

# BANKING TRADITIONS



JOIN US AT OUR ANNUAL DESTINATION EVENT

# Asset Liability Management and Investment Strategies Seminar

After experiencing the most aggressive Federal Reserve tightening cycle in decades, we now enter the next phase, the easing cycle. The critical question persists: Will the Fed achieve the sought-after soft landing, or will the economy tip into its next recession? 2025 continues to be marked by uncertainty following a period of significant pressures and challenges to balance sheets and net interest margins. Senior management will continue to navigate an environment with uncertainty of interest rates, higher cost of funds, tighter liquidity levels, deposit pressures, and the looming threat of an economic downturn. Proactive balance sheet management and a robust ALCO process are more crucial than ever.

This seminar will examine the challenges currently faced by CEOs, CFOs, and investment officers who must navigate the next rate cycle. Join us for an in-depth discussion of the following topics:

- Economic and Market Update
- The Fed's Next Moves
- Interest Rate Risk
- Liquidity Risk Management
- Investment Portfolio Strategies
- MBS/CMO Market
- Municipal Market Update

*There is no cost for this seminar.*

## AGENDA

### Thursday, May 8

Breakfast, Seminar, Lunch, Seminar, Adjourn

### Friday, May 9

Breakfast, Seminar, Conclusion, Golf (*included*)

## ACCOMMODATIONS

A block of rooms is available at Hyatt Regency Lost Pines Resort and Spa. The special room rate will be available until **April 9, 2025** or until the room block is sold out. Hotel price: \$329-\$379 + \$25 resort fee.

## 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.

For more information or to register, visit [GoBaker.com/texas/](https://www.GoBaker.com/texas/) or scan the QR code. Call Skoshi Heron at 888.990.0010 for additional questions.

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



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May 8–9, 2025

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# CONTENTS

VOLUME 35 • ISSUE 2

FALL 2024

## Features

- 11 CEO, Bank Exec & Directors' Conference Recap**  
Our annual CEO, Bank Exec & Directors' Conference attracted 750 people representing 82 banks making it our second largest event in association history!
- 14 B2L Summer Leadership Conference**  
Take a look back at our Bankers 2 Leaders Summer Leadership Conference held in July in at The Henderson Beach Resort.
- 16 IGNITE Experience Rewind**  
Our IGNITE Experience is always a blast! This year, nearly 200 attendees gathered at the Westin in Huntsville in September for the 2024 IGNITE Experience!
- 18 Is the United States Entering a Prolonged Period of Low Unemployment and Rising Wage Inflation?**  
From 1946 to 1964, a new generation emerged: the Baby Boomers. As soldiers returned home from World War II, a sense of stability and optimism led to the "baby boom." Birth rates surged, peaking in 1957 with roughly 4.3 million births that year. Compare that to the 3.5 million births in the U.S. last year—a stark reminder of demographic shifts. Or said differently, the U.S. birthrate in 1957 was 23.8, compared to just 12.0 last year.
- 24 The Blunt Truths of Banking MRBs**  
For the typical office worker, marijuana is not typically the most "HR approved" subject of discussion. But in banking, marijuana and marijuana-related businesses ("MRBs") are hot topics. There are conversations, debates, and questions related to the definition of marijuana, what exactly an MRB is, and, most importantly, whether banks can serve these types of businesses and what types of policies will need to be drafted to serve them.

## DEPARTMENTS

- 6** From the President's Pen
- 8** Endorsed Partner Solutions
- 21** Education Spotlight
- 22** Webinars
- 23** Live Seminar Calendar
- 23** Calendar of Events
- 26** Board Briefs
- 28** Newslines
- 38** Half Century Club



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## Engaging in Our Future: A Call to Action

*Reflecting on our CEO, Bank Exec, and Directors Conference in beautiful Point Clear, Ala., we celebrated our second-largest gathering of bankers and directors. This event provided a valuable opportunity to exchange ideas, share best practices, and address the pressing challenges and opportunities we face. The insightful keynote addresses, interactive panel discussions, and peer breakout forums highlighted the importance of fresh perspectives as we move toward 2025.*

Following the conference, 40 bankers traveled to Washington, D.C., for legislative briefings and to lobby members of the Alabama delegation. This initiative strengthened our relationships with policymakers, and we appreciate those who participated and our friends in Washington for their willingness to listen and respond to our concerns.

In late September, we were honored to host Michelle Bowman, a member of the Board of Governors of the Federal Reserve, for lunch in Birmingham. I had the privilege of interviewing her about the state of our nation's economy and community banking in Alabama. Nearly 100 bankers attended, sending Governor Bowman a strong message of support.

Preparing for the new year, we focus on governmental affairs, professional development, and our major summer meetings: the annual convention, the Bankers2Leaders conference, and the CEO, Bank Exec, and Directors conference. Our association's true strength lies in the active involvement of our members. As we look ahead, I encourage you to consider how you can contribute more deeply to our collective mission. Your engagement is vital for fostering a robust banking community that can effectively advocate for our interests.

One key area for involvement is advocacy. Legislative and regulatory decisions at both state and federal levels continually shape the banking sector. By participating in our advocacy efforts, you can help ensure our voices are heard. Engaging with lawmakers and sharing your insights on policy impacts can lead to meaningful changes that benefit our industry and the communities we serve.

Additionally, I encourage you to support our political action committees (PACs). Your contributions to our federal and

state PACs enable us to back candidates who prioritize the needs of Alabama's banking industry. Every contribution makes a difference, amplifying our ability to influence policy discussions affecting our operations and clients.

Professional and leadership development is another crucial avenue for involvement. We offer a range of opportunities designed to equip our members with the skills and knowledge needed to excel in today's competitive environment. Our programs, from workshops to seminars to certification programs, provide valuable insights into emerging trends and best practices. I urge you to register for upcoming events—investing in your education is investing in your institution's future.

Please mark your calendars for our annual convention and other key meetings. You can find a full list of dates on page 23. These events serve as vital platforms for sharing ideas and strategies that can propel our industry forward. Attending these gatherings allows you to connect with fellow bankers, learn from industry experts, and engage in meaningful discussions about our future.

Your involvement in the association benefits you and strengthens our entire banking community. Together, we can tackle challenges and seize opportunities to ensure the continued success of our industry.

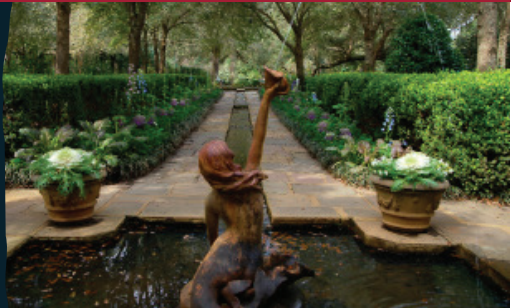
Let's make 2025 a year of heightened engagement and collaboration. Your voice, expertise, and participation are essential as we work together to advocate for our shared goals and foster a thriving banking environment in Alabama. Join us in this journey—let's build a stronger future together!



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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.

Let us be that local collaborative partner to help make Alabama stronger through working together. Call us today to get started!

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*Janice W. Cox, Alabama Banking Services President*



## Alabama Banking Services

*Helping you find the partners you need*

As we close out 2024 and prepare for a New Year, let me remind you about our Alabama Banking Services Endorsed Partners. Our services corporation began with the goal of helping pair our bank members with the best products and services for the banking industry. When looking at an area for endorsement, we look for companies that will best serve our banks and provide high-quality products and services. We also leverage group buying power to negotiate meaningful benefits.

We currently endorse 15 companies. I encourage you to review our list of endorsed

partners and consider working with these companies when searching for a new vendor. Is there an area we do not currently have a provider that you would like us to look into? If so, please let us know. Our goal is to keep our areas of endorsement fresh and relevant to save you time and energy while running your financial institution.

As we begin the holiday season, I wish you and your family a Merry Christmas and a Happy New Year. If I, or anyone on the ABA team, can be of assistance to you please do not hesitate to ask.

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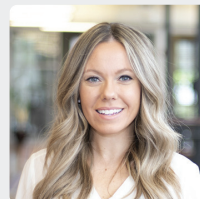
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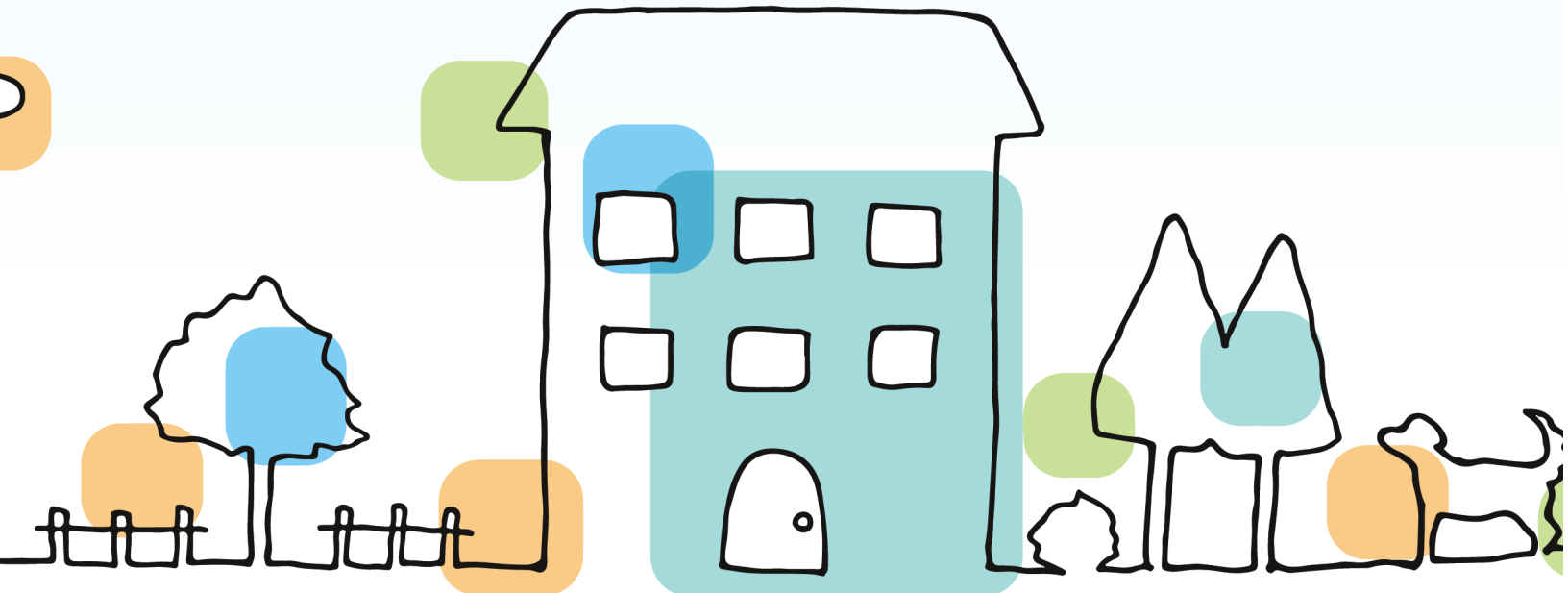
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# Alabama Bankers Association CEO, Bank Exec & Directors' CONFERENCE

**Nearly 750 people representing 82 banks attended the 2024 ABA CEO, BankExec & Directors' Conference held Aug. 1-3 at The Grand Hotel in Point Clear.**

Our conference began Thursday afternoon with a presentation from **Doreen Eberley** who serves as the FDIC Director, Division of Risk Management Supervision. Other notable guests speaking to the group that afternoon included Alabama State Banking Superintendent **Mike Hill** and FDIC Atlanta Regional Director **Tim Rich**.

Thursday afternoon also included a special presentation honoring **David Long** for his service to the banking industry as the chairman of the Alabama Recovery Coalition for the Financial Sector. Alabama is one of the only states in the country to have an organization like ARCFS to help during events like a natural disaster or the COVID-19 pandemic. Long has led ARCFS since its inception. The Alabama State Banking Department Board of Directors passed a formal resolution commending and thanking Long for his service.

Another highlight during our first

business session was a cryptocurrency panel featuring **Amanda Senn** who is the director of the Alabama Securities Commission and **Brian Laverdure** who is senior vice president of digital assets and innovation policy for the Independent Community Bankers of America. ABA President and CEO **Scott Latham** moderated the panel.

Guests enjoyed a cocktail party Thursday evening in the Grand Ballroom to network and participate in the B2L Silent Auction. A variety of handbags, jewelry items and sports memorabilia were up for bidding. Friday morning featured breakout sessions with regulatory speakers. Friday afternoon featured our hot topics panels and ABA breakout sessions also continued.

Highlights for Saturday morning included an economic update from Dr. Sean Snaith from the University of Central Florida and an election update from John Rogers with Cygnal, a private polling

firm. Our last speaker of the day was Justin Osmond. Justin is the son of Merrill Osmond, the lead singer of the Osmond Family. Justin was diagnosed at age two with a 90% hearing loss. Even after being told by teachers and music professionals that he would never be able to play a musical instrument, he went on to learn the violin, viola, piano, and drums. Justin spent more than 15 years helping the deaf and hard-of-hearing around the world. He shared his inspirational story as well as his personal motto, "I may have a hearing loss, but my hearing loss does not have me." He closed out his talk with a performance of the song "A Million Dreams" on the violin.

Saturday evening concluded the conference with a dinner and a surprise performance by The Three Waiters which involved three opera singers posing as "real" waiters during the dinner. Mark your calendar for next year's event which will be back at The Grand Hotel July 31 – Aug. 2, 2025!





# GOING FURTHER

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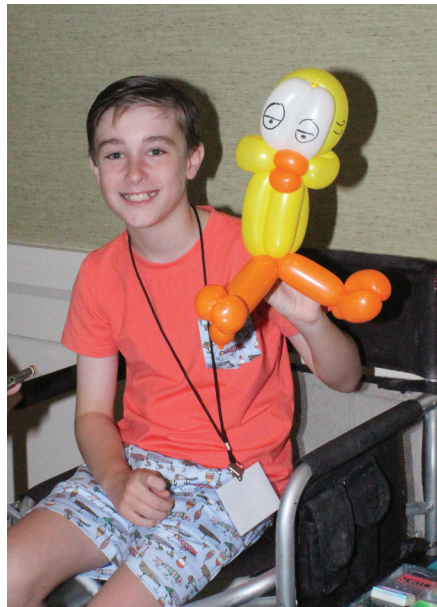
# Summer

LEADERSHIP CONFERENCE

JULY 11-13, 2024 | THE HENDERSON BEACH RESORT | DESTIN, FLORIDA



Nearly 270 people representing 35 banks gathered in Destin, Fla. at The Henderson Beach Resort in mid-July for our Bankers 2 Leaders Summer Conference! Attendees heard from a variety of speakers sharing both motivational messages and leadership training topics. Our workshop speaker, **Kristin Scroggins**, talked about how leadership style is linked to generational differences. On Friday, guests at this family friendly event enjoyed our Tacos & Tequila event for lunch as well as family bingo! And Saturday evening, B2L held a grand finale event complete with dinner, a band, and fun activities for the kids!



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# THE 2024 IGNITE EXPERIENCE

Our IGNITE Experience is always a blast! Nearly **200 attendees** gathered at the Westin in Huntsville in September for the **2024 IGNITE Experience!** The event kicked off on Wednesday with **George Wright's** insightful session on Strategic Thinking and Decision-Making. Attendees then had the opportunity to choose from various breakout sessions across four tracks – IT, HR, marketing/PR and branch management – and then engaged with vendors during the Rocket Rounds sessions. Thursday began with an inspiring talk by **Donny Ingram** on Winning the BATTLE. The learning continued with more breakout sessions. As a special thank you for participating in Rocket Rounds, attendees ended the afternoon with a Maui Jim sunglass fitting, taking home their very own pair.





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# Is the United States Entering a Prolonged Period of Low Unemployment and Rising Wage Inflation?

*From 1946 to 1964, a new generation emerged: the Baby Boomers. As soldiers returned home from World War II, a sense of stability and optimism led to the “baby boom.” Birth rates surged, peaking in 1957 with roughly 4.3 million births that year. Compare that to the 3.5 million births in the U.S. last year—a stark reminder of demographic shifts. Or said differently, the U.S. birthrate in 1957 was 23.8, compared to just 12.0 last year.*

By most estimates, today there are approximately 71 million Baby Boomers in the United States, with an age range of 60 to 78. With 10,000 Boomers reaching retirement age daily, the U.S. workforce is undergoing a long-term shift that could continue to support the Federal Reserve's "maximum employment" mandate for years to come by consistently creating new job openings and enabling workforce mobility.

## MAXIMUM EMPLOYMENT

### *Part 1 of 2 of the Federal Reserve's Dual Mandate*

One notable effect of said shift in the workforce is on job availability. Many high-paying, management-level positions are opening up. I believe this turnover is assisting, and will continue to assist, the Federal Reserve to achieve one of its dual mandates, "maximum employment." As Baby Boomers retire, they vacate positions, which allows younger generations to step in, reducing unemployment and creating upward mobility.

Consider the NCUA and FDIC, which are experiencing a large wave of retirements. According to the NCUA's 2023 Annual Report:

"The agency also has a large percentage of employees who have reached, or will soon reach, retirement age, including many in senior levels of management. The agency set specific hiring targets for generalist examiners in 2024 to improve vacancy fill rates."

On the exam front, I believe part of the story for these Federal Agencies is that the "next in line" is not always ready or qualified for the job. So, they either "promote and hope" or look outside their agency to fill the positions. This cycle can trickle down, resulting in newer, less-seasoned employees stepping into complex roles, potentially affecting productivity and quality of exams across the agency.

## A Ripple Effect on Job Creation

As Baby Boomers retire, the need for services,

particularly in healthcare, is expanding. According to Social Security data, about one million additional people begin receiving benefits each year. In 2010, 37.5 million people were retired and receiving benefits. By the end of last year, that number had grown to 52.7 million.

To accommodate this growing retiree population, industries related to healthcare are expected to grow. The U.S. Bureau of Labor Statistics projects that four of the ten fastest-growing occupations over the next decade will be in healthcare, largely driven by this demographic shift.

## PRICE STABILITY

### *Part 2 of 2 of the Federal Reserve's Dual Mandate*

The Fed's second mandate is to maintain stable prices, which includes controlling inflation. While inflation remains relatively steady as of 2024, workforce transitions could influence it in the long run. As Boomers retire and jobs are backfilled, wages for replacement workers may rise, potentially increasing wage inflation. Additionally, potential labor shortages, especially in skilled positions, could further elevate wages due to supply constraints.

This wage inflation might contribute to broader inflationary pressures on goods and services, as higher wages can drive up production costs across sectors.

Whether these dynamics could ultimately impact overall employment and inflation remains uncertain, but I believe the potential is certainly there.

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*Chris Dahlgren joined the firm in 2023 and is a senior financial strategist at The Baker Group. He works with clients on balance sheet strategies, loan participations, subordinated debt, mergers, interest rate risk management, and regulatory issues.*



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# EDUCATION SPOTLIGHT

## COMPLIANCE COLLEGE

Nearly **70 people** representing **64 banks** attended our week-long Compliance College held in September in Gulf Shores. **Rebekah Leonard** and **Carl Pry** led this event which included a thorough discussion of how to identify and mitigate emerging compliance risks. To lighten up the subject matter, our facilitators planned a scavenger hunt to challenge attendees to solve lending compliance puzzles and riddles. Another highlight was a regulatory panel featuring representatives from the FDIC, OCC, Federal Reserve and the Alabama State Banking Department.





## ALABAMA BANKERS ASSOCIATION

### EDUCATIONAL

# Opportunities

## WEBINARS

**REGISTER TODAY!** For more information or to register visit [www.alabama.bank/edu](http://www.alabama.bank/edu). ABA's webinar provider is OnCourse Learning.

### NOVEMBER

- 18 Managing All Aspects of Debit Cards
- 19 Writing Procedures for Business Accounts: CIP/CDD, Risk, TIN Reporting
- 19 Responsibilities of the Information Security Officer
- 20 Deposit Regulations/Operations Update  
All Day Streaming
- 20 Top Compliance Issues with Flood Programs
- 20 Excel Explained: Building Better Budget Spreadsheets
- 21 BSA Officer and Staff Annual Training All Day Streaming
- 21 Most Common TRID Issues
- 21 Being Strategic with Base Compensation for Non-Executive Positions
- 26 Understanding the Role of the Notary Public
- 26 Creating Exceptional Client Experiences

### DECEMBER

- 2 NACHA Quarterly Review - December
- 3 BSA Year End Wrap-Up
- 3 Compliance Issues on Digital Banking: Online Account Opening, Mobile Deposits, P2P, and Online Account Services
- 4 The Role of the Audit Committee
- 4 Assessing Your Commercial Borrower's Insurance Coverage

- 4 CFPB 1033 Final Rule: Learning About the New Consumer Data Requirements for Financial Institutions
- 5 Ability to Repay, Qualified Mortgage, High-Cost, and Higher-Priced Mortgage Loans
- 5 Controlling the Risks of Power of Attorney Documents
- 5 Oil and Gas Lending
- 6 The State of UDAAP: Where Are We Now?
- 9 Commercial and Business Lending Basics for Support Personnel
- 10 Deposit Operations Year End Wrap-Up
- 10 IRS Information Reporting: Rules and Forms
- 10 Opening and Managing Formal Trust Accounts: The Good, the Bad, and the Ugly
- 11 What Frontline Employees Should Know About Small Business Data Reporting (Section 1071)
- 11 8 Keys to Teller Excellence
- 12 2024 Call Report Recap and a Look Into 2025
- 12 TRID: Changed Circumstances - Triggers and Documentation
- 13 Real-Time Payments Workshop: A Guide for Financial Institutions
- 16 Compliance Expectations After the Election: What to Expect in 2025
- 17 Creating a Harassment-Free Workplace
- 17 Best-Ever Compliance Checklists for Commercial Loans
- 18 Regulation E: Errors & Disputes
- 18 Bi-Monthly Compliance Briefing - December
- 19 New FDIC Signage Requirements and FDIC Insurance Review: How Much of My Deposits are Covered?
- 19 Creating Customer Interaction Champions
- 19 Branch Management Strategies: Leading an Exceptional Branch

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

# LIVE SEMINARS

## NOVEMBER

20 **Opening Deposits & Safe  
Deposit Boxes Workshop**

*Live Event via Zoom*

22 **Exploring Individual  
Retirement Accounts:  
Simple and SEP**

*Live Event via Zoom*

## DECEMBER

4 **Cannabis Banking Essentials**

*Live Event via Zoom*

10 **BSA: A Comprehensive  
Wrap-Up Session**

*Live Event via Zoom*

**SAVE THE DATE FOR OUR  
2025 PERFORMANCE  
PROGRAMS!**

**Advanced Lending  
Institute**

March 3-7, 2025

**Advanced BSA Academy**

April 7-11, 2025

**Compliance College**

September 22-26, 2025

## ALABAMA BANKERS ASSOCIATION

# 2024

**DECEMBER 11-13**

**Bank Counsel  
Conference**

The Westin  
New Orleans, La.

# 2025

**APRIL 16**

**Legislative Day**

Montgomery

**JUNE 8-11**

**132nd Annual  
Convention &  
Marketplace**

The Cloister  
Sea Island, Ga.

**JULY 10-12**

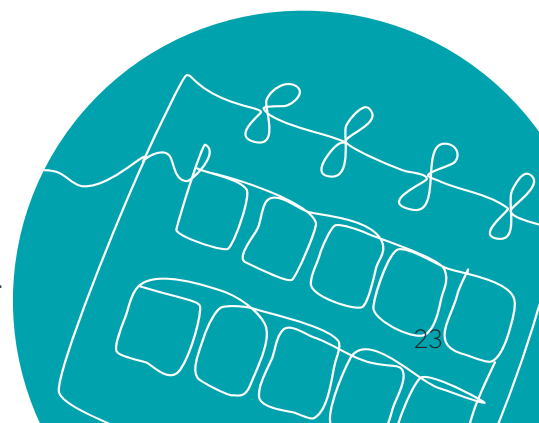
**B2L Summer  
Leadership Conference**

The Lodge at Gulf Shores  
Gulf Shores

**JULY 31 - AUG. 2**

**CEO, Bank Exec &  
Directors Conference**

The Grand Hotel  
Point Clear



# The Blunt Truths of Banking MRBs

By Carol Ann Warren

***For the typical office worker, marijuana is not typically the most “HR approved” subject of discussion. But in banking, marijuana and marijuana-related businesses (“MRBs”) are hot topics. There are conversations, debates, and questions related to the definition of marijuana, what exactly an MRB is, and, most importantly, whether banks can serve these types of businesses and what types of policies will need to be drafted to serve them.***

First, there is a question of whether banking MRBs is even legal. Under federal law, the sale of marijuana is illegal. Marijuana or cannabis is defined as “all parts of the plant *Cannabis sativa L.*, whether growing or not; the seeds thereof; the resin extracted from any part of such plant; and every compound, manufacture, salt, derivative, mixture, or preparation of such plant, its seeds or resin.”

Marijuana is classified as a Schedule I drug under the Controlled Substances Act, enforced by the Department of Justice (“DOJ”). The main concern and issue related to marijuana is the delta9-tetrahydrocannabinol (“THC”) content. This ingredient is believed to give marijuana its psychoactive effects. THC content is the hinge of legality on the federal level. If THC content is .03% or higher, then the substance is illegal at the federal level. However, due to the shift in public perception and the increasing number of states legalizing marijuana, the Department of Justice has chosen not to prosecute marijuana-related crimes. As mentioned, many states have chosen to legalize marijuana, thus creating the tension between some states’

laws and federal law. While there have been efforts to reconcile the discrepancies, there is no reprieve in place as of publication date of this article. Contrary to the legality of marijuana, hemp products are legal in all 50 states. Hemp is defined as “the plant *Cannabis sativa L.* and any part of that plant, including the seeds thereof and all derivatives, extracts, cannabinoids, isomers, acids, salts, and salts of isomers, whether growing or not, with a delta-9 tetrahydrocannabinol concentration of not more than 0.3% on a dry weight basis.”

With the confusion surrounding the legality of marijuana, banks are stuck between a rock and a hard place. Most states have legal MRBs that need banking services, but marijuana is still illegal at the federal level. The Cole Memo was introduced in 2014 with the intent to bridge the gap between federal and state law. It established guidance to keep marijuana-related facilities off federal land, protect children from the sale of marijuana-related products, and curb drug-related crimes. The Memo afforded banks some protections and guidance, but it was rescinded in 2018 due to its inability to effectively reconcile state and federal law differences. Despite the Memo’s rescission, it remains the only guidance that banks really have to establish guidelines and principles related to banking MRBs. The Financial Crimes Enforcement Network (“FinCEN”) believes the principles laid out in the Memo are valid and still expects banks to follow them as much as possible.

Even in states where banking MRBs is not prohibited under state law, many banks choose not to bank MRBs due to the difficulty and due diligence required to do so. Conversely, other banks are willing to take on the risk of banking these customers. Banks willing to undertake these types of customers must consider several issues.



First, banks must identify the risk level of an MRB. Risk levels defined in guidance range from Tier 1 to Tier 3, with Tier 1 being the riskiest. Tier 1 MRBs are those that are directly related to manufacturing, growing, dispensing, or distributing marijuana-related products. These are typically dispensaries, farms, or producers and generally require specific state licensures outside of the standard state licensure for a business. This is usually done through the state Department of Agriculture, but licensing requirements can vary from state to state. Tier 2 MRBs have a decreased risk because these are businesses that do not directly touch marijuana. Examples of Tier 2 businesses are marijuana paraphernalia sellers, industry associates, and sellers of farm equipment for MRBs. Lastly, Tier 3 MRBs are the least risky businesses. They have loose ties to MRBs. These include consultants, commercial real estate owners that rent to MRBs, and technology providers. Next, the bank will need to be aware of its Suspicious Activity Reporting (“SAR”) obligations. There are three different SARs that come into play: (1) Marijuana Priority; (2) Marijuana Limited; and (3) Marijuana Termination. Each SAR has different requirements based on the type of activity noted.

Further, the bank will need to develop robust policies to bank MRBs. The policies should include detailed lists of signs that bank staff may notice as “red flags” of MRB activity, discussion of the information needed for enhanced customer due diligence on MRB customers, and a comprehensive MRB risk assessment. Lastly, banks should consult with bank counsel having robust knowledge of the marijuana-related laws in the state, because knowledge of state law is critical for the bank to determine the level to which it can facilitate MRBs.

Until there is more clear guidance from the federal government, the internal and external bank debates may continue. For each bank, determining their state’s stance on the legality of marijuana, deciding whether the bank is going to serve MRBs, and defining the bank’s applicable policies and practices will tremendously help to organize the chaotic conversations that surround marijuana and marijuana banking.

*Carol Ann Warren is the assistant vice president and associate general counsel for Compliance Alliance.*



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# BOARD BRIEFS

## Strong Ties: Banks' Guide to Choosing Third-Party Partners

by Chris Couch

Banks are increasingly working with third-party providers and fintechs to deliver more services, reach wider markets, and meet rising client needs while combating operational constraints. Outside vendors can help banks stay competitive and improve customer experience, but these relationships should be carefully managed. Banks should consider the following to limit risk and optimize returns in each phase of third-party partnerships.

### When should banks engage a third-party provider?

Third-party providers offer specialized services, ranging from IT support and cybersecurity to customer service. Once a bank identifies a need that's either outside of its in-house capabilities or burdening its line-of-business staff, it may be time to consider bringing in a vendor. These needs are often born out of new regulations. As new laws require banks to collect and keep new kinds of data, they need to adjust operations to meet added compliance duties. Additionally, banks may need to adopt new technologies or services to keep up with competitors and market trends. Outsourcing can also help banks operate more efficiently, reducing costs and improving profit margins.

Working with third parties also introduces added risk. Through regulators' eyes, performance by third parties is performance by the bank. Banks can outsource performance, but they can't outsource regulatory duties. Since banks are responsible for third-party compliance, choosing the right vendor is critical.

### What should banks consider before choosing third-party providers?

It's challenging to get things back on course if something goes wrong when implementing a third-party service. That, combined with the cost and regulatory risk, makes it crucial to get the selection right the first time. The selection process involves several key steps:

1. Build an in-house selection team. Engage internal stakeholders, including the board, early in the process to gather input and ensure buy-in. Bring employees together from across operations that have the skill and capacity to search for and vet providers, instead of assigning the task to one person. The team can bring different ideas, perspectives and past experiences to help the bank find the right fit.
2. Research providers. Investigate potential providers through industry conferences, peer interactions and online research. Avoid relying solely on unsolicited vendor calls.

Questions for the selection team to answer include:

- Which providers have a size, scope and focus that meets the bank's needs?
- Who will fit in best with other tools the bank is using?
- What do other banks have to say about these providers?

Seek feedback from peers who have experience with the potential providers. Banks with a similar size, personality and customer base can be great resources to provide candid insights that may not be available through formal references. It's also a good idea to talk to peers in both functional areas and from company leadership to get the full picture of what working with these vendors looks like.

Another option is hiring a third-party consultant to help with decisions on external providers that involve high-value contracts or major organizational impacts. Consultants can help banks focus in on and articulate their needs and draft requests for proposals. They can help banks vet providers and negotiate contracts. They may also stay on through implementation to get everything up and running smoothly.

3. Complete due diligence on potential providers. Once

a bank has a list of potential providers that meet their parameters, the next step is vetting. Create a provider wish list and a list of things to avoid and put it on paper to keep all internal stakeholders on the same page. For example, how important are longevity and innovation to meet the need at issue? Newer companies often bring innovative solutions, but they have a shorter track record to rely on than established companies with proven viability. As an example, for core functions, the wish list may favor established companies, but for ancillary services, banks may prefer to use cutting-edge technology from a newer vendor.

The two biggest risk areas when working with third parties include actions that require access to the bank's systems and operations that involve customer data. Regulators released updated guidance in May to help community banks vet providers. Conduct a risk assessment for each third-party relationship, considering factors such as:

- Business continuity, cybersecurity and disaster recovery plans
- Financial statements
- Regulatory compliance history, including AML/CFT, fair lending and consumer protection laws
- Risk management controls
- Security measures, such as SOC 2 reports

## After picking a provider, what should banks keep in mind when negotiating contracts?

Ensure contracts clearly define performance expectations, pricing and service levels. Consider including clauses for regular performance reviews and the right to audit. Structure the contract to facilitate the bank's oversight of compliance and security concerns. This makes it easier for the bank to do regular checks down the road and starts the relationship with clear communication.

Set termination dates and spell out bank and vendor duties upon termination, so vendors know they will need to earn the business back by the end of the contract period. And if the bank decides not to continue using the vendor once the contract is up, these front-end negotiations will save time and costs when moving the service back in-house or to another provider.

## How do banks monitor vendors once they're up and running?

Once they've outlined expectations in the contract, banks need to verify that the vendor is meeting the terms and their operations meet the bank's compliance requirements.

Consistently tracking provider performance can help to catch and address issues or mistakes before they become problems.

Make a plan with vendors to regularly:

- Review service-level agreements.
- Conduct SOC 2 reports, penetration testing and regulatory audits.
- Monitor billing accuracy.

## How can banks build relationships with vendors that support the partnership's success?

Developing strong relationships with key contacts at the provider organization can facilitate better communication and issue resolution. Banks should enable their team to build meaningful relationships with vendor representatives. They can also consider participating in provider advisory boards or user groups to offer industry insight on service development. These personal connections keep the vendor and bank working toward shared goals and can help both parties find solutions if issues come up.

## What happens when the contract is up?

After the contract period, banks have three options: continue the partnership, switch providers or bring the service in-house. Performance weighs heavily on whether banks will continue working with providers after the initial contract period. But the relationship with the vendor can also be a significant factor. Some questions banks should consider include:

- Can the bank bring an updated wish list to the provider to work out a new contract?
- Are there good alternatives to the provider in the marketplace?
- Does the bank have the time and staff to bring the service in-house?
- What will it cost to deconvert, and what role will the vendor play in this process?

When banks work with third-party vendors, it can feel like they're putting their hard-fought reputation in someone else's hands. But they can minimize risks and avoid common pitfalls by taking a thoughtful approach to vetting, negotiating and monitoring third-party partnerships.

*Chris Couch is a partner at Phelps Dunbar. He works with banks and privately held companies' executives on strategic business decisions, helping them think through how pulling one lever affects the operation of the whole machine. His experience working in the banking industry and ability to think in multiple directions allows him to minimize risk and align clients' operations with their goals.*





# newslines

## STATEWIDE ROUND UP

PERSONNEL • DIRECTORS • RETIREMENTS • OBITUARIES • BANK NEWS

### PERSONNEL

**Bank Independent** in Sheffield welcomes **Adam Compton** to the bank as its new chief financial officer. He brings over 30 years of capital markets and operational experience, offering strategic insight and financial leadership to his new role at the bank. Compton most recently served as Head of MWM Asset Management for Rockefeller Capital Management's office in Atlanta overseeing \$1.9 billion in assets. He was responsible for investment, risk management, and business operations within the multi-family office group. Previously, Compton held the role of managing director and portfolio manager at GMT Capital Corporation where he spent nearly a decade managing global financial services investments. His broad experience includes serving as head of financial research services at Allianz Global Investors and as a bank regulator for the state of Florida during the banking crisis of the late 1980s and early 1990s. He has also served on two bank boards throughout his career.



Adam Compton

**Bryant Bank** headquartered in Tuscaloosa, congratulates **Jeremy Tuggle**, a Trussville resident and committed community member, on his promotion to Birmingham city president. Tuggle will oversee all seven Bryant Bank offices in the Birmingham metro area. Tuggle grew up in the Birmingham area and has dedicated the last several years to Trussville. He has 21 years of banking experience joining the Bryant Bank team in 2011. He most recently served as Trussville city president. According to the bank, this recent promotion recognizes his loyalty to his customers, dedication to professional growth, and commitment to community service.



Jeremy Tuggle

**Community Bank** headquartered in Flowood, Miss. congratulates **Blake Mobley** on his promotion to assistant vice president. A native of Navarre, Fla., Mobley recently served as credit officer and has been in the banking industry for six years. In his new role, Mobley will continue to lead the appraisal efforts of Community Bank's



Blake Mobley

Coast Region where he analyzes and evaluates commercial appraisals to provide quality assessment reviews. The bank also welcomes **Shelly Beech** who has joined the team as a loan officer. A native of Ruston, La., Beech has been in the banking industry for 13 years and has 27 years of customer service experience. In her new role, Beech will manage and grow her deposit and loan portfolio in the Baldwin County market.



Shelly Beech

**First Bank of Alabama** headquartered in Talladega announced a number of promotions during the last quarter.

**Kevin Gibson** was promoted to senior commercial lending officer, senior vice president. According to the bank, Gibson is an instrumental part of the bank's commercial lending team as one of its leading producers and respected lenders. He brings a strong credit background from his time as a credit analyst prior to joining the bank. In Ashland, the bank promoted **Carly Sims** from east region floating financial specialist 1 to the financial specialist. In Wedowee, the bank promoted **Ryan Noland** to lead teller. Two employees in the Clanton branch received promotions. **Leslie Wilson** was promoted to financial specialist 1, and **Kayla Edwards** was promoted to lead teller. In Talledega, four employees were promoted. The bank promoted **Angelic**



Kevin Gibson



Carly Sims



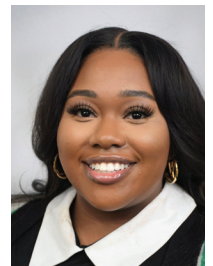
Ryan Noland



Leslie Wilson



Kayla Edwards



Angelic Curry



Ja'Korbein Porter-Keith

# STATEWIDE ROUND UP

# newsline



PERSONNEL • DIRECTORS • RETIREMENTS • OBITUARIES • BANK NEWS

**Curry** to a specialist in deposit operations. **Ja’Korbein Porter-Keith** was promoted to financial specialist 1, and **Leslie Holbrook** was promoted to accounts payable/purchasing. **Reagan Bishop** transferred to the Talladega office as a teller.



Leslie Holbrook



Reagan Bishop

**Marion Community Bank** is pleased to announce the appointment of **Steve Frazer** as vice president and community banker for the Montgomery market. Steve brings a wealth of experience and a deep commitment to community service, making him an ideal addition to the Marion Community Bank team. Frazer’s banking career spans over two decades and his expertise includes business development, customer relationship management, and team leadership.



Steve Frazer

**Regions Bank** in Birmingham announced that **Brian Willman**, head of Commercial Banking for Regions, will succeed **Ronnie Smith** who is retiring at the end of the year as head of Regions’ Corporate Banking Group.



Brian Willman



Nikki Stephenson

**Nikki Stephenson**, head of Credit Products for Regions, will be elevated to serve as head of Commercial Banking. A 15-year veteran of Regions, Willman joined the bank in 2009 as community banking executive serving Georgia and South Carolina. He was later elevated to further leadership roles, including area president for South Alabama and the Florida Panhandle, as well as chief operating officer for Commercial Banking. He became head of Commercial Banking in early 2020. In her new role, Stephenson will report directly to Willman, leveraging over 16 years of experience meeting the financial needs of Regions’

business clients. Stephenson joined Regions’ Capital Markets division in 2008 from SunTrust Bank and has held a number of leadership roles throughout her tenure. Her background includes years of capital-raising experience for middle market clients, large corporate organizations, and private equity firms.

**ServisFirst Bank** in Birmingham welcomes **Will Hawkins** as senior vice president, commercial banking, and **Cameron Bishop** as vice president, commercial banking. Hawkins brings more than 30 years of experience in the banking industry. Hawkins has held various roles in prominent Birmingham banks over his career and was most recently the regional president and executive vice president for another Alabama-



Will Hawkins



Cameron Bishop



Mae Adams



Lisa Bryan

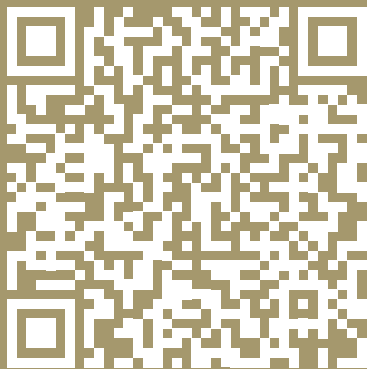
based bank. Bishop has a strong background of working with private and commercial banking clients, managing and growing deposit and lending relationships. In this new role, he will continue to be a relationship manager while training and mentoring credit analysts on underwriting, loan closings, and managing loan portfolios. The bank congratulates **Mae Adams** on her promotion to vice president, private banking officer for the ServisFirst Bank Huntsville region. Adams has more than eight years of experience at the bank. She has held various positions, including private banking loan assistant, private banking officer, and assistant vice president. In her new role, Adams will continue to serve the financial needs of new and existing clients, focusing on both loans and deposits in private banking. The bank also welcomes **Lisa Bryan** who joins the bank as senior vice president, private banking officer for the Huntsville region. She brings over three decades of experience in the financial services industry. Throughout her career, she has held notable leadership roles, including retail market leader, sales performance

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Note: FNBB Services Corp. employs CPAs, but the corporation is not a CPA firm and does not engage in the practice of public accountancy. The company provides agreed-upon audit procedures.

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## STATEWIDE ROUND UP

# newslines



### PERSONNEL • EMPLOYEE NEWS OF INTEREST

partner, and regional retail sales manager, earning recognition as a top sales leader. She has also gained attention for her extensive expertise in managing teams, employees, and bank branches. **Tammy Ehrle** joins the bank's Huntsville office as vice president, mortgage loan officer, with more than two decades of experience in financial and mortgage services. In this new role, Ehrle will build on her expertise as a trusted advisor to the Huntsville mortgage market, providing homebuyers from various backgrounds with personalized and strategic guidance.



**Tammy Ehrle**

**SmartBank** continues to grow its banking teams throughout Alabama, announcing the addition of **Stacy Faison** as area president for markets in central and east Alabama, based out of the bank's Auburn office. Faison is a 27-year veteran in the banking industry, primarily serving in the Auburn, Alabama and Columbus, Georgia markets, managing commercial and private banking across much of Alabama and Georgia. The majority of his career was spent in various commercial and private banking leadership roles at Columbus Bank & Trust (Synovus Bank), Troy Bank & Trust, and Bank of America.



**Stacy Faison**

**Southern States Bank** in Anniston welcomes **Warren Giardina** to its team as senior vice president, Birmingham market president. In this role, he leads the team in Birmingham and is responsible for growing and originating new deposit and commercial loan relationships along with expanding the bank's brand recognition. With more than 25 years in the financial services industry, Giardina brings deep industry experience to help grow the bank's customer and prospect relationships in the Birmingham market.



**Warren Giardina**

**Doug Cowart** has joined **Troy Bank and Trust** as city president for Dothan. With an impressive 18-year tenure in the banking industry, Cowart has dedicated 11 years to expertly guiding clients through their loan process. He is committed to taking care of customers and meeting their personal and professional financial needs. The bank

also welcomes **Kelli B. Pylant** who joins the bank as vice president and commercial loan officer. Throughout her 25-year banking career, Pylant has held significant roles at Friend Bank, Ameris Bank, and SouthTrust Bank, including mortgage loan officer, market leader, regional sales manager, market sales manager, and branch manager. The bank also congratulates Dothan native **Adam Dozier** on his promotion to vice president. He serves as a commercial loan officer and has six years of experience in lending. Before taking on his current role, Dozier worked as a credit analyst for the bank from 2018-2019. His dedication and expertise over the years have made him a trusted advisor for businesses seeking financial solutions.

## EMPLOYEE NEWS OF INTEREST

**Bank Independent** banker **Victor Alves** graduated from the year-long Campus to Career (C2C) professional development program on July 26 and was officially welcomed into his new role in credit administration as a credit analyst. Alves applied to the 2023/2024 C2C program as an internal candidate, already employed as a part-time teller at the Bank Independent Cox Creek sales office. The 12-month-long program exposes C2C Bankers to all business areas of the organization independent of the participant's educational background or degree path. Participants are introduced to the bank's culture as they begin receiving direction and guidance from trusted managers, leaders and mentors. As the program progresses, the C2C Bankers narrow their focus to two to three areas and begin deep dive sessions to grow necessary skillsets, relational competencies, and overall interest and passion for the role. At the end of the one-year program, the C2C Banker should confidently interview for placement into a mid-level career position that matches both their area of interest and one that meets the long-term strategic needs of the bank.



**Victor Alves**

**Regions Bank** announced **Kate Danella**, head of Regions' Consumer Banking Group, has again been honored by American Banker magazine as one of the "25 Most Powerful Women in Banking." "At Regions, we believe everyone deserves a personalized path to financial confidence



**Kate Danella**

# COMPETE WITH THE BIG DOGS



SHAZAM believes smaller financial institutions like yours shouldn't lose out just because you don't have the resources of a national megabank. That's why we deliver flexible, cost-effective network and processing technology that helps you compete against the biggest dogs on the block. All fully backed by the kind of unmatched technical expertise and personal support that unleashes your power to make a big impact in your community.







from someone who cares, and Kate and her teams bring this commitment to life through the personalized Regions Greenprint® plans they develop with customers to help them achieve their goals,” said **John Turner**, president and CEO of Regions Financial Corp.

While Danella has been recognized for three straight years as one of American Banker’s 25 Most Powerful Women in Banking, this marks the sixth consecutive year overall for Danella to earn various accolades from the publication. This year’s “Most Powerful” honorees, recognizing the industry’s most influential and top-performing women leaders, are featured in American Banker’s October 2024 issue.

**Troy Bank & Trust** announced the appointment of **Isha Tarver** as the new instructor for the Bulldog Academy at Pike County High School, where she will work with the Pike County Schools’ Academy of Business & Finance students.



**Isha Tarver**

The Pike County Schools’ Academy of Business & Finance was established in 2001. Students are selected for the program through an application process that begins in their ninth grade year, and once enrolled, instruction continues until graduation. In addition to core academic courses and college dual enrollment, students take industry-specific classes related to business and banking themes and participate in work-based learning activities to put their lessons into action. Some of these classes include personal finance, banking and credit, financial planning, global finance securities, insurance, accounting, and economics

As part of their curriculum, the students also participate in the Bulldog Academy, sponsored by TB&T, where they receive financial literacy education and hands-on training in banking fundamentals, including basic teller-related transactions. Upon successful completion, the students graduate with an associate in applied science degree from Enterprise State Community College, in addition to their high school diploma.

## RETIREMENTS

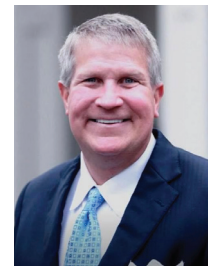
**Regions Bank** announced **Ronnie Smith**, head of the company’s Corporate Banking Group, will retire at the end of the year following more than four decades of service to Regions and its predecessor banks. Smith began his career in 1981 at Deposit Guaranty National Bank in Mississippi, one of the banks that would ultimately combine to become Regions in the years that followed. Known for his dedication to clients and communities, Smith held numerous leadership roles before he was named head of Regions’ Corporate Banking Group in 2018.



**Ronnie Smith**

## OBITUARIES

The **Bank of Walker County** would like to express its condolences to the family of **Haig Wright** who passed away on Aug. 17 at the age of 64. Wright was a member of the bank’s board of directors. The bank says that he was not only a wonderful community leader, but also a great friend who will be missed.



**Haig Wright**

The leadership and directors of **Marion Community Bank** are sad to announce the passing of its long-time director, **Roy Barnett**, on April 26 at the age of 87. Barnett, a retired pharmacist, was an advocate of the bank in the Marion community for most of his life and faithfully served as a member of the bank’s board of directors for almost 30 years.

**Thomas “Andy” Black III**, of Pensacola, Fla., passed away on Nov. 5 at the age of 71. Black was a member of the board of directors for the **Peoples Exchange Bank** in Monroeville. His death occurred just four days after his 50th anniversary of serving the bank and the community. According to the bank, Black helped plan and oversee the establishment of Peoples Exchange Bank in 1976 and served as vice president until his retirement in 2012. He continued to serve the bank on the board of directors until his passing.



## Troy Bank & Trust participates in Growing Alabama

Troy Bank & Trust, in partnership with South Alabama Electric Cooperative, is participating in the Growing Alabama Tax Credit program benefiting the city of Brundidge. The Growing Alabama program works to enhance public land into industrial sites for approved development projects. The improved development of these sites helps to encourage businesses to use the area for their industries.

The city of Brundidge submitted a grant to the state of Alabama to be a part of the Growing Alabama program. The grant submitted for the improvement of the North Industrial Park for a total of \$473,275 in allowable tax credits.

Troy Bank and Trust and South Alabama Electric Cooperative will each invest \$236,637 allowed through the grant program. The funds contributed by each entity will keep tax dollars in our



communities.

“As a Community Development Financial Institution (CDFI), Troy Bank & Trust is proud to partner with South Alabama Electric and The City of Brundidge to invest in the development of the North Industrial Park project,” **Jeff Kervin**, president and CEO of Troy Bank and

Trust said. “This project aligns with our mission of generating economic growth and opportunity in our communities and will allow the city of Brundidge to continue to grow and prosper. Troy Bank and Trust has enjoyed a long relationship with the city of Brundidge, and we look forward to continuing that relationship for decades to come.”

## Peoples Bank Celebrates Lacey’s Spring Branch

Peoples Bank of Alabama in Cullman held a grand opening and ribbon cutting for a newly rebuilt location in Lacey’s Spring. The bank says it has served the community for more than 25 years and wanted to continue to invest in the community with this brand new building. This branch is the bank’s second “branch of the future” with a hybrid design that leverages traditional in-person banking with increased use of technology. The branch is located at 10437 Highway 36.





## ServisFirst Bank Opens New Office in Auburn-Opelika Area

ServisFirst Bank announces the opening of its 14th office location in Alabama, located in Auburn-Opelika. This strategic growth is supported by the addition of four seasoned banking professionals, two mortgage lenders, and a lending assistant, bringing a wealth of experience and a deep commitment to exceptional customer service.

ServisFirst Bank Auburn-Opelika welcomes **David Reaves** as market president, **Troy Godwin** and **Jeff Stanfield** as senior vice

president, commercial banking officers, and **Joanna Reaves** as vice president, private banking officer. Additionally, **John Reese** and **Jane Perry** will serve as mortgage lenders, along with **Hannah McGinty** as lending assistant. Collectively, the team brings over 138 years of banking and financial experience to the new office. The new 2,400 sq.-ft. Auburn-Opelika office is located at 2272 Moores Mill Road, Suite 210 in Auburn. The office is currently open for commercial, personal, and residential loans and plans to offer full-service banking by the end of the year.



## Regions Bank Opens Town Madison Branch

Regions Bank recently celebrated a grand opening and ribbon cutting for its newly built Town Madison branch in north Alabama. The new Town Madison branch is on Martin Road Southwest near Redstone Arsenal Gate 7. The facility is a modern replacement for Regions' former branch on Madison Boulevard and its former Redstone Arsenal branch nearby. In addition to celebrating the grand opening of the facility, Regions leaders took time Tuesday to reflect on the company's commitment to supporting the city of Madison and other community partners. The bank presented a \$5,000 grant to the Boys and Girls Clubs of North Alabama to support after school programs for area students.

# 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](mailto: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](mailto:shildebrand@alabama.bank).



## Bank Independent and First Metro Bank Honored by *Newsweek* as part of its America's Top Most Loved Workplaces® List

Northwest Alabama represented the state on this year's America's Top Most Loved Workplaces® List from *Newsweek Magazine*. Both **Bank Independent** in Sheffield and **First Metro Bank** in Florence were honored for efforts to prioritize employee sentiment and create workplaces that employees love.

What went into the rankings? According to *Newsweek*, the five critical areas measured to gauge employee sentiment included how positive workers feel about their future at the company, career achievement, how much employer values align with employee values, respect at all levels, and the level of collaboration at the company. In addition, areas such as inclusion, diversity, equity and belonging, career development, and company leadership were identified.

Bank Independent was ranked #54 marking the third consecutive year the bank has appeared on the list. "Being named to America's Top 100 Most Loved Workplaces list for the third consecutive year is a remarkable honor that speaks to the strength of our culture," Rick Wardlaw, CEO of Bank Independent, said. "At Bank Independent, we prioritize fostering a

workplace where every team member feels valued and connected. Our commitment to investing in our people not only enhances their professional growth but also strengthens the trust our customers have in us. This recognition reflects the positive impact our team members continue to make on each other, their families, and their communities."

First Metro Bank ranked as #152 on the list. "We fully believe that our employees are our greatest asset. The need for a business to have capital is crucial to success, but at First Metro Bank, we believe our human capital is the most important factor. This is a great honor and a true testament to the way we do business and value our team," **Rodney Howard**, First Metro Bank President and CEO said.

## Bank Independent Named #1 Bank in Alabama by *Forbes*

*Forbes* named **Bank Independent** as the top bank in Alabama underscoring the bank's commitment to exceptional customer service and community investment. For this seventh annual ranking, *Forbes* partnered with market research firm Statista to survey approximately 26,000 U.S. residents. Participants were asked to name all the banks and credit unions where they currently have—and previously had—a checking or savings account and to identify financial institutions they know through the experiences of friends and family. Respondents shared their level of

satisfaction with the bank or credit union, their willingness to recommend it to others, and rated the organization on criteria such as customer service, the quality of financial advice offered by representatives, fee structures, ease of navigating digital services, accessing help at branch locations, and the degree of trust the financial institutions inspired.

"Being named the top bank in Alabama by *Forbes* is a testament to the dedication and hard work of our team members," **Rick Wardlaw**, Bank Independent CEO, said. "Our focus has always been on building strong relationships with our customers and communities. This recognition inspires us to continue striving to be the bank and employer of choice in the communities that we serve."

## ServisFirst Bank Ranks Fourth Nationally Among Top Publicly Traded Banks with between \$10 Billion to \$50 Billion in Assets

Congratulations to **ServisFirst Bank** in Birmingham on being ranked as fourth in the top publicly traded banks with between \$10 billion to \$50 billion in assets, based on year-end 2023 data. The annual list is compiled by consulting firm Capital Performance Group, which uses each institution's three-year average return on average equity, or ROAE, to determine the ranking. These rankings are published

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annually by *American Banker*. ServisFirst is the only bank in Alabama that made it into the top 10, and this is the third year in a row that the bank has achieved a top-five ranking.

“The top performers remained more liquid in 2023, which helped their profitability in a rising rate environment,” stated Ally Akins and Claude Hanley, analysts at Capital Performance Group.

The \$16 billion-asset institution, ServisFirst Bancshares, had a 3-year average return on average equity (ROAE) of 18.38%, a return on average assets (ROAA) of 1.37%, a net interest margin (NIM) of 2.81%, nonperforming assets/total assets of 0.13%, and core deposits/total deposits of 91.30%.

Net loan growth of top performers and the segment overall exceeded 5% last year, but the strongest banks grew core deposits in 2023 by more than 2%, while the group

overall saw a decline. This helped the highest-ranked banks to minimize deposit cost increases because of high rates, supporting net interest margins and bottom lines. The NIM on average for the top 10 banks were 15 basis points higher than overall. Profits in 2023 were more than 40% higher for the top banks compared to their overall peer group.

### Regions Bank is Top Regional Bank in the J.D. Power 2024 U.S. Online Banking Satisfaction Study

**Regions Bank** announced the company ranked first among regional banks in the recently released J.D. Power 2024 U.S. Online Banking Satisfaction Study<sup>SM</sup>. The study measures overall satisfaction with the features and content of online properties

based on four key factors: navigation, speed, visual appeal, and information/content.

“From the branch around the corner, to the tools at your fingertips on Regions.com, we are here to help people and businesses meet their banking needs in ways that are both innovative and intuitive,” said **Dan Massey**, chief enterprise operations and technology officer for Regions. “Regions believes banking should be much more than simply opening accounts or providing loans. We believe in empowering customers through personalized solutions and customized insights to help them grow their savings, manage expenses, and reach their goals.”

The J.D. Power 2024 U.S. Online Banking Satisfaction Study is a syndicated benchmarking study profiling the experiences of customers of the largest banking websites throughout the United States.

## ABA *HALF CENTURY CLUB*

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



**Donna McCarson** celebrated 50 years of service at **Robertson Banking Company** in Demopolis on Aug. 5. President and CEO Gary Holemon presented McCarson with a plaque inducting her into the Alabama Banker’s Association Half Century Club.



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