an application by First Financial Bank, El Dorado, for a branch at 12921 Cantrell Rd., Ste. 105, Little Rock.

The **ARSBD** has preliminarily approved an application by Home Bank of Arkansas, Portland, for a branch relocation: from 61A S. Broadview to 65 S. Broadview, Greenbrier.

MERGERS AND ACQUISITIONS

The **ARSBD** has approved an application by Central Bank, Little Rock, for a merger with target: Pinnacle Bank, Rogers. It has preliminarily approved an application by Central Bank to acquire 25% or more of the stock of Pinnacle Bancshares Inc., Rogers.

The **ARSBD** has approved an application by First Community Bank, Batesville, for a merger with target: Little River Bank, Lepanto. It has preliminarily approved an application by First Community Bancshares Inc., Batesville, to acquire 25% or more of the stock of Little River Bancshares Inc., Lepanto.

The **ARSBD** has filed applications by Centennial Bank, Conway, for mergers with targets: Landmark Bank, N. A., Fort Lauderdale, FL, and Bank of Commerce, Sarasota, FL.

Mississippi BRANCHES

The **OFFICE OF THE COMPTROLLER OF THE CURRENCY** has received an application by Trustmark National Bank, Jackson, for a branch at 3221 Old Canton Rd., Jackson.

Oklahoma BRANCHES

The **OCC** has received an application by Bank of Commerce, Yukon, for a branch relocation: from 446 S. Elm St. to 11010 S. Elm St., Jenks.

Texas BRANCHES

The **OCC** has approved an application by Bank of America, N. A., Charlotte, NC. for a branch at One Cowboys Way, Frisco.

The **OCC** has approved an application by First National Bank Texas, Killeen, for a branch relocation: from 23611 US Hwy. 59, Porter, to 22030 Market Place Dr., New Caney.

CRA COMPLIANCE

The **FEDERAL DEPOSIT INSURANCE CORPORATION** has reported **TBK Bank, SSB, Dallas**, received an **outstanding** CRA compliance rating in its January 2017 List of Banks Examined for CRA Compliance ■

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COMMERCIAL LENDER, AUSTIN: Senior-level C&I LENDER oppor-

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COMMERCIAL LENDER, AMARILLO: Great opportunity to join long-tenured staff of strong, local Independent Bank. **Must have strong ties to the Amarillo area. Mark Mitchell, Lone Star Search. 972-335-9009. www.lonestarsearch.net.**

CHIEF CREDIT OFFICER: Texas-based 800MM Independent Bank has need for seasoned Credit Executive with Oil/Gas, CRE, A/R, SBA, and Equipment experience. **Mark Mitchell, Lone Star Search. 972-335-9009. www.lonestarsearch.net.**

COO opportunity at expanding community bank in West Central TX. Will consider relocation for the right candidate. Responsible for updating the IT infrastructure, overseeing Treasury Services, and BSA. Please contact Gabe Haro at gharo@texas-exec.com.

Houston area \$110M community bank seeks a CHIEF OPERATIONS OFFICER with 5+ years of experience to direct and manage all operational and IT aspects of the bank. **Competitive salary and excellent benefits. Email resume to mhamilton@psbtexas.com.**

Alliance Bank currently has an opportunity for a CREDIT ANALYST in Sulphur Springs, Texas. This position is responsible for providing assistance to the lending staff in the development, analysis and monitoring of loan customers. Such assistance may be in the preparation of loan requests, reviewing existing loan files, inspection of collateral, analysis of financial information, and other lending related functions as required. Interested candidates

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Position available March 1st. CEO/PRESIDENT of ~\$132MM Community Bank with 7 locations in a rural area of Central Texas. Looking for experience in lending, managing investment portfolio, and overall banking operations. Excellent benefit package. Mail resumes to: Attn: David Hughes, P. O. Box 499, Groesbeck, TX 76642.

Spirit of Texas Bank, a \$1B Community Bank, is seeking an experienced HUMAN RESOURCES DIRECTOR with 10 plus years of experience to work in The Woodlands area headquarters. Qualified candidates will have an existing background in the Human Resources field, including benefits plan analysis, employee evaluation and compensation, recruitment of qualified individuals, retention strategies, and payroll systems. Please respond to jobs@spiritoftexasbank.com.

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RISK (continued from Page 9)

game to protect against the latest cyber attack and ensure they are capable of maintaining their operations and recovering in the event that an attack does occur.”

• **Compliance risk.** Curry said, “Compliance continues to be a challenge for many banks, particularly with the Bank Secrecy Act (BSA) and the change management necessary to comply with new or amended regulations, in-

cluding the amended Military Lending Act rules and integrated mortgage disclosure requirements. Compliance must receive the same focus as safety and soundness for a bank to succeed, which is why last year we created a new executive-level department dedicated to compliance policy and supervision. By focusing OCC resources on compliance, we send a clear message of the importance of compliance and ensure issues are addressed appropriately in each exam to ensure fair ac-

cess and fair treatment of consumers and compliance with other applicable laws and regulations like BSA.”

Curry concluded his remarks by saying, “While these risks have not changed dramatically since the last report, they highlight that we must maintain our focus to ensure banks effectively manage these risks so that the federal banking system can continue to meet the needs of the consumers, businesses, and communities it serves.” 🏠

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