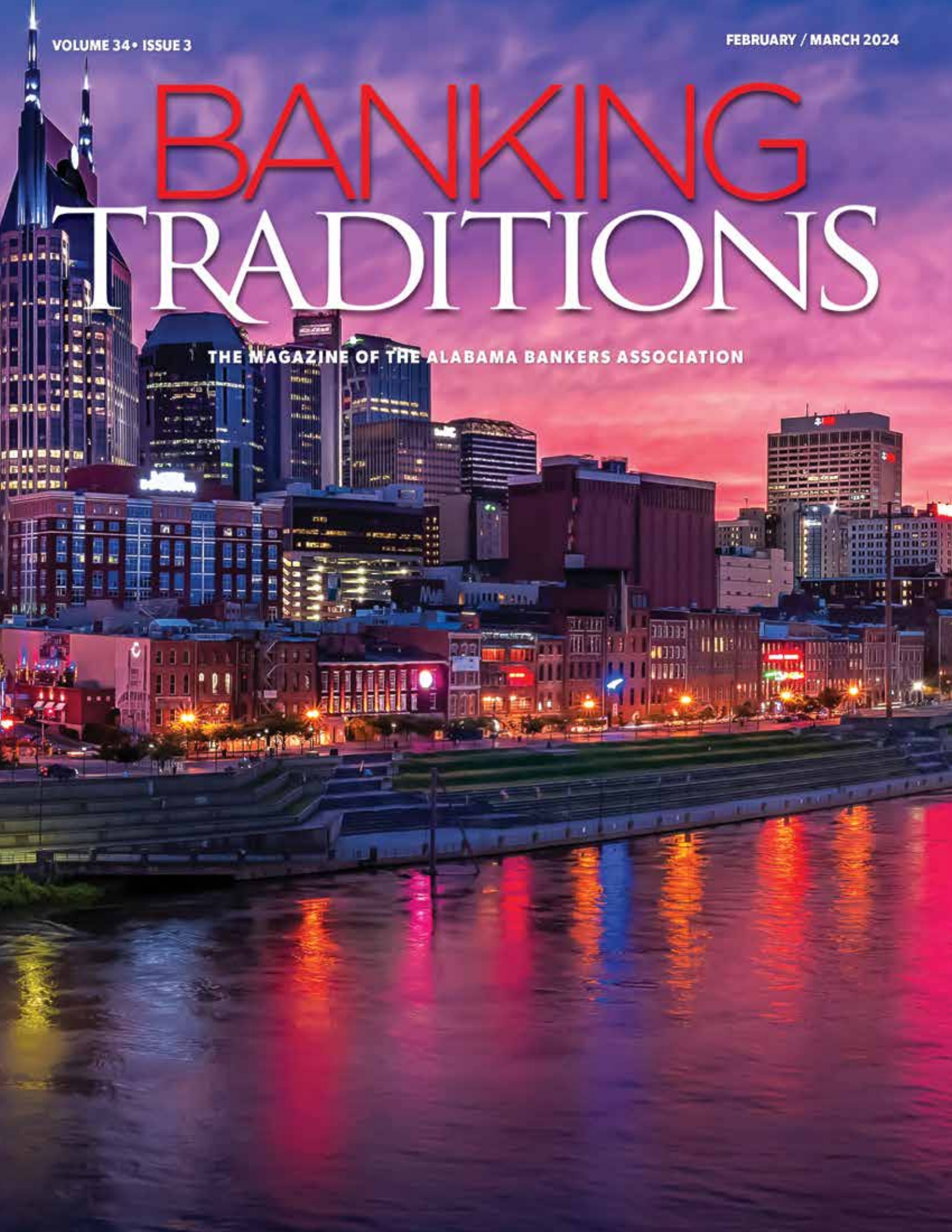


VOLUME 34 • ISSUE 3

FEBRUARY / MARCH 2024

BANKING TRADITIONS

THE MAGAZINE OF THE ALABAMA BANKERS ASSOCIATION



45th Anniversary CELEBRATION SEMINAR

November 7-8, 2024

Scottsdale, AZ
JW Marriott
Camelback Inn Scottsdale

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FEATURED SPEAKER

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Rosenberg Research & Associates Inc.

ACCOMMODATIONS

A block of rooms is available at JW Marriott Camelback Inn Scottsdale. The special room rate will be available until **October 14, 2024** or until the room block is sold out. Hotel price: \$329 + \$20 resort fee.

There is no cost for this seminar.

For more information and to register, visit GoBaker.com/arizona/. Call Skoshi Heron at 888.990.0010 for questions.

Interest Rate Risk and Investment Strategies Seminar

AGENDA

Wednesday, November 6

Welcome Cocktail Reception

Thursday, November 7

Breakfast, Economist–David Rosenberg, Seminar, Lunch, Seminar, Adjourn, 45th Anniversary Celebration Cocktails and Dinner

Friday, November 8

Breakfast, Seminar, Conclusion, Golf Included at the Padre Golf Course

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.

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

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The convergence of big data, computing power and generative A.I. algorithms is already having major impacts on the banking industry. Financial institutions can stay ahead of evolving regulations by reviewing their products and operations and implementing best practices now.

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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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Building on Success

As we reflect on the past year's achievements and set our sights on new horizons, it's evident that our collective efforts as bankers and members of the Alabama Bankers Association have yielded significant successes. In the dynamic landscape of banking, where challenges and opportunities abound, our commitment to collaboration, advocacy, and professional growth has been instrumental in advancing our industry and serving our local communities.

Throughout 2023, ABA's state and federal political action committees were pivotal in advocating for policies conducive to banking and economic prosperity. By supporting these PACs with donations greater than \$250,000 this past year, you have helped to amplify our collective voice, effectively influencing legislative decisions impacting our industry and the customers we serve. Whether advocating for regulatory reforms to streamline processes or championing initiatives protecting and promoting the financial wellness of individuals across our state, our engagement in political advocacy has been essential in shaping policies that align with your values and objectives as Alabama bankers.

Moreover, our collective participation in the professional development and networking space has been integral to our growth as banking professionals. In our three largest events of the year – the 2023 Annual Convention, B2L Summer Leadership Conference, and CEO, Bank Exec & Directors' Conference — nearly 1,500 individuals representing over 100 banks were present. These offerings have provided valuable insights into emerging trends and best practices and facilitated meaningful connections with peers, industry experts, and thought leaders. In a world characterized by rapidly changing technology and customer expectations, staying abreast of the latest developments and expanding professional networks is paramount to remaining competitive and delivering exceptional value to our customers and shareholders.

Looking ahead to the new year, there are several areas where we can build upon our successes and further

enhance the impact of our collective efforts. Your continued support for our association's PACs remains crucial. As we navigate an ever-changing regulatory landscape and advocate for policies promoting financial innovation and inclusion, our contributions to the PACs enable us to wield greater influence and advance our shared interest in a stronger way.

In addition, investing in ABA's professional development offerings is key to staying ahead in an increasingly competitive industry. By actively participating in seminars, schools, and other training programs we offer, we can sharpen our skills, deepen our expertise, and adapt to emerging trends and technologies more quickly. The Alabama Banking School is a perfect example with 176 students from 76 banks in the 2023 session. Continuous learning is a must for our ongoing success as Alabama bankers.

Finally, commit to engaging in ABA's networking events, seizing valuable opportunities to exchange ideas, forge partnerships, and collaborate on initiatives driving your bank's growth. By fostering a culture of collaboration within the association, members' collective expertise and experience can be leveraged to tackle common challenges while capitalizing on emerging opportunities.

In 2024, I hope you will deepen your engagement in the ABA as we work together to harness the collective strength of our industry to continue driving positive change, creating lasting value for our customers, communities, and industry.



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Bryant Bank's Correspondent Services and Capital Markets team cares because Alabama is our home, too. Our vision is to see every Alabamian experience a financially stable future and live in a thriving community. To do this, we put care into action with Alabama's community banks to help foster economic growth and empower potential.

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- **AgoraEversole** has been endorsed for marketing services since 2006. Over the years their offerings have changed adding a robust digital marketing solution. (Chris Bates - (601) 366-7370)
- **Banc Card** was endorsed in early 2020. What stood out during the process for selecting Banc Card as our provider for merchant services was the heavy emphasis the company puts on its customer service. (Brent Nast - (423) 463-7985)
- **CRS Data** is endorsed partner in for its Financial Suite software program allows banks to provide fully compliant in-house property evaluations, in lieu of appraisals, on any type of real estate. (Alwyn Stanley - (800) 374-7488)
- One of our newer endorsed partners is **Check Printing Contract Consulting**. CPCC negotiates check printing agreements on behalf of banks. (Greg Baitt - (216) 396-0225)
- **EBS** also endorsed in 2020 as our provider for bank owned life insurance and non-qualified benefits. EBS offers a great product for our members. (Phil Pickett - (205) 803-7341 or Michael Pounds - (205) 949-4067)
- **IntraFi Network** is our endorsed solution for deposit placement services since 2013. (Kenny Heredia - (866) 776-6424, ext. 3486.)
- Another mainstay in our list of providers is **ADVANTAGE, powered by John M. Floyd & Associates**. Endorsed since 2005, JMFA is our solution for overdraft privilege protection program. (Waid Thompson - (877) 243-1152)
- **Marsh & McClennan Agency** has been endorsed since 2014 for P&C insurance and risk management solutions. An endorsement for supplemental insurance through AFLAC was also added for accident insurance, hospital indemnity, and critical illness. (Mark Landers - (205) 969-2131 or Tom Younger - (256) 890-9000)
- Just last year we endorsed **Profit Resources, Inc.** for process improvement, revenue enhancement, and contract negotiation. PRI strengthens financial institutions by improving profitability, processes and efficiency, so that banks can best serve their customers, employees and shareholders. (Sue Shaffer - (901) 283-3034)
- **ServisFirst Bank** joined our lineup of providers in 2020 for its agent credit card program. Two card programs are available in both the consumer and commercial channels—platinum benefits and cash back rewards—to meet the needs of different customers. (Karen Grahn - (205) 949-0330)
- Since 2005, we have endorsed **SHAZAM** for its check card processing solution. SHAZAM pioneered the PIN-debit point-of-sale transaction and is the only nationwide independent, member-owned debit network and processor supporting community banks. (Rob Buchanan - (800) 717-4460)
- **Shred-it** was just endorsed in 2021. Shred-it can help your bank with a variety of services including document destruction, on-demand shredding, hard-drive destruction and media destruction. (Kevin Kroboth - (704) 299-1623)
- **STS Group** is an independently owned, Alabama-based provider of financial security equipment, customer convenience equipment and ATM solutions. STS has been endorsed for its bank security equipment and ATMs since 2012. (Adam Stephens - (256) 957-8018)
- **The Baker Group** is one of the nation's largest independently owned securities firms specializing in investment portfolio management and asset/liability services for community financial institutions. Baker has been endorsed for portfolio management and asset/liability strategies since 2010. (Dee Wint at (800) 937-2257)
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Alabama Banking School Celebrates 48 Years of Bankers Teaching Bankers

Congratulations to the 39 students who graduated from the Alabama Banking School on Oct. 27, 2023. ABA welcomed former U.S. Representative Martha Roby who served as the commencement speaker at the graduation ceremony.

A total of 155 students traveled to Montgomery in late October to participate in the 2023 session of the Alabama Banking School. The three classes – pink dots (freshmen), green dots (juniors), and blue dots (seniors) – delved into the comprehensive, challenging curriculum with the goal of learning to become even more prepared, efficient, and knowledgeable bankers.

Held at the Renaissance Montgomery Hotel, our program has helped bankers from all areas of the industry attain new skills and hone existing ones. Graduates of the school oftentimes remain involved by serving as class directors or instructors. Some have been a part of the school for 25 years or more.

While most of the time was spent hard at work, there were opportunities for a few fun networking events. Sunday evening, the junior class hosted a Halloween-themed welcome reception for the whole school. Students, class directors and staff dressed up to celebrate the return to

banking school. A few years ago, the school started hosting a competition-based event on Monday evening with the hopes of encouraging class bonding. Over the years, the competition has evolved into a cornhole tournament held in the exhibit area of the hotel. And not only has this competition led to tighter-knit classes, but it has also produced some intense cornhole players who apparently spend the year prior to banking school honing their craft in hopes of claiming the trophy. For the last two years the seniors have won which has some wondering if there is a dynasty in the making.

Another tradition held each session are the class dinners held on Wednesday evening. Freshmen enjoyed time in the Station Room at Dreamland. The juniors dined at Central Restaurant, and the seniors enjoyed dinner at the Ravello Ristorante.

One of the highlights of the final year of banking school is participation in the BankExec program. This is a computer-based bank balance sheet and income statement program that allows students to run a simulated bank. The teams were split between two communities to compete for best performance. Teams were judged by a “board of directors” consisting of bankers from across the state that volunteered to serve as judges.



CLASS OF 2023



From left are: **Senior Class President Markeisha Layne**, Synovus; **ABA Chairman Mike Ross**, CB&S Bank in Russellville; and, **former U.S. Representative Martha Roby** who is now with Bradley law firm.



Above are judges for this year's bank simulation competition. From left are: **Linwood McClain**, Trustmark Bank in Montgomery; **Jeff Kervin**, Troy Bank & Trust; **Mike Vincent**, United Bank in Atmore; **Dana Peoples**, State Bank & Trust Bank in Winfield; **Guy Davis**, Marion Community Bank in Montgomery; **Michael Morgan**, First Community Bank of Central Alabama in Wetumpka; **Mike Ross**, CB&S Bank in Russellville; and, **Jimmy Stubbs**, River Bank & Trust in Prattville.



Left are the winners of of the 2023 Cornhole Tournament - the blue dots!

- **Harrison Scott Arnold**, EBS
- **Joel Paul Balentine**, First Metro Bank
- **Kris Bell**, Bank Independent
- **Joy R. Bishop**, 22nd State Bank
- **Ryan Blackenburg**, Millennial Bank
- **Thomas A. Culbreth**, Troy Bank & Trust
- **Kimberly Davis**, First Bank of Alabama
- **Lesley Davis**, Southern States Bank
- **Courtney L. Duncan**, Southern States Bank
- **James Easton**, Peoples Bank of Alabama
- **Christy LeeAnn Edwards**, First National Bank of Hamilton
- **Patricia Faye Gachanja**, SouthPoint Bank
- **Katie Erin Glover**, EvaBank
- **David Greenfield**, Bank Independent
- **Janice Saunders Grohs**, Renasant Bank
- **Lisa Brown Hastings**, Bryant Bank
- **Brooke B. Haynes**, AmeriFirst Bank
- **Danny J. Hollis**, Merchants & Marine Bank
- **Markeisha Layne**, Synovus
- **Jessica Lowell**, United Bank
- **Heather D. McAfee**, Merchants Bank of Alabama, a division of SouthPoint Bank
- **Angela McGee**, Marion Community Bank
- **Jordan Reece McGlawn**, West Alabama Bank & Trust
- **Megan Elizabeth Mordecai**, State Bank & Trust
- **Karen Turner Morris**, River Bank & Trust
- **Gary Nunn**, Premier Bank of the South
- **Kristian Poole**, Premier Bank of the South
- **Rachel Rampy**, First Bank
- **Kim Sargent**, Citizens Bank & Trust
- **Emily Dawn Smith**, United Bank
- **Hunter Smith**, Troy Bank & Trust
- **Jill Smith**, Peoples Bank of Alabama
- **Pamela Smith**, Central State Bank
- **Brian K. Snyder**, Troy Bank & Trust
- **Rebecca Spear**, CB&S Bank
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Shown in the photos above are the members of the "banks" that won the BankExec simulation. On the left are members of "Riverfront Bank" that won the Community A division. Riverfront Bank team members included (from left): **Jamie Easton, Peoples Bank of Alabama; Gary Nunn, Premier Bank of the South; Lisa Hastings, Bryant Bank; and Rachel Rampy, First Bank.** The photo on the right is comprised of the members of the winning bank, called "Best Bank," from the Community B division. Shown from left are **Assistant School Director Will Finney; Angie McGee, Marion Community Bank; Danny Hollis, Merchants & Marine Bank; Jill Smith, Peoples Bank of Alabama; Brooke Haynes, AmeriFirst Bank; and School Director Sherry Coker.**



Congratulations to our senior class high achievers! Shown from left are **Assistant School Director Will Finney; valedictorian, Jamie Easton, Peoples Bank of Alabama; salutatorian, Courtney Duncan, Southern States Bank; and School Director Sherry Coker.**

Below are a few fun photos from the week! Clockwise from left are: green dots and their class directors during cornhole, banking school staff under construction, slightly stressed but smiling seniors working on their bank simulation, and our energetic Spartan cheer team!



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Deposit Betas Remain a Challenge in 2024

by Andrea Pringle

We do not have to go back very far to remember a time when deposit betas were not even an agenda item in many Asset Liability Committee (ALCO) discussions. Today, the topic is front of mind for many, especially as the interest rate cycle is anticipated to turn over in 2024 and a new period of falling rates is expected to begin.



In banking lingo, the term “beta” refers to the sensitivity of a bank’s deposit costs to changes in the short-term interest rate. In other words, how much of a move in the short-term rate (federal funds rate) a bank passes on to depositors.

The matter is front of mind because the rapid acceleration of betas was a major theme in 2023 for many banks. By and large, community bank betas increased rapidly every quarter from Q2 2022 through Q2 2023 and then began to moderate as Fed rate hikes ceased in July 2023. Despite the recent moderation, betas continue to present a challenge. Many expect betas to continue to rise, albeit at a slower pace, and then peak some time in 2024. Pressure to pay more for deposits at a time when loan growth is also expected to slow alongside a slowing economy will be a challenge for many.

We ended 2023 with deposit costs rising faster than loan yields for many institutions. The rapid increase in interest rates since March 2022 as well as the impact of rising inflation on depositors’ purchasing power has had customers paying considerably more attention to what they earn on deposits. Unfortunately, this shift in consumers’ mindsets may have lasting implications, making it more difficult to bring down deposit costs when the rate cycle expectedly turns over this year. In previous cycles, one of the best defenses against shrinking margins has been the ability to aggressively cut cost of funds. However, banks’ increased use of wholesale funding and the reawakening of so-called “sleepy” deposits may render this strategy ineffective this time around.

Slowing loan growth also poses a challenge for many in 2024. High borrowing costs and weakening economic conditions may be a headwind for loan demand this year. Many bankers are also tightening lending practices in preparation for a less favorable economic environment. Recent bank lending surveys conducted by the Fed show that many banks have tightened credit standards across all product categories and show that they anticipate a deterioration in credit quality as well as collateral values in 2024.

The persistence of elevated deposit costs combined with slower lower growth would understandably challenge net interest income (NII). So, what can banks do to combat these pressures in 2024?

Ideas to Help Manage Deposit Betas

- Target certain rate advertisements, focus on quality of service and products offered
- Revisit all deposit product tiers and manage tier pricing independently
- Focus on certain market demographics with lower deposit beta behavior
- Increase education of client relationships through education and incentives
- Enhance cross-selling efforts and customer loyalty programs

Ideas to Help Offset Slowing Loan Growth

- Supplement decreased loan activity with investments
- Avoid keeping investments in cash/short-end of the curve as those will be the first to fall when the Fed cuts rates
- Consider extending duration to lock in higher asset yields for longer
- Be creative if liquidity is tight; consider bond swaps/ borrowings to capture higher yields

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These broad themes will not impact every community bank the same way. Nor should every community bank approach its beta analysis the same way. Variables like geography, competition, size, and funding mix all weigh heavily on betas. There has been an important and necessary shift in focus on this topic, with many banks devoting more time and resources to proper analysis and projections. Prudent risk managers will also periodically stress the assumptions around deposit betas in their asset/liability models and establish worst-case scenarios to assess the impact of higher betas. This is a necessary step in today’s environment, especially in preparation for a successful regulatory exam.

Also remember there are many different reasons that customers choose to deposit their funds at a bank, which

are not dependent on interest rates. Past studies have shown that consumers place higher value on service-related features like convenience, customer service, availability, and technology over deposit pricing.

Those surveys may underestimate the rate impact now that many online banks are offering savings accounts that yield well over 4.0%. However, there is still much community banks can do to protect NII in 2024.

Andrea F. Pringle is a financial strategist and MBS analyst at The Baker Group.

Andrea worked on the Capital Markets Sales and Trading Desk at Fannie

Mae for five years before returning to Oklahoma to work in corporate finance.

Before joining The Baker Group, Andrea was the supervisor of corporate finance at a publicly traded energy company. Since joining The Baker Group in 2020, Pringle’s focus has been on mortgage products. The Baker Group has been endorsed since 2010.



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Convention & Marketplace*

JUNE 2-5, 2024 • FOUR SEASONS HOTEL • NASHVILLE



ABA's 131st Annual Convention & Marketplace is set for June 2-5 at the beautiful Four Seasons Hotel in downtown Nashville, Tenn.! We are excited to once again be back in this vibrant city. One of our featured speakers is retired Lt. Col. Scott Mann, a former U.S. Army Green Beret, who completed multiple tours throughout the world in places like Columbia, Iraq and Afghanistan. Author of the *New York Times* bestseller, *Operation Pineapple Express*, Scott will discuss how to lead through uncertainty.

Reconnect with old friends and enjoy cocktails during our Sunday evening Welcome Reception in the trade show area. Our marketplace will be set up with our vendors ready to interact with convention attendees.

On Monday, join us for our annual Silent Auction in the trade show area hosted by our Bankers 2 Leaders division! This event will take place in and around the trade show area and will include heavy hors d'oeuvres, cocktails and desserts.

You cannot come to Nashville without enjoying some live, country music! Our evening event on Tuesday will begin with cocktails and dinner and then conclude with a performance by the Nashville Songwriters. Discover the stories behind the music you love with some of Nashville's hit-making songwriters. This entertaining event allows the opportunity to hear hits as they were originally written and hear the stories behind them.

Our conference hotel is the beautiful Four Seasons located in downtown Nashville. We also have an overflow room block at the Hyatt Centric located just across the street. **All rooms in the room blocks at each hotel are reserved for REGISTERED convention guests only. Each room reserved in the room block must have at least one adult registered for a full convention registration. Guests must register with the association and pay fees for convention prior to making hotel reservations.**

Agenda

SUNDAY, JUNE 2

6 - 7:30 p.m. Registration & Welcome Reception

MONDAY, JUNE 3

7:30 - 8:30 a.m. Breakfast in the Trade Show Area

8:30 - 11:30 a.m. Breakout Sessions & Marketplace Day

5 - 7 p.m. Cocktail Connection & Silent Auction

TUESDAY, JUNE 4

7:30 - 8:30 a.m. Breakfast in the Trade Show Area

8:30 - 12 p.m. General Session

6:30 - 9 p.m. Country through the Decades Dinner & Entertainment

WEDNESDAY, JUNE 5

7:15 - 8:30 a.m. Breakfast

8:30 a.m. - 12 p.m. General Session

12 p.m. Convention Concludes

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- Kelly Burdette, SVP Digital and Products at Bank Independent

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CONVENTION SPEAKERS

Leading Through Uncertainty

featuring Scott Mann

How has chaos and uncertainty changed the reality of your day-to-day arena? How do we find our way out of chaos and back to a place that makes sense? How do you keep yourself healthy and relevant to those you lead in the darkest moments? What are the best practices that allow you to effectively lead your team through chaos? Your people and leaders are exhausted from persistent change and pivots out of one crisis and into another. This presentation will explain how chaos and complexity have changed leadership reality and discuss tools needed to lead through exhausting change while still maintaining morale and purpose.



Lt. Col. (Retired) Scott Mann is a former U.S. Army Green Beret with tours all over the world including Colombia, Iraq, and multiple tours in Afghanistan. He is a warrior storyteller and the founder of Rooftop Leadership where he shares the rapport-building skills he learned in Special Forces to help today's leaders make better human connections in high-stakes, low-trust engagements. Scott is the author of the instant New York Times Best-Seller, *Operation Pineapple Express*, a third-person narrative detailing the harrowing stories of the veterans, volunteers, and Afghan Allies who navigated the US abandonment of Afghanistan in August of 2021.

Fortifying Finance: Navigating the New Era of Cybersecurity in Financial Institutions

featuring Brian Jackson

In this comprehensive presentation, the speaker will delve into the critical domain of cybersecurity within the financial sector. As financial institutions increasingly digitize their operations, they become more vulnerable to sophisticated cyber threats. This presentation aims to equip financial professionals with the knowledge and tools necessary to safeguard their institutions in an increasingly digital and interconnected world. The goal is to foster a more secure environment through education, technology, and collaboration. The following topics will be discussed:

- Evolving Cyber Threat Landscape
- Regulatory Compliance and Standards
- Risk Management Strategies
- Advanced Cybersecurity Technologies
- Human Factor and Training
- Future Outlook

Brian Jackson is the CEO of Abacus Technologies. He began his career in technology by implementing accounting systems, business intelligence solutions and developing system integrations and now uses that experience to help clients implement and support business applications, computer hardware, network infrastructure, cloud solutions, and cybersecurity processes.



Demystifying AI: A Guide for Bank Leaders

featuring Jack Vonder Heide

Artificial Intelligence (AI) has become a captivating topic! Bank executives are wondering what impact this emerging technology will have and how they should prepare. This informative session is designed to give bankers a basic understanding of AI, its potential benefits, and its inherent risks. Attendees will discover how AI can drive cost efficiencies, enable more informed decision-making, enhance customer satisfaction, and lead to innovative banking products and services. However, alongside these benefits, the session will critically examine the risks and challenges associated with AI adoption in banking. Topics such as data privacy, security concerns, regulatory compliance and potential job displacement will be addressed.



Jack Vonder Heide is a visionary technology strategist known for his pioneering work in the field of digital innovation. With a career spanning over three decades, Jack has established himself as a trusted authority in the ever-evolving landscape of information technology. As the founder and CEO of Technology Briefing Centers, Inc., Jack has consistently delivered cutting-edge solutions to organizations seeking to stay ahead of the innovation curve.



PERSONNEL

Bryant Bank welcomes long-time Birmingham resident and local banking leader, **Shawn Gillis** to its team as senior vice president, correspondent banking and capital markets. Gillis brings over two decades of banking experience to Bryant Bank, with a strong background in correspondent banking and executive leadership. Originally from the Dothan area, Gillis has called Birmingham home for over 25 years, establishing deep roots within the community. Prior to joining Bryant Bank, Gillis managed a portfolio of bank customers in seven states, offering them a vast array of services including capital markets, payment solutions, international services, asset-liability management, loan hedging and lending solutions. Gillis has also developed a valuable expertise in securities trading, holding licenses 52 and 63.



Shawn Gillis

Bank Independent in Sheffield welcomes **Jessica Diaz** as the bank's new director of learning and development. In this role, she will be responsible for overseeing the bank's training programs for all team members. Diaz brings over 23 years of banking experience to Bank Independent, with a strong background in developing impactful training curricula and coaching bankers. The bank welcomes back **Mallory Murphy** as mortgage originator for the Shoals area. Murphy brings over 10 years of experience in the mortgage industry to Bank Independent. She served as a mortgage originator for the bank in the Athens market from 2013-2019. She most recently worked as a mortgage loan officer at a regional financial institution from 2019-2023.



Jessica Diaz

Three employees – **Kris Bell**, **Jennifer Smith**

and **Linda Darby** – were promoted to business development officer.

Bell works in Madison County and joined the bank in October of 2020 and has more than 20 years of industry experience specializing in commercial banking. Jennifer Smith was promoted to business development officer



Kris Bell



Jennifer Smith



Linda Darby



Blake Hudson

for Lawrence, Limestone and Morgan counties. Smith joined the bank in August 2018 as team member care program coordinator and was responsible for developing and managing programs like sales-manager-in-training, internships and recognition. Darby serves Lauderdale, Colbert and Franklin counties. Darby joined the bank in 1996 as a part-time customer service representative before moving to Business Banking, now Treasury Solutions. The bank also announced that **Blake Hudson** will transition into the newly created role of recruitment coordinator for the bank's human resources team.

First Bank of Alabama in Talladega announced several personnel changes that have occurred in recent months.

Ally Stephens was promoted from east region floating financial specialist 1 to financial specialist 1 in the Wedowee branch. **Kelcey Collins** was promoted from teller to financial specialist 1 in the Sylacauga branch. **Matt York** transferred from the Talladega branch to the Anniston branch as a financial specialist 2. **Crystal Morgan** transferred from the Talladega branch to the Anniston branch as a lead teller.

STATEWIDE ROUND UP

newsl ine

PERSONNEL • DIRECTORS • RETIREMENTS • OBITUARIES • BANK NEWS



Brianna Fisher, financial specialist 1 in the Roanoke branch was promoted to branch manager in Wedowee. She has been with the bank since 2017. **Alyssa Truex**, a financial specialist 1 in the Talladega branch, transferred to the Consumer Loan Processing Department as a loan support specialist. Truex worked with the bank previously and moved away from Talladega due to her husband's job. She moved back to the area in May 2022 and rejoined the bank. **Brelyn Henry**, a teller in the Roanoke Branch, was promoted to the financial specialist 1 position. She has been with the bank since 2022.

Congratulations to **Rana Futral** who became the first female CEO of **First Community Bank of Central Alabama** in Wetumpka effective Jan. 1. Futral, an Elmore County native, joined First Community Bank in 2003 and has 33 years of banking experience. According to the bank, in her most recent role as president and chief financial officer, Futral proved to be an invaluable part of the FCB leadership team and a vital component in the bank's continued success.



Rana Futral

First Metro Bank headquartered in Florence congratulates **Rhonda Garrett**, **Michael Hoehn**, **Michael Cummings**, and **Reed Reynolds** on their recent



Rhonda Garrett



Michael Hoehn

promotions. A bank employee since 1995, Garrett was promoted to senior vice president in her role as compliance officer. Her previous roles at the bank included time in the loan department and also serving as the Community

Reinvestment Act officer. Hoehn was promoted to Community Reinvestment Act officer, assistant compliance officer, and assistant cashier. He joined the team in 2012 in a part

time role and later came aboard full time after graduating from college. He has worked in the credit department and the audit department. Cummings was promoted to assistant cashier. Cummings also worked part time at the bank in college and then joined the team as a full-time teller after graduation in 2017. Since then, he has served as a universal banker and branch supervisor and later as the digital branch manager. Reynolds was promoted to assistant cashier. He joined the bank in 2017 and has since served as a customer service representative, lending assistant and branch supervisor. Hoehn, Cummings and Reynolds all successfully completed First Metro's Certified Banker Program.



Michael Cummings



Reed Reynolds

Regions' current head of Capital Markets, **Joel Stephens**, has been named to succeed **Ward Cheatham** who retired at the end of the year as the bank's head of Corporate Specialized Banking and a member of Regions' Executive Leadership Team. Stephens joined Regions in 2008 to lead the Real Estate Capital Markets Group.

He was named head of Capital Markets in 2019. During his 15 years at Regions, Stephens has been instrumental in expanding Regions' services and solutions for Capital Markets clients. Additionally, Stephens helped lead the integration of Sabal Capital Partners into Regions Real Estate Capital Markets, an acquisition expanding Regions' work in small-balance commercial real estate lending through



Joel Stephens

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STATEWIDE ROUND UP

newsline

PERSONNEL • DIRECTORS • RETIREMENTS • OBITUARIES • BANK NEWS



SNAP®, a technology-enabled platform that automates and drives efficiencies across the life-of-loan process, from loan origination through servicing. **Rit Amin**, the bank's current head of Corporate and Institutional Markets, will succeed Stephens. Amin is a veteran banker of nearly 30 years who joined Regions in 2013 as head of Corporate and Institutional Markets. During his decade-long tenure in this role, Amin led teams providing clients with advisory and capital-raising expertise across a variety of industries and capital markets including loan, fixed income and equity markets. Amin's experience and insights have also been key to the successful integration of acquired affiliates BlackArch Partners in 2015 and ClearSight Advisors in 2021. Under Amin's direction, Regions also expanded its mergers-and-acquisitions corporate finance and advisory capabilities for middle market and corporate clients.



Rit Amin

Renasant Bank in Birmingham congratulates **Scott Jenkins** on being named commercial relationship officer, senior vice president. He is based at the downtown Renasant Place location.



Scott Jenkins

Michael Lindsey joins **ServisFirst Bank** in Birmingham as chief information and operations officer. With three decades of experience in financial services, Lindsey brings exceptional leadership and strategic thinking to his new role. Prior to joining ServisFirst Bank, Lindsey began his banking career with the Bank of Mississippi, which later underwent a name change to



Michael Lindsey

BancorpSouth when it expanded outside of the state. Lindsey spent 25-plus years at BancorpSouth where he held numerous operational positions. Most recently, Lindsey has been with Equipro Holdings, LLC since 2015, a privately held firm dedicated to building companies in Oxford, Miss. During this time, he held prominent positions as the president of US Consumer Capital, LLC, and also served as the chief operating officer for Action Auto, LLC. **Margaret Riethmaier** has been promoted to first vice president, regional branch officer of ServisFirst Bank Huntsville. Riethmaier has been an integral part of the ServisFirst Huntsville team since July 2017, when she joined as branch operations manager. With over two decades of dedicated banking experience, Riethmaier's career has been marked by a series of significant achievements and positions of responsibility. Her career path has included roles such as branch sales manager, investment banker, financial center leader, small business consultant and branch operations manager. These diverse roles have allowed her to gain a deep understanding of the banking industry and develop a skillset that aligns perfectly with her new role.



Margaret Riethmaier

SmartBank welcomes **Martin Schrodt** to its team as executive vice president, chief banking officer. Schrodt brings with him a wealth of experience in the banking industry, with a career spanning over two decades marked by strategic leadership and a keen focus on client-centric initiatives. In his role, Schrodt will spearhead the bank's retail, private banking, and mortgage operations.



Martin Schrodt

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RETIREMENTS

Ward Cheatham retired at the end of the year from **Regions** as head of Corporate Specialized Banking and as a member of Regions' Executive Leadership Team following a 34-year career in the financial services industry. Cheatham joined Regions in 1996 as a commercial real estate executive. Throughout his time at Regions, he served in a variety of leadership roles across the Corporate Banking Group, including division executive for Commercial and Industrial Lending, Capital Markets, Leasing, Healthcare and Asset-Based Lending. In addition, he served as head of Commercial Middle Market and Treasury Management Sales.



Ward Cheatham

ServisFirst Bank in Birmingham congratulates its founding chief financial officer, **William "Bud" Foshee**, on his retirement in February.

Kirk Pressley has been appointed as

successor to the role of CFO. "Bud has guided us through our formation and initial stock sale of \$35 million to our current standing as a \$16 billion company with an unprecedented record of financial

success over the past 19 years. ServisFirst is recognized as one of the premier banks in the Southeast and Bud's record as CFO is unparalleled," **Tom Broughton**, ServisFirst Bank Chairman, President and CEO, said. "Our industry-leading efficiency ratio is something Bud has strongly influenced with his relentless effort to reduce expenses. Bud's integrity has been unflinching, and he has provided a strong foundation for our future."



Bud Foshee

DIRECTOR NEWS

Regions welcomes former AutoZone President and CEO **Bill Rhodes** as a new member of the board of directors for both Regions Financial Corporation and Regions Bank. His term on both boards begins on March 1. An experienced corporate executive, Rhodes in January concluded a successful 18-year tenure as president and CEO of AutoZone, where he continues to serve as executive chairman. Rhodes has been with AutoZone for 29 years overall. Over the course of Rhodes' tenure as president and CEO, AutoZone roughly doubled its number of auto parts stores, grew its workforce to approximately 120,000 people, increased revenues by more than three times and consistently enhanced its online presence and services. Prior to being named as AutoZone's CEO, Rhodes served in a variety of executive roles for the Memphis-based company, including leading store operations as well as overseeing the supply chain, information technology and finance departments. Rhodes began his career with Ernst & Young.



Bill Rhodes

EMPLOYEE NEWS OF INTEREST

Lori Hall, vice president comptroller of **Bank Independent** in Sheffield, has completed the Graduate School of Banking at Colorado's exclusive C-suite school, the Executive Development Institute for Community Bankers® (EDI). Hall was among eight graduates of the class honored during a ceremony in October in Westminster, Colo. Through a rigorous 19-month period, EDI prepares new or rising community bank executives to lead in an increasingly challenging economic environment and competitive financial services marketplace.



Lori Hall



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AWARDS & HONORS

BANK RECOGNITION FOR SERVICE, SUCCESS & CULTURE

Forbes Recognizes Regions Bank for Best Customer Service

Regions Bank is the highest-rated bank in Forbes' newest list of the top 300 U.S. companies for customer service – selected after a year-long survey of 201,000 people providing 4.2 million ratings of more than 3,000 brands.

"We believe the message is resonating: Regions is here to be more than just a bank; our focus is to truly help consumers and businesses chart a personalized path to financial confidence," said **Kristin Julbert**, head of Consumer Strategy and Customer Experience for Regions.

In 2023 alone, Julbert said, Regions helped customers create more than 855,000 personalized Regions Greenprint® financial plans with recommended next steps to achieve financial goals. Created in collaboration with the research company HundredX, Forbes' newest customer service ranking honors the top 300 companies

and brands that customers say best meet their needs in such customer-service categories as knowledge and attitude of staff, speed of service, and handling of returns.

ServisFirst Bank Named on Inaugural Best-of-Breed Bison Report By D.A. Davidson

ServisFirst Bank announced its inclusion in the D.A. Davidson's Inaugural Best-of-Breed Bison report, a prestigious recognition that underscores the bank's commitment to excellence and long-term success.

In an inaugural industry report released in late September, D.A. Davidson named ServisFirst Bank as one of the first 17 companies that has qualified for the official Best-of-Breed Bison designation. The Best-of-Breed Bison report, a department-wide research initiative undertaken by D.A. Davidson, showcases the highest quality businesses under coverage at D.A. Davidson within the

purview of institutional analysts. Each company is evaluated by 12 criteria across 5 different categories: outstanding business opportunity, enduring moat, exceptional financials, shareholder-oriented management, and compelling risk/reward profile. ServisFirst Bancshares excelled in several crucial areas of the Best-of-breed Bison methodology, as highlighted in D.A. Davidson's report.

The report noted that, "SFBS is an organic growth story that operates in select Southeastern metro markets – all benefitting from healthy economic growth, identified key industries and employers, and in-migration of people and businesses. The bank aims to continue opportunistic expansion in new metro markets over time... and, in an industry well known for rapid consolidation over past decades, SFBS is unique for its steadfast aversion to growth via acquisitions."

ServisFirst Bank stood out in areas such as trading at a significant discount to intrinsic value, favorable market dynamics, superior financial performance, and a shareholder-oriented management team.

**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.



United Bank in Atmore held a groundbreaking ceremony on Feb. 9 for a new branch to be built at 1515 Douglas Avenue in Brewton. The bank is also celebrating its 120th anniversary in 2024. United Bank is a Community Development Financial Institution with 19 branches in Alabama and Northwest Florida.

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Citizens Bank & Trust Opens Scottsboro Office

With a new downtown Scottsboro office open for **Citizens Bank & Trust**, area residents and businesses once again have a true local, community bank serving Jackson County. Located at 1535 South Broad Street, the new office is a full-service branch of the Guntersville-based community bank. The expanded Scottsboro operation follows a local loan production office which opened in 2022. Banking and loan services are now combined at the new location.

The Jackson County Market President is **Stuart Dawson**, a Scottsboro native and Auburn graduate who has served the Scottsboro area for 20 years. “We are really excited to bring true local banking back to our area. Our loan production operation has received a tremendous response, with many customers asking when full banking services would be



available. I’m pleased to say that day is finally here,” Dawson said.

The rest of the Citizens Scottsboro team is made up exclusively of local residents. “We are thrilled to be in Scottsboro and we truly operate as local bank,” Citizens Bank & Trust President and CEO **Charlie Williams** said. “Our lenders and other staff members are from the community, with the ability to make local decisions and get things done without a lot of red tape.”

Marion Community Bank Breaks Ground for Clanton Office

This fall, **Marion Community Bank** broke ground for a new office to be located at 312 1st Street in Clanton. The bank is expected to be operational by the third quarter of 2024. Since its inaugural branch opened in Maplesville in 2016, Marion Community Bank has continued to expand its presence in Chilton County. The bank opened a full-service branch in Jemison in 2018 and a storefront branch in Clanton in 2020. The bank is the only financial institution in the county with three locations.

“Our storefront branch in Clanton has been well received and experienced tremendous growth. To best serve our customers, we felt it was important to have a full-service location with a drive through and more parking,” Regional President **Brad Jackson** said.

Marion Community Bank President and CEO **Guy Davis** reiterated the bank’s investment in the Chilton County community. “This new branch in Clanton just solidifies our bank’s commitment



to Chilton County. Our community bank model of strong leadership, local decision making, and responsive service has been well received by the Chilton County communities. We are excited about the continued growth this branch will provide,” Davis said.



Peoples Bank of Alabama Announces Grand Opening of State-of-the-Art Branch in Guntersville

Peoples Bank of Alabama announced the grand opening of its newest branch in the heart of Guntersville. This expansion marks a significant milestone for the bank as it continues to grow its presence and commitment to providing top-notch financial solutions to the local community.

The new branch, located at 2125 Henry Street, offers a wide range of banking services including both consumer and commercial lending, an ATM that also works as an interactive video teller machine, innovative online and mobile banking solutions, superior customer service, and much more. With a focus on delivering personalized and comprehensive financial services, Peoples Bank of Alabama is dedicated to helping individuals and businesses achieve their financial goals.

“Peoples Bank of Alabama is thrilled to open its doors to the Guntersville community with this newly renovated branch. This new branch is a testament to our dedication to serving the unique needs of this vibrant and growing community,” **Trey**



Williams, Peoples Bank of Alabama Regional Market President, said.

Chuck Herndon, president of the bank, echoed Williams comments. “We are committed to providing state-of-the-art financial products and services and empowering our associates to deliver the bank to our communities with a focus on the highest levels of service to assist our customers in achieving their financial goals,” he said. “Peoples Bank of Alabama is also deeply invested in supporting local initiatives and community development.”

River Bank & Trust to Build New Offices in Saraland and Pike Road

River Bank & Trust announced it would build a permanent office in Saraland, acquiring a prime site at 74 Shell Road in the Saraland Commons Shopping Center. The Alabama-based community bank arrived in Saraland last fall, opening a temporary office inside the shopping center.

“Our investment underscores River Bank & Trust’s commitment to serving Saraland. We’ve assembled a team of

experts, including our Saraland leader, Senior Vice President **Wayne Roe**, and mortgage lender, Vice President **Britni Rivers Robinson**, to assist residents and businesses with their banking and mortgage needs. They deliver our personal attention, genuine hospitality, and local banking expertise,” said Coastal Region President **Doug Thomas**.

In Pike Road, the bank will open an office at the southeast corner of Pike

Road and Vaughn Road. “Pike Road has experienced remarkable growth, which we believe will benefit the entire River Region,” said River Region President **Gene Crane**. “We will be a committed financial partner to this community, fostering strong relationships with residents and businesses. Our team of dedicated bankers will provide personal attention, genuine hospitality, and local banking expertise to fuel and support Pike Road’s continued prosperity.”



Bank Independent Awards Mauldin Scholarships

Bank Independent recognized two students from Northwest Shoals Community College and seven students from the University of North Alabama as recipients of 2023 the Edward Fennel Mauldin Endowed Scholarship.

NW-SCC Sophomore **Abbie Grace Petree** is a second-time scholarship recipient. She is a 2022 graduate of Vina High School and is studying to become an x-ray technician. Freshman **Caige Smith** is a first-time recipient and a 2023 graduate of Belgreen High School. He is currently enrolled in the FAME Program and NW-SCC.

Undergraduate students from UNA receiving scholarships were **Devin Riggs, Michael Burns, Ashton Pitt, Ashton Bright, and Kadi Redmon. Marquart Colton and Cassandra Forbes** both received graduate scholarships. Bright, Colton, and Forbes were all first-year recipients of the scholarship.

Athens State also had two scholarship winners. **Laci Hess** is a first-time recipient of the scholarship, while **Baylee Dotson** is a returning recipient.

Bank Independent President **Macke Mauldin** congratulated the students on their achievements, explaining that his father, the late Edward F. Mauldin, never graduated from college, but it did not limit him from success. Mauldin added that his father believed that any exposure to college was better than no exposure at all.

“Bank Independent’s mission is to make a positive difference in people’s lives, and you have the support of all of our 700 team members,” Mauldin said. “With this scholarship comes responsibility. You’ve had a lot of people help get you where you are today. So, when you have the chance to help others, remember what has been done for you and pay it forward.”





Bryant Bank Holds Annual Turning Banking into Thanking Initiative

Bryant Bank once again held its annual “Turning Banking into Thanking” giving project, an initiative that began in 2017 honoring local non-profit organizations located in the bank’s market areas. From Thanksgiving to Christmas, Bryant Bank employees thanked these non-profits for their outstanding contributions to communities with monetary donations or hands-on service projects.

The Turning Banking into Thanking project, now in its seventh year, has become a cherished tradition for Bryant Bank. This one-of-a-kind initiative embodies the spirit of giving and emphasizes the bank’s core value: We Put Care into Action.

“This initiative is a meaningful way for us to show our appreciation to the non-profit organizations that tirelessly work to make our communities stronger. Bryant Bank was built on the promise of being a cornerstone of the communities we serve and so Turning Banking into Thanking is the natural extension of who we are as bankers and neighbors,” **Claude Edwards**, president at Bryant Bank, said.

Each fall, Bryant Bank employees from various branches and departments nominate non-profit organizations that

have made a significant difference in their communities. These nominations often come from Bryant bankers who have a personal investment in the organization and who they have volunteered with in the past. Once the nominations are received and the selections are made, the bankers work closely with the selected non-profits to organize donations or service projects during the holiday season. The primary goal of the “Turning Banking into Thanking” project is to extend a heartfelt thank you to the local non-profit organizations and give them a platform to tell their stories on how they serve their community. After the project has concluded, the bank issues a newsletter to their customers, with photos and descriptions for each organization being honored.

“We’re incredibly thankful to have the reach that we do with a phenomenal group of customers across the state of Alabama,” says **Michelle Smart**, director of marketing for Bryant Bank, “It’s important that we use the resources that we have to shed light on the non-profits in our state who have needs all year long- not just the holidays and help promote the work they do, especially those with limited promotional resources.”



BOARD BRIEFS

Navigating the Compliance Maze: Challenges Facing Community Banks with the Bank Secrecy Act

by Chris Couch, Phelps Dunbar

Community banks play a vital role in local economies, providing personalized financial services to individuals and small businesses. However, amidst their commitment to customer service and community engagement, these institutions face an array of regulatory challenges, with compliance with the Bank Secrecy Act (BSA) being one of the most prominent. The BSA, enacted in 1970, aims to safeguard the financial system from illicit activities by requiring financial institutions to establish anti-money laundering (AML) programs and report suspicious transactions. While the BSA serves a critical purpose, its complex requirements present significant challenges for community banks.

Regulatory Complexity

One of the primary challenges community banks encounter with BSA compliance is the sheer complexity of BSA/AML compliance. The BSA and its accompanying regulations have evolved over the years, becoming increasingly intricate. The five chief elements of an AML compliance program (the Five Pillars) – designating a BSA officer, performing risk assessments, building internal controls and policies, monitoring and auditing the program, and customer due diligence – are easily understood in plain language. Navigating the regulations implementing the BSA, however, requires a deep understanding of AML principles, transaction monitoring, customer due diligence, and reporting requirements. For community banks with limited resources and personnel, interpreting and implementing these regulations can be daunting.

The Rise of A.I. Regulations

On March 31, 2021, the U.S. Department of the Treasury released a notice outlining the use of A.I. by financial institutions and the appropriate protocols for managing the technology to follow laws and regulations and protect consumers. These guidelines were the first in a series of regulations, followed by requirements for making credit decisions based on complex algorithms and quality control standards for automated valuation models, which were released in June 2023.

Resource Constraints

Just as resource constraints may impair a community bank's ability to wade through the complexity of BSA regulations, these constraints may impair a bank's ability to satisfy each of the Five Pillars. Unlike larger financial institutions with dedicated compliance departments and substantial budgets, community banks often have limited resources at their disposal. Hiring compliance experts and investing in sophisticated AML technology may strain their financial resources. Consequently, community banks must strike a delicate balance in fulfilling regulatory obligations and managing operational realities (Pillar Two), often relying on manual processes and existing staff to handle compliance tasks, rather than leaning into technology that may mitigate risk more effectively.

Technological Challenges

In today's digital age, technological advancements have revolutionized the banking industry. While these innovations offer numerous benefits, they also present challenges for community banks in terms of BSA compliance. Implementing robust AML software and systems (Pillar Three) capable of detecting suspicious activities requires substantial investment. Moreover, integrating new technology into existing infrastructure and training personnel on its use and administration can be complex and time-consuming. Community banks must carefully evaluate their technological capabilities and marry them effectively to the organization's product set and the capabilities of its human resources.

Evolving Threat Landscape

Evolutions in technology and product sets, overlaid with an evolving threat landscape, pose a perpetual challenge for community banks in combating financial crime and fulfilling BSA requirements. Money launderers and other illicit actors continually adapt their tactics to evade detection, making it challenging for banks to stay ahead of emerging risks. Community banks must remain vigilant, regularly monitoring and updating their AML policies and procedures to address new risks effectively. This necessitates regular and periodic

monitoring and auditing of internal controls, and ongoing training and education for staff members to recognize suspicious activities and report them promptly (Pillar Four).

Knowing Your Ever-Changing Customer Base

While products, technologies and threats evolve rapidly, the base and risk profiles of community banks typically evolve somewhat slowly. That said, for any BSA/AML program to be effective, the bank should establish customer profiles based on the institution's risk appetite and typical customers, and evaluate new and existing customers to determine the appropriate customer profile for each. Due diligence, enhanced due diligence and – for entities – beneficial ownership data are critical to knowing your customers (Pillar Five) and spotting behavior that may indicate illegal activity.

Enhanced Scrutiny and Enforcement

Tight BSA/AML compliance is of increasing importance, as regulatory agencies in recent years have intensified their focus on BSA. Financial institutions, including community banks, frequently face enhanced scrutiny and costly enforcement actions. The growing regulatory expectations and enforcement

measures have placed additional pressure on community banks to strengthen their AML programs and enhance compliance controls. Failing to meet regulatory standards can result in severe penalties, reputational damage, and loss of customer trust, underscoring the importance of prioritizing BSA compliance efforts.

Compliance with the BSA remains a significant challenge for community banks, requiring a comprehensive understanding of regulatory requirements, strategic allocation of resources, technological investment, and ongoing vigilance against financial crime. Despite these challenges, community banks play a crucial role in safeguarding the integrity of the financial system and fostering trust within their communities. By addressing the obstacles associated with BSA compliance head-on and adopting a proactive approach to satisfying the Five Pillars and regulatory requirements, community banks can navigate the BSA landscape effectively while fulfilling their mission of serving local customers and supporting economic growth.

Chris Couch is a partner in Phelps' Birmingham office and co-head of the firm's Banking and Financial Services team. He is an ACAMS-certified anti-money laundering specialist.



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MARCH

- 13 Avoiding Check Fraud Liability: From Prevention to Loss Allocation (10 a.m.)
- 13 IRA Death Distributions to Beneficiaries - Options and IRS Reporting (1:30 p.m.)
- 14 Adding the WOW Factor to Credit Analysis (1:30 p.m.)
- 15 Striking a Balance Between Organizational Growth and Operational Efficiency (10 a.m.)
- 19 Most Common TRID Issues (10 a.m.)
- 19 Understanding Qualified Mortgages (1:30 p.m.)
- 20 Dealing with Appraisals: Regulations and Requirements (10 a.m.)
- 20 Fraudulent Cashier's Checks - Best Practices for Avoiding Losses (10 a.m.)
- 21 2024 Call Report Update All Day Streaming (9:00)
- 21 Excelling in Your Role of the Bank Board Secretary (10 a.m.)
- 21 Three Key Risk Assessments in Your ERM Program: ERM, IT and Internal Controls (1:30 p.m.)
- 22 Tax Returns and Personal Financial Statements (10 a.m.)
- 25 Commercial & Business Lending Basics for Support Personnel (1:30 p.m.)
- 26 BSA and OFAC Staff Training (10 a.m.)
- 27 Courageous Conversations (10 a.m.)
- 27 Building an IT Strategic Plan that Helps You Make Decisions (1:30 p.m.)
- 28 ACH Rules Update (10 a.m.)
- 28 Coaching Tellers to Excellence (1:30 p.m.)

APRIL

- 2 10 Ways to Prevent New Account Fraud (10 a.m.)
- 2 Best-Ever Compliance Checklists for Consumer Loans (1:30 p.m.)
- 3 Disaster Proofing Excel Spreadsheets (10 a.m.)
- 3 Accounting for Income Taxes: It's Just Math and a Little Theory! 2 Part Series (1:30 p.m.)
- 8 Commercial Loan Defaults, Waivers, Workouts and Amendments (1:30 p.m.)
- 9 Understanding Dormant Accounts and the Escheatment Process (10 a.m.)
- 9 Reporting Critical Information Security Areas Upstream (1:30 p.m.)
- 10 Schedule RC and Schedule RI: The Anchor Schedules (10 a.m.)
- 11 Top 15 Issues in HMDA Data (1:30 p.m.)
- 12 Call Report - Loan Coding and Risk Weighting Loans (10 a.m.)
- 16 Suspicious Activity Reporting – Writing a Good Narrative (10 a.m.)
- 17 TRID A-Z All Day Live Streaming (9 a.m.)
- 18 ACH Basics for Operations Staff (10 a.m.)
- 18 Secrets of Being a Great Call Center Agent (1:30 p.m.)
- 22 Cash Flow Analysis (1:30 p.m.)
- 22 Overdraft Requirements & Best Practices (10 a.m.)
- 23 10 Ways Your Teller Can Prevent Check Fraud (1:30 p.m.)
- 24 Controlling the Risks of Power of Attorney Documents (11 a.m.)
- 24 Creating Exceptional Client Experiences (1:30 p.m.)
- 25 FCRA Compliance: E-Oscar and Metro2 (11 a.m.)
- 25 Lending 101 (2:30 p.m.)
- 25 Navigating the FedNow® Rules and Regulatory Compliance Environment (1:30 p.m.)
- 30 W-9s, W-8BENs and IRS Mismatches (11 a.m.)
- 30 Bi-Monthly Compliance Briefing - April (2:30 p.m.)
- 30 Open New Accounts Part I: Consumer Accounts (1:30 p.m.)

QUESTIONS? Contact **Elizabeth Bailey**, vice president of professional development, by email at ebailey@alabama.bank or by calling (251) 510-3593.

LIVE SEMINARS

MARCH

- 20 **Cannabis Banking Boot Camp: Comprehensive Training**
Live event via Zoom
- 21 **CRA: What to Expect with the Updated Regulation**
Birmingham
- 16 **Combating SARS & Human Trafficking in Banking**
Live event via Zoom

APRIL

- 10 **Deposit School: Compliance & Regulatory Framework**
Prattville
- 22-26 **Advanced BSA Academy**
Gulf Shores

MAY

- 1 **Board Secretary: Understanding Your Role & Responsibilities**
Birmingham
- 2 **Marketing Compliance for Print and Digital Advertising**
Birmingham
- 8 **Journey into Reg Z Compliance Workshop**
Birmingham
- 13 - 16 **The Lending Institute**
Birmingham

ALABAMA BANKERS ASSOCIATION

CALENDAR OF *events*

2024

APRIL 3

CEO Forum

Vestavia Country Club
Birmingham

APRIL 17

Legislative Day

Montgomery

JUNE 2-5

131st Annual Convention & Marketplace

Four Seasons Hotel
Nashville, Tenn.

JULY 11-13

B2L Summer Leadership Conference

The Henderson Beach
Resort & Spa
Destin, Fla.

JULY 31

CEO Forum

The Grand Hotel
Point Clear

AUGUST 1-3

CEO, Bank Exec & Directors' Conference

The Grand Hotel
Point Clear

AUGUST 27-28

Credit Conference

Valley Hotel
Homewood

SEPTEMBER 16-18

DC Fly-In

Willard Intercontinental
Hotel
Washington, D.C.

SEPTEMBER 18-19

The IGNITE Experience

The Westin
Huntsville

OCTOBER 2

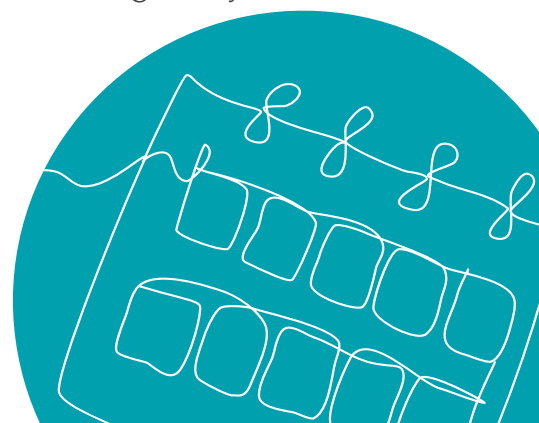
CEO Forum

Vestavia Country Club
Birmingham

OCTOBER 20-25

Alabama Banking School

Renaissance Hotel
Montgomery



ABA HALF CENTURY CLUB *Celebrating those who have been in the banking industry for 50 years or more!*



Congratulations to **Patsy Hill** for serving the banking industry for 50 years! She joined The First State Bank of Altoona (now called the **The Exchange Bank of Alabama** in Altoona) in 1973 in the bookkeeping department. She later became the drive through teller and then moved up until she was named as head teller. The bank says that for 50 years the community of Altoona has been blessed to have Hill looking after their transactions. Hill is a staple in the community known for her warm smile and caring personality. In fact, she contributes so much to the atmosphere of the bank that when Hill takes a day off, the first thing the customers ask is, "Where's Patsy?" Shown in the photo to the left are **Ricky Ray**, ABA's **Janice Cox**, **Hill**, **Catherine Martin** and **Danny Ray**.

Congratulations to **Mike Alred** on celebrating 50 years of service to the banking industry. Alred who is currently chairman of the **Citizens Bank & Trust in Guntersville** graduated from Marshall County High School and Auburn University. He began his banking career in 1973 with the Trust Company Bank in Atlanta, Ga. and made stops in Rome, Ga. and Macon, Ga. before coming back home to work for SouthTrust in Marshall County and later Community Bank. He founded Citizens Bank & Trust in 2002. Shown in the photo to the right are **Alred**, center, his wife of 51 years on the left, **Linda**, and ABA's **Janice Cox**, right.



Congratulations **Vicky McCurdy** who is also celebrating reaching the half century mark of service to the banking industry. McCurdy is an administrative officer in the loan administration department for **Farmers & Merchants Bank** in Piedmont. During her tenure with the bank she has watched it grow from one location to five branches. She is married to Gary McCurdy and has one son named Matthew. Shown in the photo are ABA's **Scott Latham** and **McCurdy**.



Congratulations to **Mary Lawson** with **Trustmark Bank** in Montevallo on her induction into the Half Century Club. Lawson retired from Trustmark having worked there from Dec. 9, 1968 to March 31, 2020. She retired as a first vice president and commercial relationship manager II.



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