

VOLUME 34 • ISSUE 1

JUNE / JULY 2023

BANKING TRADITIONS



Interest Rate Risk and Investment Strategies Seminar



October 18-20 2023 | Oklahoma City, OK
The Skirvin Hotel



The Skirvin Hotel

One Park Avenue
Oklahoma City, OK 73102
405.272.3040

In 2020, the global COVID pandemic set into motion a series of historically unprecedented economic policies that upended markets and financial institutions, as well as the global economy itself. Massive amounts of liquidity and stimulus by policymakers enabled a fast recovery, but financial institutions found themselves awash in excess liquidity needing to be put to work at historic lows in yield. With time, the explosion of reserves also triggered an inflationary impulse unlike anything seen in decades. The Fed has been scrambling to get back in front of events and regain control of inflation ever since. The resulting rate hikes and monetary policy tightening have been unprecedented in both speed and magnitude. Portfolio managers now find themselves with scarce liquidity and deep unrealized losses, not because of poor management or asset quality, but simply because of the enormous swing in liquidity.

This seminar will examine the challenges now faced by CEOs, CFOs, and investment officers who must navigate the next phase of these uncharted waters. Join us for an in-depth discussion of the following topics:

- **Economic and Market Update** — Review of current economic conditions and the outlook for growth, inflation, and interest rates
- **The Fed's Next Moves** — Update on the rate outlook and likely next steps for Federal Reserve monetary policy
- **Interest Rate Risk** — How to ensure you are prepared for uncertain balance sheet challenges and a constantly changing regulatory focus
- **Liquidity Risk Management** — Tools and best practices for managing liquidity risk
- **Investment Portfolio Strategies** — Adapting your strategy and finding the best relative value for the rate environment
- **MBS/CMO Market** — Balancing prepayment and extension risk in a changing environment for mortgage securities
- **Municipal Market Update** — Thoughts and strategies on managing municipal credit risk and finding the best relative value



11 hours of Economics and Finance CPE credits will be earned for your attendance.



ALABAMA BANKING SERVICES
- QUALITY ENDORSEMENTS -

AGENDA

Wednesday, October 18

Twin Hills

Golf 1:00 pm

Thursday, October 19

Breakfast 7:30 am

Seminar 8:30 am

Lunch 12:00 pm

Adjourn 4:00 pm

Cocktails/Dinner 6:00 pm (come and go)

Friday, October 20

Breakfast 7:30 am

Seminar 8:30 am

Conclusion 12:00 pm

WHO SHOULD ATTEND

Financial institutions' CEOs, CFOs, investment officers, board members, and those who are directly or indirectly responsible for financial management functions will benefit from this seminar. **There is no cost for this seminar.**

ACCOMMODATIONS

A block of rooms is available at The Skirvin Hotel. Identify yourself as a Baker Seminar attendee (or group code TBG3) when calling **+1 (800) HILTONS**. The special room rate will be available until **September 16, 2023** or until the room block is sold out. Hotel price: \$159 + fees/tax.

For your convenience, register for the seminar online at **GoBaker.com/oklahoma-seminar**. Call Skoshi Heron at 888.990.0010 for more information.



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34 **BOARD BRIEFS: Key Steps That Employers Can Take to Effectuate Comprehensive Internal Reporting Procedures**

Financial institutions face many challenges in today's regulatory environment, with the number of applicable federal and state laws and regulations long and ever-changing. Compliance is further complicated by the number of different regulators that may have oversight over the institution, each sometimes with different compliance priorities, whether it is the OCC, the Federal Reserve, the FDIC, the CFPB, or the Alabama State Banking Department.

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Banking Traditions is the official publication of the Alabama Bankers Association, Inc., 445 Dexter Avenue, Suite 10025, Montgomery, Alabama 36104-3775. Phone: 334/244-9456. Fax: 334/244-9382. *Banking Traditions* is published four times a year in the Spring, Summer, Fall and Winter. Views and conclusions expressed in articles herein are those of the authors, not necessarily those of the editors or officers of the Alabama Bankers Association, Inc.. Opinions expressed in this magazine do not necessarily reflect the policies of the Alabama Bankers Association, Inc. **ADVERTISING:** Inquiries should be directed to Shelley Hildebrand at the Alabama Bankers Association, Inc. Rates will be furnished on request. The Alabama Bankers Association, Inc. reserves the right to omit any advertising or editorial copy deemed unsuitable for publication. Publication herein does not necessarily imply endorsement of any product of service offered. **POSTMASTER:** Send address changes to *Banking Traditions*, 445 Dexter Avenue, Suite 10025, Montgomery, Alabama 36104-3775.



In November 2012, The Alabama Bankers Association and the Community Bankers Association of Alabama merged to form the Alabama Bankers Association, Inc.

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The Vision of Sage Wisdom

Much can be said about the life of Colbert County native Hellen Keller, born in Tuscumbia in June of 1880. Having suddenly become blind and deaf before age two, Keller overcame great odds and lived a long, awe-inspiring life, manifesting her determination to succeed through hard work and seemingly unmatched ideals. She would later credit much of her success to her teacher, Anne Sullivan, yet Keller's realization of the need for those around her inspired her now long-famous words, "Alone we can do so little; together, we can do so much."

True in almost every aspect of life, we are stronger in doing and being together. Such is true for the stakeholders in your organization, and the same is true for the Alabama Bankers Association. Founded 10 years after Keller's birth, ABA is successful because of the determination and hard work of bankers who, much like within their own organizations, see the benefit of coming together to work toward the continued betterment and strengthening of our industry and thus make life better for all Alabamians.

Our 130th year culminated with the induction of our officers for 2023-24 and with the seating of four new members of our board of directors at our annual convention at The Grand Floridian Resort in Orlando in early June. Our officers include: Chairman **Mike Ross**, president and CEO of **CB&S Bank** in Russellville; Chairman-Elect **Macke Mauldin**, president of **Bank Independent** in Sheffield; Vice-Chairman **Dwight Gamble**, chairman, president and CEO of **HNB First Bank** in Headland; Treasurer **Charlie Williams**, president and CEO of **Citizens Bank & Trust** in Guntersville; and, Past Chairman **Hope Johnson**, chairman and CEO of **Friend Bank** in Dothan. Four new members of our board of directors include: **Lisa Cochran**, president and CEO of **Citizens Bank** in Greensboro; **Jason Dorough**, president and CEO of **Metro Bank** in Pell City; **Gary Holeman**, president and CEO of **Robertson Banking Company** in Demopolis; and, **Mike Vincent**, president and CEO of **United Bank** in Atmore. Along with 17 additional board members, these individuals were elected at our annual convention and collectively represent geographical and size diversity from within the membership.

These bankers are successful leaders within their respective organizations and communities who have dedicated expertise, time, and energy to ABA, and we are grateful for their desire and willingness to serve our industry through leadership within the association. I hope you will take a moment to review the complete listing of officers, directors, and chairman's council

members listed in the front of this magazine and take an opportunity to thank them for their service on your behalf.

As of this writing, our Bankers 2 Leaders Summer Leadership Conference is underway at the Henderson Beach Resort in Destin, Fla. with nearly 300 individuals present. The energy within these young bankers is strong and vibrant, and we look forward to sharing an update soon on their plans for the 2023-24 year, along with information on those serving as officers and directors for the coming year.

And it wouldn't seem like summer if we weren't fast on the heels of our CEO, Bank Exec & Directors' Conference which starts on Aug. 3 at The Grand Hotel in Point Clear. With 84 banks and 725 people already registered, this annual gathering will surely be another outstanding event, and I hope you're planning to join us.

Looking down the road, please plan to attend our ABA DC Fly In, scheduled Sept. 18-20, at The Willard Hotel in Washington, D.C. In addition to regulatory agency briefings and updates from our valuable teams at the American Bankers Association and Independent Community Bankers of America, visits are planned with the nine elected officials representing us at the highest levels of government, including **Sen. Katie Britt**, **Sen. Tommy Tuberville**, **Rep. Robert Aderholt**, **Rep. Jerry Carl**, **Rep. Barry Moore**, **Rep. Gary Palmer**, **Rep. Mike Rogers**, **Rep. Terri Sewell**, and **Rep. Dale Strong**. The investment you will make in your bank, your industry, and your respective community by joining in on this trip will provide solid returns for years to come. For more information on the trip, reach out to me or any member of our team.

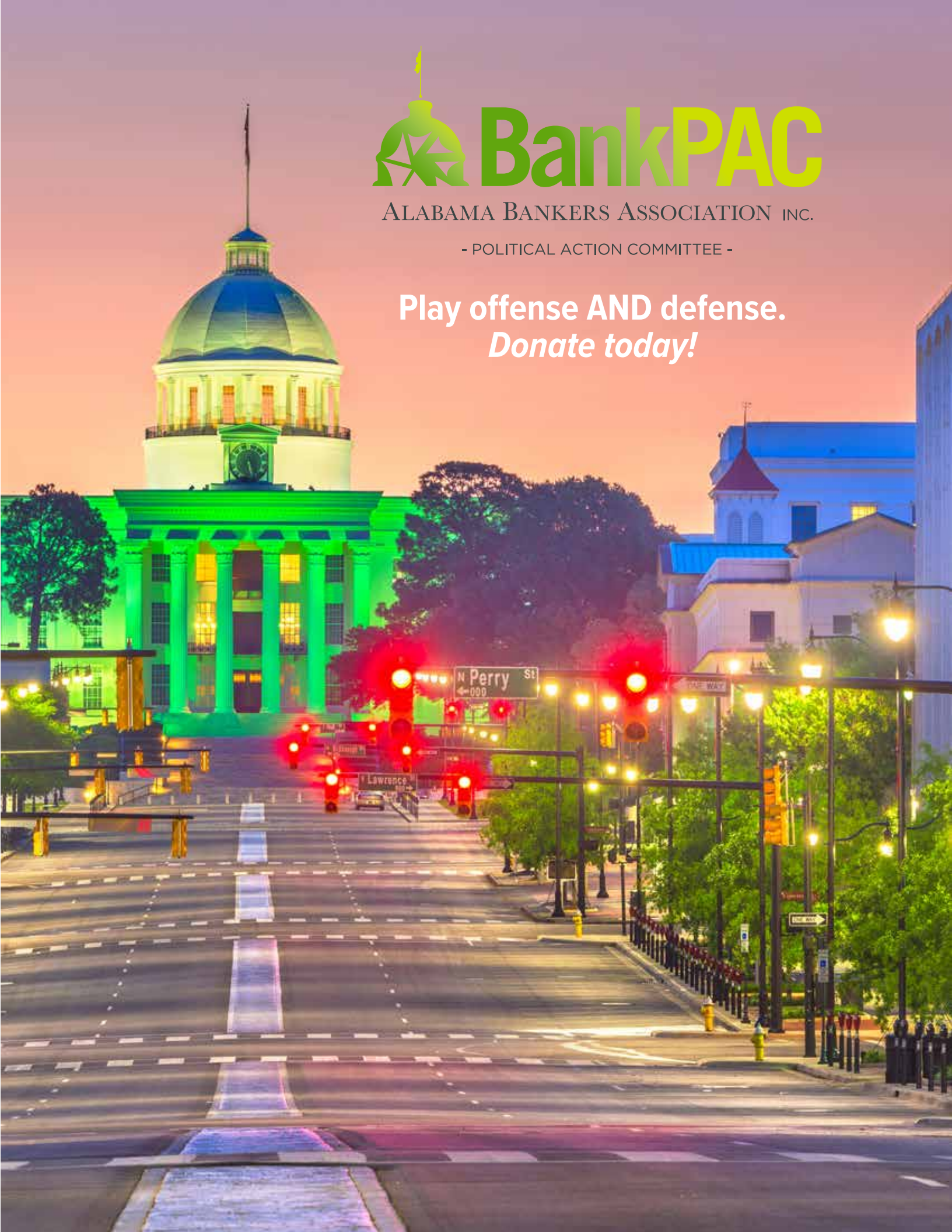
Finally, thank you. Thank you for being engaged in the association. Thank you for representing that which is the absolute best thing about banking — our people — and thank you for sharing Keller's keen insight that there is much we can do together.



ALABAMA BANKERS ASSOCIATION INC.

- POLITICAL ACTION COMMITTEE -

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Janice W. Cox, Alabama Banking Services President



Alabama Banking Services Announces NEW ENDORSED PARTNER for Process Improvement, Revenue Enhancement and Contract Negotiation



PROFIT RESOURCES
INCORPORATED

Alabama Banking Services recently announced the addition of a new endorsed partner to its lineup of endorsed products and services. Profit Resources, Inc. joins the association as our endorsed partner for process improvement, revenue enhancement and contract negotiation.

"PRI is a family-operated consulting firm that has been in business for more than 30 years. It is led by Mike Holt and Mikelle Holt Brady whose father founded the company," Janice Cox, president of Alabama Banking Services, said. "Over the years they have served more than 300 financial institutions ranging in size from \$30 million to \$800 billion in assets all with positive, proven and quantifiable results. We are thrilled to add this company to our list of providers as we are confident they will be a tremendous resource for our bank members."

Profit Resources Incorporated (PRI) strengthens financial institutions by improving profitability, processes

and efficiency, so that banks can best serve their customers, employees and shareholders. PRI will work collaboratively with ABA members to enhance non-interest income and non-interest expense, evaluate core/EFT systems and improve contract terms, increase debit card profitability and more. By taking a hands-on approach to consulting, the PRI team of seasoned banking professionals makes a measurable impact on the bottom line.

"We are all excited at PRI to partner with the ABA to offer services to increase revenue, reduce expenses, and improve operating efficiency in banks," Mikelle Brady said. "We look forward to developing new relationships with Alabama's bankers."

For more information about how PRI can help you financial institution, contact Sue Shaffer. She can be reached by email at sshaffer@profitresources.com or by calling 901.283.3034. Visit PRI online at www.ProfitResources.com



Focused On You

Banks face complex business circumstances that demand the attention of a legal team with a sophisticated understanding of the financial services industry. With significant experience in mergers and acquisitions, capital activities, lending transactions, creditors' rights, corporate advice, regulatory compliance, tax planning, employment and HR considerations, and financial services litigation, we offer the proactive legal guidance that clients need to successfully navigate this landscape. At Bradley, we're focused on providing you with innovative solutions, dependable responsiveness and a deep commitment to success.



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2023 BHG
borrower:

WA = Weighted Average

WA FICO: 736

WA Income: \$295,613

Avg Loan Size: \$142,017

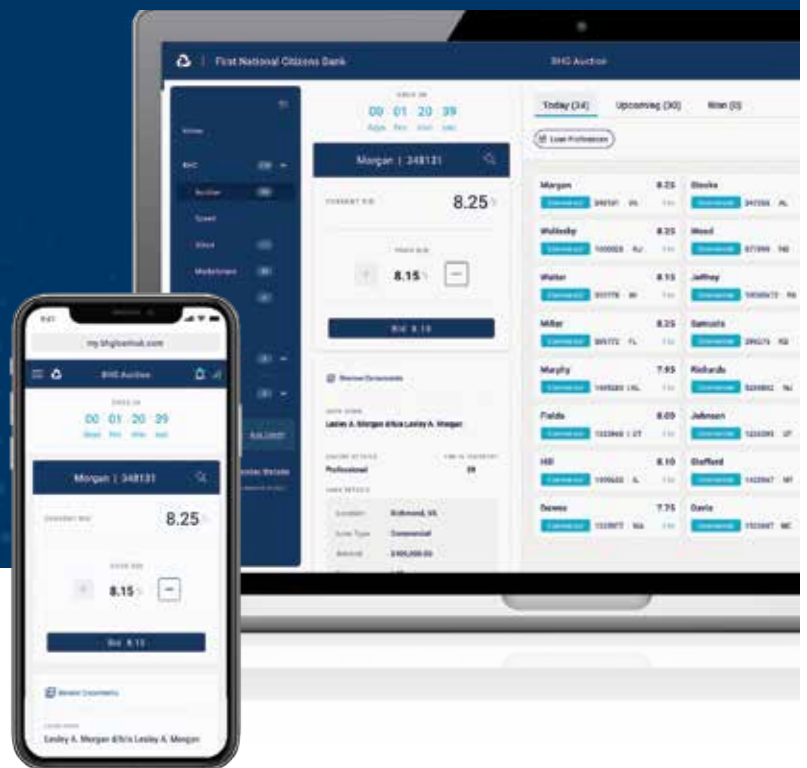
WA Years in Industry: 19

WA DSCR: 2.26

To learn more about
BHG, please contact:



Courtney Calderwood
SVP, Institutional Relationships
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315.430.3919





130th Annual Convention & Marketplace

ALABAMA BANKERS ASSOCIATION

Nearly **450 people** representing **47 banks** attended ABA's 130th Annual Convention and Marketplace held June 11-14 at *Disney's Grand Floridian Resort* in *Walt Disney World®* in Lake Buena Vista, Fla.

Convention kicked off on Sunday evening with registration and a cocktail party sponsored by **The Baker Group** in the trade show area and entertainment sponsored by **EBS**. On Monday, after the breakfast sponsored by **Bryant Bank Correspondent Division**, attendees gathered for the first general session. The first speaker of the day was economist **Dr. Sean Snaith**. He was followed by **Josh Blades** who serves as ABA's governmental relations consultant and gave us an update the state's legislative session. Our final speaker was attendee-favorite **Avani Desai** who discussed the importance of cyber security and how to protect ourselves from bad actors. Our morning break was sponsored by **PNC Capital Markets**. Monday evening guests enjoyed cocktails sponsored by the **Independent Community Bankers of America** and

desserts sponsored by **Mauldin & Jenkins**. A special guest, Reba Cash, was on hand as our entertainment for the evening and was sponsored by **Alabama Banking Services**. Guests enjoyed networking time in the trade show area during the event.

Our Tuesday morning breakfast was sponsored by **ServisFirst Bank**. That day's programming began with breakout sessions. Three endorsed partners made presentations including, **Travelers**, **The Baker Group** and **Profit Resources, Inc.** After the breakouts, our bankers participated in our Rapid Fire Learning Labs. This popular event allowed each participating vendor to make a brief presentation to every banker in attendance. A continuous break was held throughout the morning sponsored by **STS Group**. As a thank you

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for attending the learning labs, bankers selected a complimentary pair of Maui Jim sunglasses thanks to **SHAZAM**.

Wednesday's breakfast was sponsored by **Bankpak**, and the break was sponsored by **Maynard Nexsen**. During the business session **Matt Harris** discussed balance sheet strategies, and **Sharon Cook** discussed crisis communication strategies. ABA President and CEO **Scott Latham** moderated a panel discussion with **Julie Thurlow**, chairman-elect for the American Bankers Association, and **Lucas White**, chairman-elect of the Independent Community Bankers of America.

Our grand finale evening began with a cocktail party sponsored by **Banc Card**. Guests then enjoyed an around the world feast with dishes from France, Italy, America and Asia which was sponsored by the **FHLBank of Atlanta** and **First National Bankers Bank**. The evening's desserts were sponsored by **SouthState Bank Correspondent Division**.

We also welcomed special guests Mickey and Minnie Mouse, sponsored by **Bradley** law firm. Chip and Dale also made a special appearance thanks to a sponsorship of **CRS Data**. Guests enjoyed joining the characters for souvenir photos sponsored by **Jones Walker**. In addition to the Disney characters joining us, guests were also treated to a quartet vocal performance by the Dapper Dans, musical entertainment by the Maturiza Drummers, and an acrobatic performance by an Italian chair stacker!

Mark your calendar for next year's convention which will be held **June 2-5, 2024** at **The Four Seasons** in Nashville, Tenn.!





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Reflections on a Career in Financial Markets

Editor's Note: Longtime financial strategist Jeff Caughron is retiring this year from The Baker Group after decades of service in roles including CEO and Chairman. He offers some thoughts and lessons learned over his career.

Q: You've been involved in banking and investments for nearly 40 years. Talk about the early days of your career.

A: I got into this business in the mid-1980s when Paul Volker was Fed Chairman and inflation was coming off high boil. There were about 15,000 banks back then, scrambling to adapt to rapid changes in technology as well as historically unprecedented market conditions. I went to work for a small innovative firm then named James Baker and Company. The founder, Jim Baker, was an academic who applied simulation modeling for interest rate risk management. He developed probably the first PC-based model for community banks. The biggest challenge we had at the time was that many banks still didn't have a PC. That situation quickly changed, putting our firm at the forefront of helping banks manage interest rate risk. That's the reason Dr. Baker is appropriately called the "Father of Asset/Liability Management." I was fortunate to land there right out of school.

Q: There have been major changes in the banking industry and markets since the 1980s. Describe that evolution from your perspective.

A: Well, industry consolidation over the years has sharpened well-defined differences between traditional community banks versus the larger regional and international banks. Regulators have adapted somewhat, but in my opinion, they still apply too much of a cookie-cutter approach to identifying risk and ensuring sound practices. The business models and risk profiles of community banks are vastly different from larger money-center institutions, and those differences have become more pronounced over the years.

The other major changes have been in technology. We've come a long way since the '80s when software was delivered by snail mail on 5 1/4 inch "floppy" discs. Everything changed with the explosion of internet and email communication in the '90s. Then we all ditched our flip phones, first for Blackberrys then iPhones after 2007. Today everyone's rushing to adapt to cloud-based processes and AI-enhanced automation. So, the process continues.

IS YOUR COMMUNITY BANK THRIVING?

Meet Scott.

Scott works hand-in-hand with community banks in the Southeast to find ICBA member benefits that help them achieve their bank's goals.

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INDEPENDENT COMMUNITY
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Q: You haven't spent your entire career at Baker, though, right?

A: That's correct. I left at the end of the '80s and spent several years working in the New York offices of a large foreign bank. My work primarily involved hedging and trading Treasury positions. That's where I really learned what drives markets and yield curve behavior. I experienced things from an international perspective, sitting alongside currency traders in the World Trade Center. But I left New York in the mid-90s to return to the Midwest. In 2004 I returned to Baker. So, I've been back almost 20 years.

Q: So, you've seen your share of crises, financial and otherwise. Which ones are most impactful, and what lessons can be drawn?

A: The 1987 stock market crash was notable. The Dow lost over 20% of its value in a day. That's never happened before or since. Then there was a series of issues in the late '90s. The Asian currency crisis, Russian debt default, and others. But Sept. 11 was the most horrific event in my career. Having worked in the north tower, it was a particularly painful time followed by great uncertainty. As for specific market events, nothing compares to the 2008 financial crisis and subsequent "Great Recession." For me, and for The Baker Group, I think it was a time when we were uniquely qualified and prepared to help our clients make sense of the crisis and navigate the uncharted waters that followed. Things such as negative interest rates and quantitative easing had always been just theoretical concepts for the most part. Suddenly we were having to deal with those concepts as realities, and we had to adapt our systems and strategies accordingly. Fortunately, we dodged some bullets that hit our competitors. We specifically avoided the temptation of selling complex, non-traditional securities that blew up or became hopelessly illiquid. We also had the advantage of our expertise in interest rate risk management and our proprietary software. Our reputation was bolstered in the wake of the crisis. Now, of course, we're going through another sea-change in the wake of the COVID pandemic. The economic impact, the policy response, and the

ripple effects of all that's happened since early 2020 make this a remarkable time indeed, yet we still haven't seen how this movie ends.

Q: Are you talking about the Fed policy response, specifically?

A: Well, it's more than just that. The way business gets done was changed by the pandemic and complicated by geopolitics. Labor market behavior and supply chains are good examples. The impact of these issues is above and beyond the Fed's extremely tight monetary policy.

As for the Fed, we all know by now that they were very late to recognize how powerful the inflationary impulse would be in the wake of the initial COVID response. They got behind the curve and had to aggressively catch up by tightening with unprecedented speed. Now we seem to be at an inflection point, but I fear a more painful phase of this cycle is yet to come. Time will tell.

Q: Are there people who have been particularly influential in your professional career?

A: Oh yes. I've been privileged to work with, and learn from, some brilliant individuals. Dr. Baker was my intellectual mentor early on. But through the years I've gained incredibly valuable insights from people such as Lacy Hunt, Gary Shilling, and Dave Rosenberg. And of course, my partners through the years at Baker have been wonderful. You won't find a smarter group of professionals, or one with greater integrity. And our clients reflect that as well. I greatly appreciate each and every one of them.

Jeffrey F. Caughron is a senior partner with The Baker Group LP. Caughron has worked in financial markets and the securities industry since 1985, always with an emphasis on banking, investments, and interest rate risk management. The Baker Group has been endorsed since 2010.



2023 DC FLY IN

September 18-20

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Among the best things you can do for your bank and shareholders is to join in the Alabama Bankers Association's 2023 DC Fly In.

Along with other Alabama bankers, there is no better way to make your voice heard in the halls of power in our nation's capital than to meet with members of Congress, federal regulators, and other industry advocates. Following briefings from the American Bankers Association and the Independent Community Bankers of America, ABA will host meetings with our two United States Senators and our seven members of the House of Representatives along with key staffers from each of their offices. In addition, regulatory briefings will occur with the FDIC, the Federal Reserve Bank, the OCC and the CFPB. This trip is open only to representatives of ABA member banks and participating sponsors. The registration fee of \$695 per person covers all group meals.

REGISTER ONLINE AT www.bit.ly/46zuvDo



Hotel Information

Rooms are available at the Willard InterContinental at a rate of \$409 plus applicable taxes and fees. To make reservations please call the hotel at (800) 424-6835 and reference the Alabama Bankers Association for the group rate. The room block expires on Aug. 25.

AGENDA

MONDAY, SEPTEMBER 18

- Registration & Welcome Reception
- Briefing from the American Bankers Association and the Independent Community Bankers of America
- Group Dinner

TUESDAY, SEPTEMBER 19

- Breakfast
- Regulatory Briefings
- Lunch & Hill Visits
- Group Dinner

WEDNESDAY, SEPTEMBER 20

- Breakfast
- Hill Visits
- Departure

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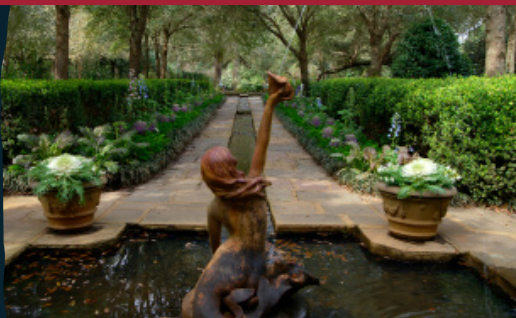
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PERSONNEL

Bank Independent in Sheffield announced that **Bob Thompson** would succeed **David Mathews** as the area president of Lawrence, Limestone and Morgan counties. Thompson joined Bank Independent in December of 2020 as city president over the Athens/Limestone County market. Current Area President David Mathews has served the Decatur community for over 16 years. Mathews has worked closely with the bank to forecast future needs for this key market ahead of his planned retirement in December of 2023. He will transition into the role of senior commercial lender for Morgan County while providing support for his existing customer relationships. The bank also welcomes **Crystal Green** as a vice president sales officer at its downtown Huntsville Sales Office on Holmes Avenue. Green has over 24 years in the banking industry with most of that time spent on the retail side. She served the last six years in commercial banking.



Bob Thompson



David Mathews



Crystal Green



Mary Harrelson

Bank Independent also shared a number of recent promotions. **Mary Harrelson** was promoted to vice president of internal audit and compliance CRA. Harrelson joined the bank in 2003. She has spent her career focused on oversight of the internal audit function within the organization. In

2021, Harrelson began oversight of compliance and CRA for the bank. She holds certifications in both CFSA and CRMA. **Amanda Hicks** was promoted to vice president sales officer at the downtown Huntsville sales office. Hicks joined the bank in March of 2021 and has over 15 years of experience in banking having most recently served as



Amanda Hicks



Paris Johnston



Sondra Koskey



Hillary Logan

assistant vice president sales officer. **Paris Johnston** was promoted to risk officer. She joined the Bank in 2014 as a part time teller before interning with both the BSA and Security departments. She found her fit at the bank with the security team in 2016 and has enjoyed growing her experience within her role. Johnston also obtained her accreditation as a Certified Fraud Examiner (CFE) in 2021. **Sondra Koskey** has been promoted to internal communications officer. Koskey joined the team in 2018 as the advertising and public relations manager. She most recently served as internal communications leader in team member care. **Hillary Logan** has been promoted to customer service officer. Logan joined the bank in 2006 as a part-time teller at the Sheffield sales offices. She gained experience through several sales office roles before joining the customer service team in 2019. **Mary Messer** has been promoted to officer – sales leader at the Killen sales office. Messer joined the bank in May of 1988 as a part-time teller. Over the course of her 35-year career with the



Mary Messer



organization, she has served as a head teller and personal banker prior to becoming a sales manager in 2002. Messer has proudly served at the Killen office since its opening



Ann Collins Mockbee



Tammy Pratt

in 1999. She also serves the Town of Killen as a member of the Board of Adjustments. **Ann Collins Mockbee** has been promoted to assistant general counsel. Mockbee joined the bank's legal team in September of 2017. Prior to joining the bank, she worked for five years as a personal trust relationship manager for a large wealth management group. **Tammy Pratt** has been promoted to treasury solutions – vice president sales officer. Pratt joined the bank in June of 2018 as a treasury solutions sales officer. She began her career as a bookkeeper before progressing into sales roles. Pratt brings over 30 years of banking industry experience with a strong background in merchant services and treasury.

Bryant Bank welcomes **Sam Jeffcoat** as senior vice president for Baldwin County. With a wealth of experience in the banking industry and a strong commitment to relationship building, Jeffcoat brings valuable expertise and a passion for making a positive impact to his new role. He has more than 26 years of banking experience, Jeffcoat has built a career out of serving banking customers on the Gulf Coast. Prior to joining Bryant Bank, he worked for prominent regional banks in the Mobile market.



Sam Jeffcoat

Community Bank headquartered in Flowood, Miss. welcomes **Candace Jenkins** who joined the bank's team as assistant vice president/branch manager. Jenkins has 18 years of banking



Candace Jenkins



Guy Hunt

experience. In her new role, Jenkins will manage and grow her loan and deposit portfolio in the Baldwin County market, as well as serve as branch manager for the Gulf Shores office. The bank also welcomes **Guy Hunt** as vice president in its Birmingham office. A native to Oxford, Hunt brings more than 16 years of experience and skill from the financial industry in the Birmingham Market to the company. Hunt will prioritize assisting business and commercial clients with both lending and deposit solutions. He will also ensure that the company's philosophy of putting the highest value on customer satisfaction will be carried out.

First Bank of Alabama congratulates several employees on their promotions. **Nicholas Pennington, Dillon McBurnett, and Taylor Boggs** were all promoted to commercial relationship managers. Nicholas Pennington has been part of the commercial loan team as a credit analyst and as a commercial relationship manager, and he can further assist customers with credit analysis and ensure more customer satisfaction. Dillon McBurnett has been promoted from being a floating financial specialist to a commercial relationship manager where he will further his understanding of commercial lending. Taylor Boggs has been promoted from an analyst in the compliance department to a commercial relationship manager. Boggs will be able to work more with the commercial lenders and resolve any problems that may arise.



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STATEWIDE ROUND UP

newsline



PERSONNEL • DIRECTORS • RETIREMENTS • OBITUARIES • BANK NEWS

First Bank of Alabama bank also announced a number of other personnel changes. Retail Administration Officer **Randy Fields** will assume the duties of commercial loan officer. Fields has a wealth of experience in banking in this region. The relationships he's built among bankers and community members will help the bank continue to grow business in the Sylacauga and Clanton areas. Branch Manager **Rob Skelton** will assume the duties of retail administration officer. He has done a great job in Lincoln of both developing customer relationships while also building an effective and cohesive team atmosphere in the branch. Financial Specialist **Kristin Rice** will assume the duties of Lincoln Branch Manager. Rice consistently shows initiative in carrying out the duties of her job and is willing to go above and beyond to assist those in need. After starting as a teller in Talladega, she has grown to a leadership role in Lincoln by building good relationships with her customers as well as her teammates. **Jeanene Keith** will assume the duties of financial specialist at the Lincoln Branch. Keith is an experienced teller and strong performer and should continue to grow her banking knowledge as she takes on this new opportunity. **Alyson Thompson** will serve as the bank's digital and data strategy officer, working with all areas of the bank on the various digital platforms and services we provide for our customers. While her primary office will remain in Clanton, she will work throughout the bank. **Kacey McCluskey** will assume the duties of Clanton Branch Manager. Kacey has consistently performed at a high level in her role at the bank and is another employee known in her community as one who will always go above and beyond to help her customers.

First National Bankers Bank in Birmingham announced the following promotions : **Marj Adams**, loan review, promoted to senior vice president; **Shannon Kirby**, administration, promoted to senior vice president; **Corey Ables**, loan review, promoted to vice



Marj Adams

president; **Katie Brumley**, investments operations, promoted to vice president and investments operations supervisor; **Birnie Dupuy**, loan review, promoted to vice president; **Casey Fruge**, loan review, promoted to vice president; **Caleb Stewart**, ALM division, promoted to assistant vice president; **Tricia Brazil**, safekeeping, promoted to officer and safekeeping specialist, senior; **Kiraneeka Holmes**, investments operations, promoted to officer and investments operations specialist, senior II; **Carol Bellue**, operations division, promoted to implementation coordinator; **Daniel Jaubet**, ALM division, promoted to ALM specialist II; and **Ross Michel**, ALM division, promoted to ALM analyst I. **Nova Bank**, a Huntsville community bank in organization,



Shannon Kirby



Corey Ables



Katie Brumley



Birnie Dupuy



Casey Fruge



Caleb Stewart



Tricia Brazil



Carol Bellue



Daniel Jaubet



Ross Michel

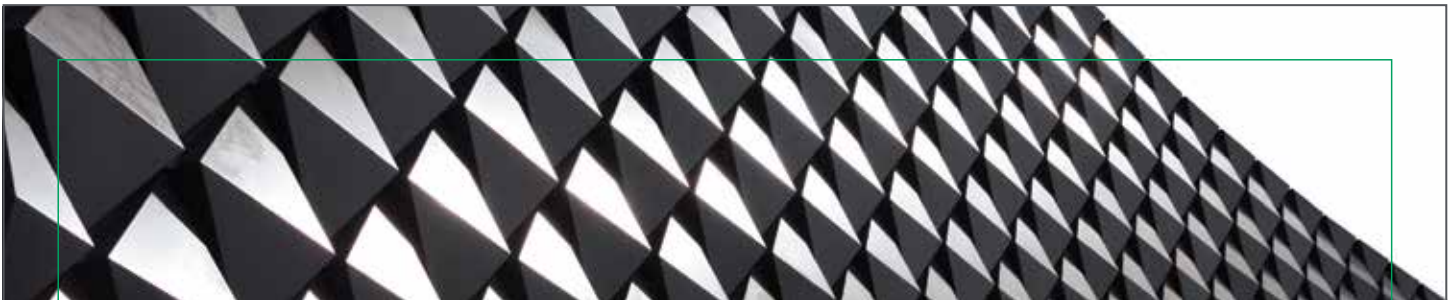


ABA *HALF CENTURY CLUB*

Celebrating those who have been in the banking industry for 50 years or more!



Congratulations to **Lowell Galloway** with **First Southern State Bank** in Stevenson on 50 years of service to the banking industry! Galloway began his banking career in 1973 at C&S Bank in Cartersville, Ga. In 1977 he moved back to Albertville and worked with Central Bank (which became Compass Bank) until joining the staff at Albertville National Bank (now Regions). He served as president of Regions Bank of Albertville until 2005 and then founded Vantage Bank. He retired in 2019 after the merger with First Southern State Bank but remains on the board of directors. In the photo from left are Galloway, ABA Community Bank Ambassador **Debbie Pharr**, First Southern State Bank President and CEO **Jack Lovelady**, and First Southern State Bank Chairman **Mike Ellenburg**.



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STATEWIDE ROUND UP

newslines



PERSONNEL • DIRECTORS • RETIREMENTS • OBITUARIES • BANK NEWS

announced **Matt Davis** as its president. Nova Bank will open later this year as the first newly chartered bank in Huntsville since 2008. Davis was born and raised in Madison County and started his banking career in 2005 after graduating from the University of Alabama. Most recently, he served as first vice president of commercial banking with SouthState Bank.



Matt Davis

Regions Bank in Birmingham announced veteran banker **Fred Behnke** has been named head of the bank's Homebuilder Finance team. Behnke most recently served as regional manager for the company's east region. Behnke joined AmSouth Bank, a predecessor to Regions, in 1999 as a homebuilder finance relationship manager serving clients across Florida. He was elevated to serve as regional manager in 2007.



Fred Behnke

River Bank and Trust

announces numerous new additions to their team. **Michael Hull** joined the bank as senior vice president and relationship



Michael Hull



Don Chittam

manager and will be able to reach out and assist more customers in attaining their financial goals. **Don Chittam** joins the North Alabama region as senior vice president and relationship manager. Chittam has accumulated more than 35 years of banking and financial experience and will help both commercial and consumer clients reach financial goals. **Michael Precise** has joined the

Wiregrass region as its vice president and relationship manager where he will be able to assist customers reach financial stability. **Mary Hartley** has joined the bank in the North Alabama region as a private banker and senior vice president. Hartley will bring 45 years of experience to the team and will work to expand the bank's scope on new customers. **Dawn Jeffery**, Hartley's partner, joined the bank as private banking assistant and customer service officer.



Michael Precise



Dawn Jeffery & Mary Hartley

Throughout Jeffery's 20-year banking career, she has worked in private banking and wealth management.

Rhonda Peebles joined the bank as senior vice president and



Horace Jackson



Rhonda Peebles

private banker for the North Alabama Region. Peebles has more than 40 years of experience in the banking industry focusing on her career in private banking.

Horace Jackson joined the bank as senior vice president and relationship manager. Jackson has more than 16 years



Valerie Whiteside

of banking experience and will work with clients throughout Mobile, Baldwin, and surrounding counties. **Valerie Whiteside** joined the North Alabama region to serve as assistant vice president and mortgage lender. Whiteside has over 30 years of experience in the financial and mortgage industry and will bring guidance and care to her clients helping them with their home financing needs.



newsline

STATEWIDE ROUND UP

PERSONNEL • DIRECTORS • RETIREMENTS • OBITUARIES • BANK NEWS

ServisFirst Bank

headquartered in Birmingham congratulates **Lee Anne Loggins** on her promotion to vice president and treasury management sales



Lee Anne Loggins



Kirk Pressley

officer for the Huntsville Region. Loggins joined the bank in 2018 as treasury management specialist with over 20 years of banking experience and will continue to expand the bank's assets with her new authorities and responsibilities. The bank also welcomes **Kirk Pressley** as executive vice president of strategic planning in Birmingham. Pressley has spent his 35-year career in Birmingham and Houston, Texas. Prior to joining ServisFirst Bank, Pressley started his career as an external auditor focused on financial institutions for two large international public accounting firms. Pressley then served as the controller for BBVA USA Bancshares, previously BBVA Compass Bancshares. He most recently held the position of senior executive vice president and CFO of BBVA USA, Houston, Texas. As executive vice president of strategic planning at ServisFirst Bank, Pressley works with management to identify current goals and ensure the bank is prepared to meet the challenges of the industry.

SmartBank

headquartered in Tuscaloosa congratulates **Holly Spring** on her promotion to mortgage operations manager.



Holly Spring



Aaron White

With nearly 25 years of experience in the financial industry, Spring's journey at SmartBank began in 2015 as the mortgage underwriting manager. Prior to joining SmartBank, Spring held positions as senior mortgage underwriter, head of mortgage operations, and branch operations manager. The bank also congratulates **Aaron White** on his promotion to Bay County Market President. White's background includes over 15 years of experience in the banking industry. He joined the SmartBank team in 2021, and most recently served as a corporate relationship manager.

West Alabama Bank announced the addition of **Mason Morris** as senior vice president and Central Alabama president. He brings 12 years of banking experience to the Birmingham team and is a graduate of ABA's Bankers 2 Leaders Executive Leadership Certification Program. **Shelby Mize** has also joined West Alabama Bank's Birmingham team as loan assistant.



Mason Morris

SEND US YOUR NEWS!

Do you have information for Banking Traditions magazine?

*If so, send it to **Shelley Hildebrand** by emailing her at shildebrand@alabama.bank. We want to hear about what is going on in your bank, and how your bank is impacting the community! Other items to share include personnel changes, director changes, retirements, and obituaries. Feel free to send high resolution photos with your news items! Information is accepted all year long.*
Questions? Email Shelley at shildebrand@alabama.bank.



EMPLOYEE NEWS OF INTEREST

Congratulations to **Jared Waldrop** with **Troy Bank & Trust** on being selected as one of the Independent Community Bankers of America 40 Under 40 2023 Community Bank Leaders!

West Alabama Bank to Open Office in Baldwin County

West Alabama Bank announced plans to open its first Baldwin County location. The full-service location will provide personalized financial solutions for both consumers and businesses. Coastal Region President **MaryAlice Neyhart** will be leading the new office with over 20 years of banking experience. She will be joined by Senior Loan Assistant **Chelsea Duncan**. The new office will be located at 9867 Highway 104 in Fairhope.



MaryAlice Neyhart

DIRECTOR NEWS

ServisFirst Bank welcomes **Dr. Betsy Bugg Holloway** to their board of directors. Dr. Holloway currently



Betsy Bugg Holloway

serves as vice president for advancement and marketing for Samford University and is also an accomplished global marketing executive who will bring wisdom and leadership to the company.

OBITUARIES

Robertson Banking Company mourns the loss of **Jim Bird**, who served as a director of the company for 16 years. Bird passed away April 10. His legacy, however, lives on through his son, **Dusty Bird**, who is serving on the board of directors and through his grandson, **Whit Bird**, who is the bank's Birmingham city president.

Nova Bank Coming to Huntsville in Late 2023

New Community Bank is First De Novo Bank to Huntsville Market in 15 Years



Nova Bank, a Huntsville community bank in organization, received conditional approval from Federal Deposit Insurance Corporation (FDIC) and the Alabama State Banking Department. Nova Bank will open in late 2023 at 532 Madison Street SE in downtown Huntsville. This will be the first newly chartered bank in Huntsville since 2008.

“We look forward to bringing a new, locally owned community bank to Huntsville. It has been 15 years since a true de novo bank entered this market, and we look forward to bringing local decision making and customizable banking services back to Huntsville. Our clients can expect a unique blend of innovative technology and financial expertise from bankers they know and trust,” **Marc Minish**, North Alabama native and Nova Bank founder, said.

Nova Bank will use state-of-the-art banking technology, allowing clients to fully conduct banking digitally, complemented with highly personalized banking from experienced Huntsville bankers. Nova Bank is the first of its kind to open in North Alabama using this progressive blend of technology and personal service, providing the most convenient and seamless banking experience possible.



First Metro Bank Opens Eleventh Branch in Athens

First Metro Bank announced the opening of its 11th branch. Located off Highway 72 and Lindsay Lane in Athens, this new location provides a modern look and feel in a conveniently situated area.

The Muscle Shoals-based community bank first extended its financial footprint into Limestone County in 2017 with its branch in Downtown Athens. Since then, First Metro Bank has been an active member of the Athens community.

“After seeing the success when we opened our downtown location a few years ago, we quickly realized that we wanted to expand and open a branch in East Athens,” **Joseph Southers**, Limestone County president and senior vice president at First Metro Bank, said.



Leading the new branch is **Reed Reynolds**, an Athens native with nearly 10 years of banking experience. “I’m excited to serve even more of our neighbors in our new state-of-the-art facility,” Reynolds said. “We have a great staff that is eager to assist our customers with all of their financial needs.”

Local Bank Celebrates Grand Opening

Local Bank in Tuscaloosa, recently held its grand opening ceremony to mark the start of its journey as a community-focused bank. The ribbon-cutting event was a celebration, attended by the city of Tuscaloosa, the Chamber of Commerce, Local Bank’s board members and investors, as well as employees, clients, friends, and family. Together, they marked this exciting achievement welcoming Local Bank.

A special touch was added to the ceremony as one of Local Bank’s board members led the group in a prayer, seeking blessings and guidance for the bank as it embarked on its new journey, with Proverbs 16:3 being one of the verses quoted.

Scott Christoff, Local Bank’s CEO, spoke about the bank’s rich history in community banking, which began in 1914 when the bank was established as **Peoples Bank of Red Level** by founders who were committed to putting customers first. The bank was later renamed Local Bank in 2022 to reflect its continued focus on local communities. “We are dedicated to providing exceptional banking services to support the growth of our customers, local businesses, and the community as a whole,” Christoff said.



Local Bank’s grand opening event was a huge success, with clients having the opportunity to meet the Local Bank team, learn more about their services, and enjoy refreshments and giveaways.



Bank Independent Celebrates 225 Holmes Grand-Opening

Bank Independent and Prince Holdings celebrated the opening of 225 Holmes Avenue in Huntsville with an open house and ribbon cutting on June 13. The building is anchored by Bank Independent's Madison County headquarters with the Downtown Huntsville Sales Office on the ground floor and commercial offices on the fifth floor.

"Bank Independent is proud to be a part of the Rocket City's growth. Huntsville has outstanding, world class public/private leadership that is a shining example for all communities across the country," Bank Independent President, Macke Mauldin said. "We have been part of the Downtown Huntsville community since 2014, and we are excited to demonstrate our continued commitment to Madison County with the opening of 225 Holmes Avenue."

Located in Downtown Huntsville, 225 Holmes is a brand new five-story mixed-use development project in the heart of the city's business district. This property is situated within walking distance of numerous restaurants, retail, offices, and hotels, as well as across the street from a six-story city parking deck. The office building offers over 77,000 square feet of much needed Class A office space and ground floor retail opportunity.

The bank's management team and branch staff joined Tim Singleton, Bank Independent Eastern Area President, and Huntsville City President DeMarco McClain, in welcoming visitors and showing them around the newly completed facility.

"We are so grateful for the friends who took a chance on Bank Independent when we came to this area in 2014," Singleton said. "It's only with their support that we are able to open our new business home. The building itself is just an opportunity to better serve our community."

"Since day one, Bank Independent has shared a desire to be



a great community partner for Madison County," McClain said. "Whether it's supporting a small business, working alongside community organizations, or collaborating with our many non-profit partners, we are equally committed to each because we know that is what it takes to live out the bank's values."

Part of the first floor as well as all the second, third and fourth floors are available for lease through Crunkleton Commercial Real Estate. The first floor has two spaces available that can be combined into one 5,512 square foot space. The second floor has 14,612 square feet available while the third floor has 14,589 and the fourth floor has 14,522.

"Bank Independent exists to make a positive difference in people's lives. In the lives of our team members, in the lives of our customers and in the lives of our communities" Bank Independent CEO, Rick Wardlaw said. "We've announced several brick-and-mortar investments in the last few months. While they are very important to support our growth, the most important investment we have been making for the past 75 years is in our team members. 225 Holmes is one of those many investments and a symbol of our commitment to the Huntsville Community."



ServisFirst Bank Named to 2023 KBW Bank Honor Roll; Ranked Third on Top Publicly Traded Banks List

Congratulations to **ServisFirst Bank** on being added to the 2023 KBW Bank Honor Roll, which highlights an exclusive annual list of banking institutions that demonstrated a consistently strong track record of earnings growth over the past decade.

“ServisFirst Bancshares, Inc. is honored to be on the KBW Honor Roll for the eighth time,” states **Tom Broughton**, ServisFirst Bank Chairman, President, and CEO. “We have experienced strong growth over the past decade and are proud to be recognized for this accomplishment.”

This is the eighth consecutive year ServisFirst Bank has been named to this list of banking institutions. This year, only 14 U.S. banking institutions, just 4% of all banks screened, were named to the coveted 2023 KBW Bank Honor Roll. To be eligible for the KBW Bank Honor Roll, institutions must be publicly traded with more than \$500 million in total assets that consistently reported increases in earnings per share over the last decade.

The bank also announced it had been ranked third in the top publicly traded banks with between \$10 billion to \$50 billion in assets, based on year-end 2022 data. Consulting firm Capital Performance Group partners with *American Banker* to compile the annual ranking, and this is the second year in a row that ServisFirst Bancshares has achieved the third-place ranking.

Regions Bank Named 2023 Gallup Exceptional Workplace Award Winner

Regions Bank received the 2023 Gallup Exceptional Workplace Award (GEWA). The award recognizes the most engaged workplace cultures in the world. This is the ninth year Regions has been named a GEWA winner.

The ratio of engaged employees to actively disengaged employees of GEWA winners averages 16 times higher than the international average. Worldwide, only 21% of employees are engaged — that is, committed to their work and connected to their workplace — and just 32% of employees in the U.S. workforce are engaged, according to Gallup. In contrast, 72% of employees at winning GEWA organizations are engaged.

“Gallup’s 2023 GEWA winners proved that even during some of the most challenging times, strong cultures are resilient and find new ways to get work done and meet customer needs. These organizations continued to make employee engagement a central cultural priority as part of their business strategy, and they maintained record levels of employee engagement while achieving or exceeding their business goals,” said **Jim Harter**, Gallup’s chief scientist of workplace management and wellbeing.

Cadence Bank Receives Outstanding Rating in CRA Evaluation, Demonstrating its Commitment to Communities

Cadence Bank announced its latest achievement on the Community Reinvestment Act (CRA) performance evaluation conducted by the Federal Deposit Insurance Corporation (FDIC). The bank received an Outstanding overall and in the Investment and Service categories, as well as High Satisfactory in Lending. This recognition solidifies Cadence’s long-standing commitment to supporting and serving its communities.

“We are immensely proud of our team’s exceptional accomplishments, which led to Cadence securing the highest CRA rating. This recognition from the regulators is a testament to our unwavering dedication to promoting economic growth and advancing financial inclusion, particularly in low- and moderate-income areas within the communities we serve,” said **Dan Rollins**, chairman and CEO of Cadence Bank.



Bank Independent Holds Annual Shelter Share Drive

The 10th annual **Bank Independent** Shelter Share drive collected a total of 246 items and \$11,728.82 in donations. Additionally, the bank sponsored 123 pet adoptions across partner animal shelters in northwest Alabama.

During the three-week drive, all locations of the bank served as donation points for pet food and supplies designated to support local animal shelters in Florence, Muscle Shoals, Athens and Huntsville in support of Shelter Share.

Bank Independent closed the drive in mid-May with Adoption Day sponsoring the adoption application fee for animals adopted from partner shelters. The bank arranged to pay all fees associated with vetted and approved animal adoptions throughout the day.

“The daily needs of animals in the care of our local shelters are heavily reliant on the support of the community,” Bank Independent CEO **Rick Wardlaw** said. “Bank Independent is pleased to be able to provide this much needed assistance

with the generous support of our team members and the communities.”

Every Bank Independent sales office across the seven counties they serve accepted donations of pet food, kitty litter, paper towels, nursing bottles, cleaning supplies, first aid items, and used blankets, bedding and towels. The supplies were delivered to the Athens Limestone Animal Shelter, Colbert

County Animal Control Association, Decatur Animal Services, Lawrence County Animal Shelter, Morgan County Animal Shelter, Huntsville Animal Shelter and Florence Lauderdale Animal Shelter.



United Community Donates to Organizations across Alabama

United Community, through the **United Community Bank Foundation**, is donating a total of \$20,000 to four organizations in Alabama including the Princess Theatre for Performing Arts, Huntsville Museum of Art, Central-West Alabama Red Cross and YMCA of the Shoals.

“Serving our communities has always been a focus at United,” said **Lynn Harton**, chairman and CEO of United Community. “Each one of these organizations was handpicked by our employees, and we’re proud to continue to support the great work our teams have been doing here for

many years.”

United Community has been committed to giving throughout its 70-year history. The bank created the Foundation in 2020 out of a desire to inspire, lead, and strengthen the places where its employees and their families live. Every United employee can request funds for local organizations that are important to them.

“We are excited to continue the great work we have been doing for nearly 15 years under our new brand, United Community,” said **David Nast**, who founded Progress Bank in 2008 and

now serves as president of Alabama and Florida Panhandle for United. “Our team has always been passionate about investing in our communities, and we’re proud to continue that work now that we’ve joined United, which has a long history of positively impacting the communities it serves.”

Progress and United merged in early 2023 and completed the conversion process in April. All 14 Progress branch locations in Alabama and the Florida Panhandle have been rebranded, bringing United Community’s total footprint to 207 locations across six states.

BOARD BRIEFS

Key Steps That Employers Can Take to Effectuate Comprehensive Internal Reporting Procedures

by Michael E. Turner, Phelps Dunbar

Financial institutions face many challenges in today's regulatory environment, with the number of applicable federal and state laws and regulations long and ever-changing. Compliance is further complicated by the number of different regulators that may have oversight over the institution, each sometimes with different compliance priorities, whether it is the OCC, the Federal Reserve, the FDIC, the CFPB, or the Alabama State Banking Department.

While many industries are heavily regulated, a unique issue faced by financial institutions is that many of the applicable laws and regulations that provide employees with protection from employment retaliation for reporting potential violations or regulatory issues also may incentivize them to come forward with complaints through the possibility of monetary rewards. An in-depth review of each potentially applicable law/regulation is beyond the scope of this article, but the major relevant federal laws include the Bank Secrecy Act (BSA), the Dodd-Frank Reform and Consumer Protection Act (Dodd-Frank), the Federal Deposit Insurance Act (FDIA), the Financial Institutions Reform, Recovery, and Enforcement Act (FIRREA), the False Claims Act, and the Anti-Money Laundering Act (AML).

Legitimate, good-faith reports of potential violations or regulatory issues are absolutely deserving of employment protection from retaliation. These reports are a critical tool in assisting financial institutions in ensuring regulatory compliance and transparency. But it is certainly not uncommon for an underperforming employee to seek to insulate themselves as a "whistleblower" by making a regulatory complaint to their employer on the eve of expected discipline. This can create issues for financial employers who have a business need to identify and discipline and potentially separate from employment under-performing employees, especially those whose

performance may create regulatory issues.

To effectively navigate this issue, it is important for financial employers to (a) have in place a comprehensive and effective internal reporting procedure for potential violations/regulatory issues and (b) a policy of regular, documented employee performance evaluations and progressive discipline. Through this coordinated effort, financial employers can document and build a defensible case that the employee's performance issues are the basis for the discipline, and the discipline is not retaliation for a belated "whistleblower" complaint.

Key steps that employers can take to effectuate this plan include the following:

- Establish detailed procedures to comply with all applicable laws and regulations. This includes regular training of all employees, both at hiring, at regular intervals thereafter, and in the event of new laws or a change in regulator priorities.
- Establish and regularly communicate to employees a clear statement of the institution's intent to fully comply with the law and encouraging the reporting of potential legal violations, regulatory concerns, unethical conduct, etc. through multiple communication avenues. A mandatory requirement of that policy is the unequivocal statement that all employees who report potential violations in good faith will be protected from employment retaliation.
- A reporting policy is only effective if the institution dedicates employees to investigate each complaint seriously and thoroughly, documenting all steps of the investigation. That may involve consultation with legal counsel for the purposes of both legal advice but also for the benefits of the attorney-client privilege. 1-800 "hotlines" may be required by law (or if "strongly recommended" by regulators), but institutions should be cautious of them because they

may invite frivolous reports or one lacking sufficient information for an effective investigation. This may hinder an effective investigation, but also may serve to provide evidence in future litigation or regulatory actions that the institution “should have known” of the violation and failed to properly investigate it and/or pattern and practice evidence that can lead to a finding of serious “willful” violations. Therefore, multiple methods of reporting that encourage detailed complaints is critical to an effective reporting/investigation policy.

- Train/remind management on a regular basis of the institution’s policy against retaliation. Carefully review with legal counsel any potential adverse employment action (termination, demotion, pay decisions, etc.) that involves an employee who has made a whistleblower complaint before the adverse employment action is implemented. This includes training on and detailed review of employee complaints to determine if they entitle the employee to non-retaliation protection. Management may be familiar with identifying complaints of unlawful discrimination or workplace harassment, or safety hazards, all which also entitle the employee to non-retaliation protection, but complaints of regulatory issues may be less obvious and harder to spot.

- Institute regular, written performance evaluations (at least annually) using objective criteria consistent for all similar-situated employees that specifically identifies deficiencies and areas of needed improvement. Use a defined progressive discipline policy, with exceptions for acceleration for certain egregious misconduct. Document all discipline, including verbal “coaching” or counseling, so that performance issues are identified as early as possible. Doing so can help a financial employer in evaluating the appropriateness of discipline for future performance issues if the employee later makes a whistleblower complaint and, if necessary, defend a legal claim that the discipline was retaliation for that complaint.

Michael E. Turner is a partner in the Birmingham, office of Phelps Dunbar LLP and practices in the firm’s Labor and Employment group. Michael’s litigation practice focuses on the defense of employers in employment-related litigation in both federal and state courts and before administrative agencies. He works closely with employers to advise on employment-related issues and draft policies and procedures to mitigate workplace challenges, maximize employee relations, minimize risk, and improve businesses’ bottom line.



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AUGUST

17-18 **Internal Audit: THINK TANK**
Birmingham

22-23 **Women in Leadership**
Renaissance Montgomery Hotel
Montgomery

SEPTEMBER

7 **Analyzing Repayment Sources**
Virtual Live Event via Zoom

WEBINARS

REGISTER TODAY! For more information or to register for either a live seminar or webinar, visit www.alabama.bank/edu. ABA's webinar provider is OnCourse Learning. In addition to live and on-demand webinar access, the company also offers webinars on CD-ROM.

AUGUST

- 1 Bi-Monthly Compliance Briefing - August (10:00 a.m.)
- 1 Advertising Compliance (1:30 p.m.)
- 2 TRID for Beginners (10:00 a.m.)
- 8 Bank Accounting: Boot Camp on the Basics - 5 Part Series (10:00 a.m.)
- 8 The Collusion of Fair Lending, CRA and Small Business Data Collection and Reporting (Section 1071) (1:30 p.m.)
- 9 Compliance for Beginners (10:00 a.m.)
- 9 Flood Insurance Essentials (1:30 p.m.)
- 15 Building New Business Procedures - Beneficial Ownership Changes (1:30 p.m.)
- 16 Best-Ever Compliance Checklists for Consumer Loans (1:30 p.m.)
- 17 Garnishments of Federal Benefit Payments: What a Banker Needs to Know (10:00 a.m.)
- 17 Nailing Your Job as Head Teller (1:30 p.m.)
- 23 Deposit & Operations Compliance: What are the Rules? (10:00 a.m.)
- 22 10 Common Errors on the UTMA (1:30 p.m.)
- 24 Diversity & Inclusion in Our Workplace (10:00 a.m.)
- 24 Preparing for a Loan Review Before the Regulators Arrive (1:30 p.m.)
- 29 Deposit Regulations - Summer Update (10:00 a.m.)
- 29 What to Do When Your Customer Dies (1:30 p.m.)
- 29 Limited Liability Companies - Drilling Down Past Basics (1:30 p.m.)
- 30 Posting with Confidence: Social Media Compliance (10:00 a.m.)
- 30 CFPB Update! Junk Fees and Other Depository Issues (1:30 p.m.)
- 31 1071 Small Business Lending Data Collection: What Have We Learned Thus Far? (10:00 a.m.)
- 31 Ransomware, Phishing, and Email Compromise: Is Your Incident Response Plan Ready (10:00 a.m.)

QUESTIONS

about our educational opportunities?

Contact **Elizabeth Bailey** who serves as vice president of professional development! She can be reached by email at ebailey@alabamabankers.com or by calling (251) 510-3593.



ALABAMA BANKERS ASSOCIATION

CALENDAR OF *events*

2023

AUGUST 3-5

CEO, Bank Exec & Directors' Conference

The Grand Hotel
Point Clear

SEPTEMBER 18-20

DC Fly In

The Willard
Washington, D.C.

SEPTEMBER 18-22

Advanced Compliance College

The Lodge at Gulf State Park
Gulf Shores

SEPTEMBER 26-27

The IGNITE Experience

The Westin
Huntsville

OCTOBER 2-6

Advanced Lending Institute

The Lodge at Gulf State Park
Gulf Shores

October 19-20

Trust & Wealth Management Symposium

Vestavia Country Club
Birmingham

October 22-27

Alabama Banking School

Renaissance Montgomery Hotel
Montgomery

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