

FDIC News

The Federal Deposit Insurance Corporation Employee Newsletter

JUNE 2018

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Jelena McWilliams Sworn In as 21st Chairman of the FDIC

By SALLY KEARNEY
Office of Communications

Jelena McWilliams became the FDIC's 21st Chairman on June 5 at a swearing-in ceremony in the FDIC Board Room in Washington, D.C.

She succeeds Martin J. Gruenberg, who served on the FDIC Board since August 22, 2005, as Vice Chairman and Acting Chairman before becoming Chairman on November 29, 2012.

"It is an honor and a privilege to join the FDIC as Chairman. I look forward to working closely with my fellow Board members and counterparts at other regulatory agencies," Chairman McWilliams said.

"I would like to thank Martin Gruenberg for his service, dedication, and leadership during his nearly 13 years at the FDIC," she said.

In his "last official act as Chairman," Gruenberg welcomed McWilliams and mentioned several qualities that he has observed since meeting with her. "It is my perception that Jelena is a person



FDIC Chairman Jelena McWilliams

of strong conviction, high intelligence, broad experience, and a deep commitment to public service," he said. "I certainly have every expectation that she will prove to be an outstanding Chairman of the FDIC."

FDIC Executive Secretary Robert Feldman performed the swearing-in ceremony, and Chairman McWilliams' daughter held the Bible.

Chairman McWilliams' parents also attended the ceremony. In remarks following

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CHAIRMAN McWILLIAMS

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the swearing-in, McWilliams offered a personal anecdote. “I was born and raised in the former Yugoslavia, and the country did not have a deposit insurance system,” she said. “When the financial system collapsed, my then 68-year-old father, who is sitting here before us, went to work as a day laborer making \$5 a day.”

When the opportunity to be nominated to lead the FDIC arose, that memory was foremost in her mind. “I had to say yes to the nomination with a whole heart and a devotion to what the mission of the FDIC stands for and what the dedicated public servants of the agency have done for decades,” she said. “I promise to be the best Chairman I can be to the dedicated workforce and the public servants here.”

At noon, headquarters employees gathered in the cafeteria of the 550 17th Street building for a “meet and greet” with Chairman McWilliams.

“It is an honor and a privilege to join the FDIC as Chairman. I look forward to working closely with my fellow Board members and counterparts at other regulatory agencies,” Chairman McWilliams said.

Chairman McWilliams has an extensive background in the public and private sectors. Most recently, she served as executive vice president, chief legal officer,

and corporate secretary for Fifth Third Bank, Cincinnati, Ohio. Prior to Fifth Third Bank, she worked with the Senate Committee on Banking, Housing, and Urban Affairs as chief counsel and deputy staff director. She also served as assistant chief counsel with the Senate Small Business and Entrepreneurship Committee. Prior to working for the Senate, she served as an attorney at the Federal Reserve Board of Governors.

Prior to working at the Federal Reserve, she practiced corporate and securities law at Morrison & Foerster LLP, Palo Alto, California, and Hogan Lovells LLP, Washington, D.C.

She received a Bachelor of Science degree in political science, as well as a law degree, from the University of California, Berkeley. 🏠



Photo left: At the June 5 swearing-in ceremony, FDIC Chairman Jelena McWilliams is joined by former Chairman Martin Gruenberg (now FDIC Director). Photos right: Chairman McWilliams and employees get to know each other at a “meet and greet” in the 550 17th Street Building cafeteria.

Staying Connected through AFDICA

Visit www.afdica.com

By LAJUAN WILLIAMS-YOUNG
Office of Communications
Photo credits: AFDICA

The Association of FDIC Alumni Inc., (AFDICA) convened for its first annual meeting in October 2017 to elect the initial Board of Directors. At that time nearly 80 retirees, former employees, and their guests gathered at the FDIC's L. William Seidman Center at Virginia Square to mark the occasion. One of the first orders of business was to grow the organization, adding to the 335 members already on their rolls. Continuing to increase membership remains a primary agenda item for AFDICA.

AFDICA believes that its mission of 'Fellowship, Education and Charity' is an easy lure for anyone who would like to support the community alongside former colleagues. Both retirees and former employees, including anyone who was an employee of the FDIC or RTC, are eligible for membership.

I recently caught up with Fred Selby, AFDICA's President, and former Division of Finance (DOF) Director with 18 years' experience at the FDIC and RTC — in DOF, the former Division of Resolutions, and the RTC — who provided more information about the AFDICA. Fred discussed a recent video posted to Facebook featuring Leslie Crawford, former Deputy Director, Office of Diversity and Economic Opportunity, Deputy Ombudsman, and Senior Counsel, talking about his experiences at the FDIC and as a member of AFDICA. Fred was hopeful that others would view the video. Fred told me that one of AFDICA's primary goals is to increase membership. "AFDICA has three mission areas of focus: Fellowship, Education and Charity. Our hope is that all FDIC or RTC alumni can find value in participating in one or even all of these activities," he said.

AFDICA believes that its mission of 'Fellowship, Education and Charity' is an easy lure for anyone who would like to support the community alongside former colleagues. Both retirees and former employees, including anyone who was an employee of the FDIC or RTC, are eligible for membership.

I had lots of questions about this organization. So, I went to AFDICA's webpage for answers. Here's a snippet of what I found:

What's in it for me if I decide to become a member of the AFDICA?

For some, the opportunity to reconnect with former FDIC colleagues that you've worked with is the most important, and for others it may be to network and establish communications with people who may be helpful to you in your career. The basic principles of Fellowship, Education and Charity should provide everyone with something they will cherish and enjoy.

Membership Eligibility

You are eligible to become a member of AFDICA if you formerly worked as an employee for the Federal Deposit Insurance Corporation (FDIC) or the Resolution Trust Corporation (RTC), regardless of your length of service. This encompasses all former civil service employees, political appointees, term, liquidation graded (LG), professional, secretarial and administrative personnel. Although you may have physically worked at an FDIC office, if your wages were paid by a contractor who was hired to perform services for the agency and you were never an employee of FDIC, you are not eligible to join AFDICA.

Membership Types and Cost

Alumni Members – those who meet the terms of eligibility will be entitled to make a dues donation of \$50 for a 12-month/annual membership, \$95 for a 24-month membership, \$130 for a 36-month membership or \$500 for lifetime membership to AFDICA. All Alumni Members

in good standing shall have all rights and privileges of Members, including the right to vote at meetings of Members and to be counted for the purpose of determining the presence of a quorum at any such meeting. All Alumni members shall enjoy equal rights and privileges.

Associate Members – Any Alumni Member who resumes working for the FDIC as an employee shall automatically become an Associate Member of the Association with all rights and privileges except the right to vote or to be counted for the purpose of determining the presence of a quorum.

Among other things, AFDICA:

- Provides the opportunity for former FDIC employees to find and re-connect with former colleagues and friends with whom you may have lost contact. We offer social activities, including luncheons, dinners and cocktail hours in a growing variety of cities as well as golf outings, an annual meeting of our members, and other social activities.

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AFDICA Golf Tournament, Dallas Texas, September 2017, from left: Scott Pierson, Cindy Scott, Ken Jarzombek, and Bruce Parker.

AFDICA

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- Provides the opportunity to assist the FDIC in expanding the MoneySmart Financial Literacy Program in cities and states where FDIC Alumni reside. We have over 90 volunteers who have indicated their desire to be involved in providing MoneySmart training in their communities. Our Alumni continue to offer this program to a variety of organizations from prison inmates, to preschoolers, to church sponsored gatherings.
- Supports a variety of charitable causes, ranging from the national coalition of Jump\$tart, where we are funding financial literacy education, to supporting our members directly through matching monetary donations for the many charities our members support at the local level.
- Maintains a list of AFDICA members who express an interest in returning to employment for full or part-time employment should the FDIC seek experienced individuals in the event of a financial crisis or similar emergency situation. A list of members that are interested in re-employment may be shared with the FDIC, in accordance with the MOU.
- Membership dues and donations are tax deductible to the extent provided by law.
- Members are eligible for membership with the Partnership Federal Credit Union (the FDIC Credit Union) with a special signing bonus.
- AFDICA exists wherever its members reside!

If you are interested in getting more information about AFDICA, you should access its website, which is nicely organized and contains a frequently asked questions page.

As Arleas Kea stated at the inaugural meeting in October 2017, “AFDICA is now a fully operating organization, with



AFDICA dinner in Washington, D.C., May 2018: (clockwise from front left) Frank Francisco, Chris Spoth, Mitchell Glassman, Dennis Olson, Jim Wigand, Claude Rollin, Ashley Doherty, Irene Koerner, Rick Osterman, Sherry Whitaker, Susan Baranowski, David Bilker, and Larry Choate.



AFDICA get-together, Jacksonville, Florida, April 2017.

several committees, a website, and a growing membership.” She continued, “For many of you, the FDIC has been a defining experience. Devotion to public service—a commitment that we see in our friends and colleagues at the FDIC—lives on.”

“It really doesn’t surprise me how quickly our membership has grown in just 17 months,” said Blake Clemens, Vice

President for Fellowship. This organization is designed for former FDIC employees across all grade levels and all divisions who have ever worked for the FDIC or the RTC. “If you’re approaching retirement or are currently retired, visit our website for more information. It’s simple and easy to join, and get reconnected with friends and former colleagues,” Blake added. 🏠

‘Money Smart’ Getting Smarter Every Year

By CLAYTON BOYCE
Division of Insurance and Research

FDIC’s Money Smart financial curriculum breaks new ground each year, teaching new audiences how to manage their finances, helping banks meet some of their obligations under the Community Reinvestment Act, and giving FDIC employees an opportunity to give back to their communities.

From its birth in 2001, Money Smart has benefited millions of people and the curriculum has expanded to include six age groups, nine languages, Braille, Large Print, online education, and podcasts. A major advance was the creation of inter-agency partnerships to collaboratively develop and offer Money Smart products. For example, in 2012, FDIC teamed with the Small Business Administration to create Money Smart for Small Business, which covers starting a business, creating a business structure, managing cash flow, planning for taxes, planning for a successor, and selling the business. Since then, the small business program has grown with three new modules, a Spanish version, and “Train the Trainer” materials. And in 2013, FDIC joined with the Consumer Financial Protection Bureau to launch Money Smart for Older Adults, which has also grown to include a Spanish version.

From its birth in 2001, Money Smart has benefited millions of people and the curriculum has expanded to include six age groups, nine languages, Braille, Large Print, online education, and podcasts.

There is now a Money Smart course for almost every age. In 2014, the Division of Depositor and Consumer Protection (DCP) launched Money Smart for Young People, another cooperative effort with the Consumer Financial Protection Bureau that created four age-specific courses for pre-kindergarten children to high school seniors. A Teacher Online Resource Center provides course materials and videos.

FDIC’s Youth Savings activities, which encourage banks and schools to work

together for financial education, complement the Money Smart for Young People. Banks and schools are encouraged to team up in the program to provide low-cost savings accounts to students. For example, First Bank of Highland Park in Illinois trains high school students to save for college and matches their savings up to \$500 each, while Athol Savings Bank in Massachusetts set up passbook savings accounts in elementary schools using volunteer student tellers, and Commercial Bank in Tennessee taught Money Smart in elementary schools and helped students open savings accounts.

Rounding out the offerings is Money Smart for Young Adults, a more scripted resource to train young people than the lesson plans in Money Smart for Young People. DCP recently updated training materials with information to help people with disabilities, and presented the information at a convening cohosted with the Consumer Financial Protection Bureau at Gallaudet University (for the deaf and hard of hearing) in the District of Columbia. DCP also revised the Computer Based Instruction (CBI) version of Money Smart to be more user-friendly and compatible with tablets, held a webinar to highlight the Teacher Online Resource Center website, and released a Spanish version of the Money Smart podcast.

Peter Mueller, a Senior Equal Employment Opportunity Specialist in the Office of Minority and Women Inclusion at Virginia Square, is one of many FDIC employees who teach Money Smart as volunteers. Peter’s classroom is in the Arlington County Detention Facility and is sponsored by a nonprofit group, Offender Aid and Restoration. He teaches three Money Smart modules to a small class of inmates: “Borrowing Basics,” “Money Matters,” and “Pay Yourself First.”

Peter enjoys teaching Money Smart, although his degree is in law rather than finance, and finds it rewarding as well. “I enjoy the experience, and volunteering with Money Smart adds a holistic feeling to my life, with a connection between my work life at FDIC and my volunteering life. I take part of my work, and I give it to others,” he said. “Part of my motivation was that I was extremely sloppy with fi-



Peter Mueller of the Office of Minority and Women Inclusion teaches Money Smart as a volunteer at the Arlington County Detention Facility.

nances when I was a college student. Now I have turned that around, and I manage my own investment portfolio. I love it.”

Any FDIC employee can teach Money Smart as a volunteer, but they can’t use work time for it or imply that they represent the FDIC. For a few FDIC employees, part of their job is to train bankers and others to teach, but most Money Smart classes are taught by volunteers or employees of financial institutions, trade associations, local governments, nonprofit organizations, schools, and consumer groups, among others. DCP employees and others train Money Smart instructors, and you can view a “Train the Trainer” video, but instruction as a trainer is not required to teach. Money Smart materials include resources to chart a smooth path in the classroom.

“I was floored when I started teaching Money Smart. It changed me as a person, and it amazed me as to how well-received it is,” said DCP Community Affairs Specialist Tina Queen. At Morgan State University in Baltimore, Maryland, Tina trained students as “peer ambassadors” to teach Money Smart for Young Adults. Those ambassadors then taught fellow students in workshops in collaboration with PNC Bank. The Morgan State model showed that it is very effective when accomplished with passionate, dedicated student-teachers, Tina said.

“The students learn budgeting and understanding saving, that no matter what,

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MONEY SMART

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you can save,” Tina said. “Certain expenses are fixed and certain expenses are flexible. We tell the students, ‘Here you have \$300. What do you do with it?’ No one wrote ‘save.’” But by analyzing how they spend their money, the students can find ways to economize and “pay yourself first” by saving.

Money Smart benefits banks as well. Banks granting a loan can require that the borrower earn a Money Smart CBI certificate, and a bank can brand or co-brand the program as its own, DCP Community Affairs Specialist Nicola Myers said. “We receive many questions from banks and other organizations on whether or not they are permitted to add their logo to the Money Smart product, and they are always happy to know that it is permitted,” Nicola said. “Money Smart is not copyrighted.” Nicola emphasized that Morgan State improved workshop effectiveness by partnering with a bank, and that PNC Bank’s participation could earn positive consideration under the Community Reinvestment Act.

Some organizations that participate in Money Smart receive special recogni-

Stephen’s payoff was seeing Money Smart’s impact. “With one of my families, the primary income earner got a job with better pay and full-time hours, and has gone from a savings account of zero dollars to a few thousand,” Stephen said.

tion from the FDIC through the Money Smart Alliance Program, according to DCP Outreach and Program Development Section Chief Luke Reynolds. “Alliance members use or promote the curriculum by teaching it, or training others to teach it, and give feedback to the FDIC that improves the program,” he said. The Money Smart Alliance is open to federally insured financial institutions, non-profit organizations that have been recognized as tax-exempt by the IRS, federal agencies, schools, colleges, and state or local government agencies.

DCP Community Affairs Specialist

John Olsen in Montgomery, Alabama, trains Money Smart trainers in workshops that banks request for staff. John is a technical adviser to the steering committee for Bank on South Alabama (BOSA), an organization in Mobile that uses the Money Smart curriculum to educate the public. The City of Mobile and the United Way of Southwest Alabama are key partners, and the Cities for Financial Empowerment Fund provides support.

“BOSA helps unbanked and underbanked individuals move into the financial mainstream,” John said. “It helps them understand how having a good relationship with a federally insured depository institution such as a bank or a credit union and a basic understanding of financial education benefits them.” Another path for financial education in Alabama is the CBI version of Money Smart promoted by the state Department of Education for young adults ages 13 through high school.

DCP Senior Community Affairs Specialist Mary Salinas Durón in the San Francisco Region trained City of Los Angeles Financial Service Corps’ peer financial coaches to teach Money Smart for Young Adults. They along with the adults who were also trained delivered financial education to more than 12,700 participants in last summer’s Hire LA Youth program. The peer coaches, aged 17 to 24, put newfound financial wisdom to use in their own lives. “One saved part of her earnings to pay junior college fees, one saved to purchase a car, and another found interest-free credit to buy a badly needed computer for college. They were just an amazing group of young people recruited from nonprofit centers providing social services to their families,” Mary said.

For DCP Economist Stephen Popick, who is in the Capitol Hill Fellowship Program this year, teaching Money Smart was not part of his job, but he was motivated a decade ago to volunteer after “reading and hearing stories about families’ struggles with financial issues in the lead-up to the recession and how difficult it was for them to find good, trusted information.” He volunteered for a local nonprofit and worked with families transitioning from being homeless and jobless to a more stable life.



DCP Community Affairs Specialists Nicola Myers (left) and Tina Queen worked on a program that created “peer ambassadors” at Morgan State University in Baltimore.

He taught Money Smart for Adults in small group sessions at coffee shops around Washington and explained topics such as “Borrowing Basics,” “Pay Yourself First,” “Financial Recovery,” and “To Your Credit.” Stephen’s payoff was seeing Money Smart’s impact. “With one of my families, the primary income earner got a job with better pay and full-time hours, and has gone from a savings account of zero dollars to a few thousand,” Stephen said.

DCP employees have documented many other Money Smart success stories, including:

- The Office of Minority Business Development in Richmond, Virginia, teaches several Money Smart for Small Business classes each year, and holds graduation ceremonies that double as matchmaking sessions between the grads and the business community.
- First National Bank of Omaha, Nebraska, taught Money Smart to 3,200 students in 47 schools. Beneficial State Bank in Oakland, California, taught Money Smart to more than 14,000 people.
- Ohio State University Extension hopes to reach 1,000 young fathers each year with “New Beginnings for New Fathers” workshops that cover finding and keeping a job, parenting skills, conflict resolution, and family finances.
- Synergies Work, an Atlanta organization, uses Money Smart to teach people with disabilities, their families, and services professionals.

To learn more, visit www.fdic.gov/moneysmart. ■

PROFESSIONAL LEARNING ACCOUNT

Book Your Next Learning Adventure With PLA

Leaving PLA funds on the shelf year after year? Check out PLA success stories for inspiration.

By SALLY KEARNEY
Office of Communications

Andrew Meli knew what he was looking for when he decided to use his Professional Learning Account (PLA) funds for the first time. “I wanted to attend an outside event where I could learn something new, reinforce some concepts that I had learned in the past, and hear the perspectives of others in different industries,” said Meli, a Risk Examiner in the Los Angeles North Field Office.



Andrew Meli

Meli chose to attend a two-day course on financial statement fraud offered by the Association of Certified Fraud Examiners (ACFE). He considers the time well spent. “PLA funds have certainly advanced my learning,” said Meli, who earned his commission in August 2017 and who is also a Certified Fraud Examiner (CFE). “This course provided a good overview of financial statement fraud, the motivations for someone to commit this type of fraud, and red flags indicating that this may be occurring. There were also some great real-life examples throughout the course. Some key takeaways for others on the topic: Accounting estimates are more susceptible to fraud, and there are always two sides to an entry!”

As might be expected, Meli looks forward to making use of his PLA funds on an annual basis.

Meli is among hundreds of employees nationwide who participate in the PLA program each year. Some, like Meli, are new to the program, while others have been enjoying its benefits for years, even decades.

The PLA program, administered by Corporate University (CU), is available to all permanent, full-time, and part-time employees, except those pursuing an RMS, DCP, or DRR commission, and interns (summer and year-round). The program provides access to a specified annual amount of money to employees for training within their current occupation or in other areas related to the FDIC mission.

Eligible employees partner with their supervisors to create a Career Development Plan (CDP) establishing the employee’s goals and plans for the year. The CDP provides a framework for employees to request the use of PLA funds for training purposes. Supervisors are responsible for reviewing and approving the CDP and any PLA requests.

A Flexible Resource

The PLA is a remarkably flexible resource that can be easily adapted to an employee’s career goals. And so it is not surprising that PLA first-timers and veterans alike are using the funds for any number of opportunities. There are the expected in-person classes, online courses, and conferences. But employees are also taking courses to earn annual certification credits, applying PLA funds toward graduate banking school tuition, and paying for examination fees for professional certifications. Many, like Meli, use funds to enhance skills and enrich their current job performance.

Take Khya Green. An avid learner, Green regularly completes free online courses so she can devote her PLA funds to more in-depth training, which she describes as “icing on the cake.” Each year Green strategically relegates a portion of PLA funds to an industry conference and the remainder to training seminars. “I think the PLA is an awesome and generous benefit to use each year to enhance your skills,” said the Printing Services Specialist in the Graphic Design and Printing Unit (GDPU) of the Division of Administration (DOA) at headquarters.

Green recently earned certification in a business methodology known as Lean Six Sigma, which emphasizes streamlining processes, removing inefficiencies,



Khya Green

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and improving customer service. That knowledge proved useful when Green participated in a GDPU team to improve the unit’s request process through automated workflows. “Our new way of processing requests is simpler and easier for our customers,” Green said.

Or consider Zrinka Dusevic, who examines large banks in and around Los Angeles. Dusevic wanted to gain a greater understanding of large bank lending to small businesses through the Small Business Administration (SBA). “When examining banks with assets of \$10 million or more, we conduct what are known as targeted reviews in specific areas throughout the year,” Dusevic explained. Because her examination team was planning to add an SBA lending targeted

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review to its repertoire, she decided to explore courses on the subject.

When a colleague recommended offerings by the National Association of Government Guaranteed Loans, Dusevic enrolled in two NAGGL courses and attended both over a four-day period in Long Beach, California. She came away knowing a great deal more about SBA lending, thanks to the SBA experts who teach the courses. And she points to the PLA as making it all possible. “It was my first time using my PLA, and I would not have had this type of training on the job,” she said.

Guyot was so impressed with the course that he wanted to share the training with his co-workers. “I approached the instructor about doing a training session at the Memphis Area Office if enough individuals wanted the training and were willing to use their PLA funds,” he said.

When Eric Guyot attended a time management course sponsored by the American Management Association (AMA), the instructor recommended that he also take a course on Outlook. Six months later, Guyot enrolled in the course, and he is glad that he did. “The Outlook course was outstanding and gave me additional time management tools, including ways to control my emails,” said the Risk Management Field Supervisor in Nashville, Tennessee. “Prior to the course, my inbox contained around 800 emails, and after applying the tools, my inbox now ranges from 0 to 10 emails.” Guyot also used the Outlook task and calendar functions to help meet deadlines. “This increased my time management skills and significantly lowered my stress,” he said.

Guyot was so impressed with the course that he wanted to share the training with his co-workers. “I approached the instructor about doing a training session at the Memphis Area Office if enough individuals wanted the training and were willing

to use their PLA funds,” he said. When 25 employees expressed an interest, Guyot coordinated with administrative staff and filed a request to pool PLA funds. The request was accepted, and the vendor delivered the training in Memphis. Later, the Dallas and Baton Rouge, Louisiana, field offices also arranged for sessions. “Pooling PLA funds allowed me to share the training with others while reducing FDIC travel time and costs for the attendees,” Guyot said.

A Key to the Future

In addition to helping improve an employee’s current job skills, PLA-funded training can also help prepare an employee for future opportunities. Faith Boyd is a case in point. As a former Risk Examiner in the Baltimore Field Office and former Case Manager in the Atlanta Regional Office, Boyd relied on PLA funds to attend ACFE courses on fraud and to participate in the American Bankers Association’s Stonier Graduate School of Banking. The PLA also paid for tuition and examination fees when Boyd enrolled in a weeklong preparatory course to become a Certified Fraud Examiner. Boyd passed the examination, earned her CFE designation, and within a year, moved into a new position as an Examination Specialist with the RMS Cyber Fraud and Financial Crimes Section at headquarters. “The PLA is a great benefit,” she said. “It helped me to qualify for a position more closely aligned with my interests.”

As stated in her CDP, Shannon Beattie planned to improve her current job skills and position herself for promotions. “My goal was to attain an MBA in Bank Management that would enable me to compete for a corporate manager position in RMS,” said the Regional Accountant with RMS in the Boston Area Office.

Beattie took courses in an online MBA program at the University of Massachusetts. Among her favorites were a course on business data analysis and a course on organizational behavior, both relevant to her work. Of the leadership course, Beattie said: “The overall objective was to increase the understanding of and ability to apply contemporary leadership and organizational behavior knowledge in work situations. With its focus on leading teams, this course was directly applicable



Faith Boyd

to my position as Regional Accountant and to my CDP goals of developing leadership and managerial skills.”

Beattie used PLA for courses that related to her work; for non-related MBA courses, she used personal funds. Earning an MBA helped meet her dual goals. “I apply concepts I learned in my current job, and after completing my MBA, I was selected for a temporary promotion to a supervisory position, Acting Section Chief for the RMS Accounting and Securities and Disclosure Section,” she said. “I thoroughly enjoyed this opportunity to experience a supervisory role, and it was professionally gratifying to accomplish this goal of my CDP.”

In addition to helping improve an employee’s current job skills, PLA-funded training can also help prepare an employee for future opportunities.

A Door to a New Perspective

Dan Peters is often on the lookout for new ways to broaden his perspective and knowledge. He certainly found one when he enrolled in a 10-day ABA-sponsored course to earn designation as a Certified Financial Marketing Professional (CFMP). A Fair Lending Examination Specialist with DCP in the Chicago Regional Office, Peters wanted to understand bankers’ perspectives on marketing financial services to different communities.

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PLA, from page 8

During the course, Peters heard from bankers and bank marketing consultants and also mingled with the other attendees. The only financial regulator in the class, he was also the first to ever attend the course. Peters drew on two years of his PLA funds to attend the course (employees may retain access to the previous year's PLA funds), and he passed the examination. "The PLA is a wonderful tool for enrichment, not just for individuals, but for the FDIC," he said.

David Beck, a Senior Litigator with the Chicago Legal Division, investigates cases involving bank director and officer fraud. To expand his perspective, Beck took the unusual step of earning a Certified Fraud Examiner designation. While he does not examine banks for fraud, he regularly applies what he knows as a CFE in his work as an attorney. "Enforcement attorneys working with examiners routinely analyze, investigate, and recommend whether bank insider misconduct involves fraud or other culpable misconduct," he said.

Dan Peters is often on the lookout for new ways to broaden his perspective and knowledge. He certainly found one when he enrolled in a 10-day ABA-sponsored course to earn designation as a Certified Financial Marketing Professional (CFMP).

Recently, to earn annual CFE credits, Beck attended a two-day course entitled "How to Testify." The instructor used video clips from a British documentary featuring a mock trial of Lee Harvey Oswald to demonstrate how or how not

to testify as an expert witness. The mock case was argued by famed trial lawyers Vincent Bugliosi and Gerry Spence. "CFEs who conduct fraud investigations may be called as expert witnesses in subsequent litigation to explain the results of their fraud investigations," Beck said. "Given the subject matter, it was a fascinating training program."



David Beck

PLA Pros

Some employees are experts at arranging a variety of training and other opportunities to maximize the use of PLA funds and achieve their training goals. Sally Understein is a good example. Every year, Understein, RMS Business Analyst, figures out how to stay current on several professional certifications using PLA funds, including the CPE credits required for her Certified Public Accountant (CPA) and Project Management Professional (PMP) designations. She is also drawing on PLA funds to pay for the series of examinations required to become a Chartered Financial Analyst (CFA) and attend Stonier Graduate School of Banking.

Erin Skillman, a Senior Compliance

Examiner with DCP in the Boston South Office, has artfully managed PLA funds every year for a decade. During that time, she has earned designation as a Certified Regulatory Compliance Manager (CRCM), taken online ABA review courses, attended SkillPath seminars, and logged on to live online seminars. When she was preparing to participate in an examination in Puerto Rico, Skillman purchased a Spanish language instruction package and practiced her conversational Spanish. "While most bankers in Puerto Rico are bilingual, I wanted to be able to exchange a few words and phrases in Spanish," she said.

Skillman often alternates between attending a course or conference one year, using her entire allotment on that event, and piecing together "a lot of little things" the next year. Researching, planning, and reviewing, she chooses options that fit her goals and her schedule.

Skillman often alternates between attending a course or conference one year, using her entire allotment on that event, and piecing together "a lot of little things" the next year. Researching, planning, and reviewing, she chooses options that fit her goals and her schedule. The mother of two, she currently looks for options in the local commuting area. Recently, she even began listening to CDs on habits of effective people during her driving commute. "My time is limited, so I take advantage of every extra minute!" she said. 📌

EMPLOYEE PERSPECTIVE

My Year in the Executive Potential Program

By CAITLYN KWONG

Senior Accountant, Division of Finance

The Executive Potential Program (EPP) is a 12-month nationwide leadership development program provided by Graduate School USA. The EPP targets GS 13-15 employees who aspire to be leaders. The curriculum includes four one-week sessions in the Graduate School USA in Washington, D.C., an Action Learning Team project, and either two eight-week developmental assignments or one 16-week developmental assignment. Two EPP classes are held each year; I was in the Class of 2018-1.

I completed the EPP in April 2018. Looking back over my year in the program, I can see that it was full of hard work yet rewarding, and challenging yet satisfying. My EPP journey began with an email from my supervisor encouraging me to apply. After submitting the application and following up with an interview, I was officially enrolled in the program in April 2017.

For me, the detail assignments were the most exciting part of the program.

The Kick-Off

My EPP year kicked off with a one-week orientation session at headquarters, where I met 35 classmates from other federal agencies. Each participant had completed a 360-degree review questionnaire with input from supervisors, peers, and direct reports. We had also designed our personal Learning Development Plans (LDPs). The LDPs identified the areas we wanted to work on for the upcoming year. I decided to focus on Interpersonal Skills, Partnering/Networking, Strategic Thinking, and Written Communication. My LDP served as a road map for the program.

Detail Assignments

For me, the detail assignments were the most exciting part of the program. I cannot get any better than designing your own EOI (Expression of Interest) without the need for manager approval and working wherever you wish, even outside of the



Kwong and her EPP team members tackled a challenging research project to improve safety for the Department of the Navy's 800,000 sailors, Marines, and civilian employees. From left: Ray Baker, Susan Allison, Caitlyn Kwong, Michael Blaine, Emily Nolte, and Yuhua Duan.

FDIC! Since joining the FDIC, I have always worked in the Division of Finance, so I decided to learn something from other divisions and regional offices.

My first detail assignment was in the San Francisco Regional Office with the Division of Risk Management Supervision (RMS). The assignment was to assist the regional office in preparing its strategic plan for 2018. I was very impressed with the amount of effort that the regional office put into preparing the plan. The process included reviewing the previous year's strategic plan to identify recurring activities, analyzing results from the Federal Employee Viewpoint Survey (FEVS) to find out employees' opinions and concerns, conducting pre-planning meetings with various groups within the regional and field offices, aligning the regional strategic plan with the overall RMS strategic plan, and discussing and deciding on goals and strategies among upper management personnel. No wonder our organization has been a best place to work for midsize federal agencies!

This assignment helped me to achieve the Strategic Thinking goal in my LDP. After this detail, I understand that in order to think strategically, I need to under-

stand the big picture first, before considering all other relevant inputs. In this case, the big picture is the overall RMS strategic plan. The regional plan follows in the same direction but with regional details.

In addition, I found the West Coast culture in the regional office to be open and friendly. Office meetings are relaxed, interactive, and productive. Perhaps it is this atmosphere that stimulates creative ideas, and, in turn, increases employee satisfaction.

After this detail, I understand that in order to think strategically, I need to understand the big picture first, before considering all other relevant inputs.

My second assignment was with the Dallas Division of Resolutions and Receiverships (DRR). During the two-month period there, I learned about the latest resolution strategies and current challenges in the financial industry. It

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EMPLOYEE PERSPECTIVE

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was an eye-opener to see how efficiently DRR Business Operation Services works. Everyone is an expert in his or her duties, from resolving a bank, to marketing and selling the failed bank's assets, managing the remaining assets, performing the accounting function of the receivership, preparing tax returns for the receivership, and, finally, terminating the receivership.

My second assignment was with the Dallas Division of Resolutions and Receiverships (DRR). During the two-month period there, I learned about the latest resolution strategies and current challenges in the financial industry.

I absolutely fell in love with the Southern hospitality of Dallas DRR. They treat their colleagues like family members and are very supportive of each other. This may be due in part to the thousands of hours that they spent together on bank closings during the recent financial crisis.

The two detail assignments allowed me to practice my leadership and interpersonal skills by meeting people in unfamiliar environments. Also, I was able to achieve my networking goal. While I was in the regional offices, I conducted numerous executive interviews and shadowing assignments with executives to learn their day-to-day activities. In addition, I gained hands-on experience in the operational side of the FDIC, and obtained a better understanding of how regional offices' goals, strategies, and practices align with headquarters and ultimately with the overall corporate mission.

Action Learning Team Project

In addition to the detail assignments, the Action Learning Team project was a core focus of the program. I was in a team with six individuals from six different agencies: the Department of Homeland Security, the State Department, the

U.S. Marine Corps, the Department of the Navy, and the Department of Energy. Each of us has different backgrounds, strengths, and weaknesses.

Our research project was fascinating, challenging, and highly technical. Our task was to research the application of the Department of Defense Human Factors Analysis and Classification System (HFACS) 7.0 across various organizations. Our goal was to help improve safety for Navy and Marine Corps service members and civilian employees and prevent accidents and mishaps while they are on duty.

During Fiscal Year 2017, the Department of the Navy's aviation fixed-wing fatalities and rotary-wing mishaps, afloat fatalities, and two-wheeled private motor vehicle mishaps and fatalities all increased. The Deputy Assistant Secretary of the Navy agreed to sponsor our team to conduct research into how other organizations use HFACS to investigate and learn from mishaps and how they use predictive analytics tools in safety investigations.

The Office of the Deputy Assistant Secretary of the Navy for Safety advises the Assistant Secretary of the Navy for Energy, Installations and Environment; the Under Secretary; and the Secretary of the Navy on all safety matters affecting the more than 800,000 sailors, Marines, and civilian employees in the Department of the Navy.

Like the other EPP teams in our class, our team was going through the "forming, storming, norming, and performing" team development stages. However, we lingered for a long time—too long, in fact—in the storming and norming phases, and it was not until the last three months of the program that we really started to work as a team in the performing stage.

Our problem? First, we selected a highly technical topic that was new to many of us. Second, we had a team member who was busy on the job and did not have time to work on the project. Third, we were geographically dispersed and could not meet in person. And fourth, we were all too nice to each other in the beginning

and did not get down to business and discuss issues early in the process. At the end, we delivered our presentation, but it was clear that we did not function optimally as a team. However, this was the best lesson I gained from the program. When you identify a problem or an issue, you need to bring it up early so that you can fix it. If you wait, the problem will not go away and will only get worse. Another lesson: one bad apple can spoil the whole apple pie. So, in the future, when I notice a team member is not participating, I will find out the cause and resolve the situation sooner rather than later.

Networking

An essential aspect of the EPP is networking. My mentors provided tremendous and priceless advice for my personal and professional development. I am continuing the mentoring relationships with them even after the program. In addition, I met and interviewed many executives from both inside and outside of the FDIC.

As a result of the executive interviews, I realized that most of the executives I met are homegrown leaders. They do their best in everything they do, and as a result, they serve as a model to others.

As a result of the executive interviews, I realized that most of the executives I met are homegrown leaders. They do their best in everything they do, and as a result, they serve as a model to others. They understand their agencies' missions and are also interested in helping others. As such, my goals are to continue doing a good job in everything that I do as a Senior Accountant in DOF and to continue to work on the goals in my LDP. I am very grateful and fortunate to be able to participate in this program. I hope to get actively involved in every project that I work on in order to give back to the FDIC. 🙏

EMPLOYEE PERSPECTIVE

Return to Puerto Rico

By JIM BIRMINGHAM
Senior Risk Examiner, RMS
Wexford, Pennsylvania, Field Office
Photo credits: Jim Birmingham

As a Senior Risk Examiner in the Wexford, Pennsylvania, Field Office, I have traveled to San Juan, Puerto Rico, for examination assignments over the past eight years. During that time, I have had the opportunity to learn about the banks in Puerto Rico and to work alongside the excellent San Juan Field Office team. I have also had the chance to experience the people and culture of Puerto Rico, and watch this beautiful island as it weathered many ups and downs.

Puerto Rico has been having financial difficulties for almost 12 years. Today, the remaining banks consist of four state non-member banks (Banco Santander, First-Bank, Oriental Bank, and Scotia Bank) and one member bank (Banco Popular). The four nonmember banks are relatively large, with asset sizes ranging from \$8 billion to \$18 billion. Banco Popular has assets of approximately \$27 billion.

When I first arrived in San Juan eight years ago, it was at the height of the financial crisis. I was reminded of movies that depict catastrophic environmental events. Abandoned construction cranes dotted the San Juan landscape.

When I first arrived in San Juan eight years ago, it was at the height of the financial crisis. I was reminded of movies that depict catastrophic environmental events. Abandoned construction cranes dotted the San Juan landscape. It was almost like the movie scene in which the populace notices a forthcoming calamity and flees, abandoning everything but the essentials. It took many more years before the projects were finished.

I remember in 2011 speaking with a security guard at a local Marriott. He told me that he had just finished law school, but was doing better than fellow law school grads who were selling popcorn at



Above is a photo of the LaConcha hotel shortly after the landing of Hurricane Maria on September 20, 2017, and a photo after the clean-up. Hurricane season began June 1.

a movie theater. He asked when I thought the economy would improve. I told him that the only thing I knew was that every recession eventually ends and things get better. However, I did not think it would take this long.

Two years ago, I was in San Juan when the island suffered the worst drought in 100 years. Mandatory conservation meant that the water to the homes of residents was turned off two to three days a week. It was difficult to care for family needs without running water. Then there was the Zika scare a couple of years ago.

Of course, none of these events compares to Hurricane Maria, which swept the island, making landfall on September 20, 2017. I spent several months in Puerto Rico in 2017 but left the week before Hurricane Maria devastated the island. Bank examinations were suspended in Puerto Rico from the time of Maria's landfall until May 14, 2018, to give the banks and the local government time to recover and assess the damage. During the down time, members of the San Juan Field Office either aided examinations on the mainland or were provided other assignments in the FO. I was pleased to hear that FO members and their families survived the disaster. I returned for my next assignment in San Juan on May 21 of this year.

Hurricane Maria's Damage Lingers

Hurricane Maria pounded Puerto Rico with winds up to 130 miles per hour, coupled with widespread flooding that destroyed the entire power grid. All 3.4 million residents of the island were with-

out electricity, half had no running water, and 95 percent of the cell towers were out of commission. Eighty percent of the island's agriculture business was destroyed, including the plantain fields, causing this food staple to be currently imported. Eighteen million coffee trees were destroyed, and the El Yunque rain forest was also destroyed, but is recovering.

A local resident told me that Maria stripped every leaf off every tree in the forest and snapped many trees. It took four months for the leaves to grow back. There were more than 40 mud slides on the road up the mountain, and some took sections of the road with it. Extensive repairs are being made to the roads, and it is anticipated that roads will reopen before yearend.

FEMA (Federal Emergency Management Agency) distributed 38,000 tarps to cover the roofs that had been damaged or blown off the residences. As a result, a sea of blue tarps can be seen from the airplanes preparing to land at the San Juan airport. The majority of these roofs have not been replaced and residents are fearful about how well the tarps will hold up to the new hurricane season.

A Resilient Spirit

After about four months without electricity, San Juan has slowly been returning to a semblance of normalcy; however, there are reportedly still pockets in the interior and outer reaches of the island that remain without basic necessities.

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EMPLOYEE PERSPECTIVE

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Even in San Juan, not all traffic lights are operating, and some businesses are still in the process of being renovated. Much remains to be done to repair the damage from Maria, including the aging power grid and the water delivery system.

I took an early morning walk down Ashford Avenue in the Condado area recently and encountered numerous joggers, people walking their dogs, and shop owners getting things ready for the day's business. Now, almost nine months after Maria struck, things are finding a new equilibrium. The banks had declared a 90-day principal forbearance period for those businesses that suffered damage from Maria. That period is over, and many businesses have recovered, for the most part. Homeowners were also given forbearance due to Maria. Many businesses had insurance claims for damage and business interruption, and many homeowners also have insurance claims.

A number of young professionals have left the island in search of better economic opportunities. Those that remain exhibit an underlying optimism that has so far survived the prolonged recession, the drought, an economic austerity program, and the ravages of Hurricane Maria.

A number of young professionals have left the island in search of better economic opportunities. Those that remain exhibit an underlying optimism that has so far survived the prolonged recession, the drought, an economic austerity program, and the ravages of Hurricane Maria. Puerto Rico is an island surrounded by an ocean and beautiful beaches. When things are difficult, these natural wonders help calm the soul, along with the support of family and friends. Additionally, the local salsa music and a couple of cold cervezas



The people of Puerto Rico, including this waiter, left, give Jim Birmingham a warm welcome when he returns to San Juan.



A ray of hope bursts through the clouds and shines over the El Morro Castle in Old San Juan.

(beers) never fail to transport a person to a place of fun and tranquility.

Every time I come to Puerto Rico, I have a warm, personal adventure. It is the people and the culture of Puerto Rico that make the island someplace special. Complete strangers wish me a good morning or a good day when we are riding the same elevator. I was not surprised to receive a welcome hug from a waiter when I encountered him after his move from a restaurant in the Condado to Viejo San Juan. He was happy that I found him again.

It has been my distinct honor and privilege to have worked with the fine individuals of the San Juan FO as they move through the exceedingly large number of

personal and professional land mines. I spoke with one member of the FO about how the people of the island have persevered through a seemingly endless procession of calamities. She said that in addition to the natural beauty of the island and the uplifting music, the strong family bonds and religious faith come together to help overcome any adversity and give her a positive outlook for the future.

I feel fortunate to have had the opportunity to spend time in Puerto Rico over the years, to be exposed to the Puerto Rican culture, and get to know some of the people of this Enchanted Island. The natural wonders of the island are impressive. 🏝️

ERGs

Employee Resource Groups (ERGs) Bring People Together

By SALLY KEARNEY
Office of Communications

Employee Resource Groups (ERGs), also known as affinity groups, are networks of employees with similar interests or experiences. Currently, there are six ERGs, with more in development. ERGs afford opportunities for colleagues to meet, share ideas and concerns, network, strengthen relationships, and promote career development and growth. Since ERGs are self-managed, chances abound for practicing leadership skills.

ERGs are independent organizations officially recognized by the FDIC. Any employee may join an ERG of his or her choice. ERGs are governed by their own by-laws but operate within the framework of FDIC Circular 2710.10, ERG Program. Any employee may also establish an ERG in accordance with procedures laid out in the circular. ERG membership is not open to contractors.

ERGs help the FDIC achieve its mission by supporting workplace diversity and inclusion and contributing to a work environment that recognizes and promotes use of the talents, skills, and perspectives of all employees.

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Six ERGs have been established, recognized by the FDIC, and are currently operating.

- Corporate Advocacy Network for Disability Opportunities
 - Emerging Leaders
 - Hispanic Organization for Leadership and Advancement
 - Partnership for Women in the Workplace
 - PRIDE
 - Veterans Employee Resource Group
- Saul Schwartz, OMWI Director, explained that he and OMWI staff meet

regularly with the ERGs to discuss their programs and issues. Netosha Washington, Special Emphasis Program Manager in OMWI, is the contact person for ERGs. An overview of each ERG at the FDIC is provided below.

Corporate Advocacy Network for Disability Opportunities

The newest ERG, the Corporate Advocacy Network for Disability Opportunities (CAN DO), was established in August 2017, and already has 20 members, seven of which are board members. “Our group’s mission is to provide a forum for any and all FDIC employees who have an interest in issues affecting employees with disabilities,” said CAN DO President Claire Brolin, a Training Specialist in Corporate University’s School of Leadership Development at headquarters. “We are open to field and headquarters members.”

The group aims to create a supportive community among employees with disabilities as well as liaison with other disability resource groups in the federal sector, Brolin said. CAN DO works with FDIC entities to support the careers and development of FDIC employees with disabilities. “We have already made the workplace more accessible in a short time with the amount of cooperation we have received from different divisions and offices,” Brolin said. CAN DO also supports FDIC efforts to recruit and retain employees with disabilities.

The group aims to create a supportive community among employees with disabilities as well as liaison with other disability resource groups in the federal sector, Brolin said.

Educational activities are a core part of CAN DO’s mission. “We are planning events with OMWI, including the observance of Disability Employment Awareness Month in October,” Brolin said.

CAN DO has held meetings this year. “All are welcome,” Brolin said.

Emerging Leaders

Emerging Leaders is in the process of

changing its name to Innovation Meetup.

Emerging Leaders is a platform for employees seeking to maximize their impact and a sounding board for leaders seeking fresh solutions. The ERG aims to strengthen the FDIC’s ability to resolve unforeseen challenges by developing a reserve of employees skilled in emerging practices. By fostering a culture of creativity, experimentation, and discovery, Emerging Leaders safeguards the FDIC’s mission amid rapid changes in technology and in the financial sector.

By fostering a culture of creativity, experimentation, and discovery, Emerging Leaders safeguards the FDIC’s mission amid rapid changes in technology and in the financial sector.

Emerging Leaders was originally established in March 2015, and the planned name change will better reflect the group’s mission and values. The group’s President, Christopher Jenkins, a Financial Systems Specialist in DOF at headquarters, said the group has 20 members and two advisory board members. “Members meet on a quarterly basis, and the advisory board has met more than twice in 2018 to discuss future planning,” he said.

The group has an active agenda. “We organize conference calls, speakers, networking events, and discussions; share information about best practices across sectors; and connect members with professional development opportunities,” he said. “In the near future, we plan to circulate a complete listing of events planned for the remainder of 2018 and beyond.”

The group has found its stride, Jenkins said. “Emerging Leaders has been a great resource for employees from various divisions at the FDIC to meet, network, and discuss innovation practices that are happening internal and external to the FDIC.”

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Hispanic Organization for Leadership and Advancement

The Hispanic Organization for Leadership and Advancement (HOLA) supports diversity and inclusion initiatives, assesses corporate Spanish-speaking skills needs and makes related recommendations, helps develop consumer-related products and Spanish translations when needed, connects Hispanic employees to mentors and other resources, supports the growth and development of Hispanic employees, and serves as a support system for new Hispanic employees.

Founded in 2015, HOLA currently has more than 100 members nationwide. “Our group is open to everyone, not only Hispanics,” said HOLA President Angel Rivera, a DIT Security Architect at headquarters. “HOLA represents diverse grades, divisions, backgrounds, and geographical locations.”

Founded in 2015, HOLA currently has more than 100 members nationwide. “Our group is open to everyone, not only Hispanics,” said HOLA President Angel Rivera, a DIT Security Architect at headquarters.

HOLA is dedicated to helping the FDIC achieve its mission, Rivera said. “HOLA has assisted the FDIC in identifying employees with Spanish-speaking and writing skills during crises, including a large bank closing in Puerto Rico, Hurricane Maria in Puerto Rico, and Hurricane Harvey in Houston. We have worked with DRR and the OO during bank closings and with DCP in reviewing Money Smart products translated into Spanish. We believe in the importance of contributing through our skills and talents in any way possible.”

In July 2015, the FDIC recognized HOLA with the Annie D. Moore EEO, Diversity, and Inclusion Award for its diversity and inclusion achievements.

Partnership of Women in the Workplace
The Partnership of Women in the

Workplace (POWW) provides an avenue for discussion of women’s issues in the workplace, encourages professional relationships and mentorship among women across all grades, supports the recruitment and retention of women, and empowers women at every level to participate fully, seek career development opportunities, and set high goals while maintaining work-life balance.

Launched in 2015 in the San Francisco Region, the POWW San Francisco chapter has since grown to 160 members and its advisory board is guiding other regions to found their own chapters.

POWW membership represents women and men across grades, divisions, backgrounds, and geographical locations, according to POWW Administrative Chair Katie McKalip, a Financial Institution Examiner in the Portland, Oregon, Field Office.

Launched in 2015 in the San Francisco Region, the POWW San Francisco chapter has since grown to 160 members and its advisory board is guiding other regions to found their own chapters. With 35 members, the Kansas City POWW chapter has already held several meetings, and the recently established New York POWW chapter has 10 members and is planning its first meeting, said POWW Chairperson Kendra Berch.

Each POWW quarterly meeting focuses on a different theme—such as “Women as Executives,” “Work and Parenting/Elder Care,” and “Emotions at Work.” Guest speakers discuss the meeting’s theme and answer member questions, and the group reviews a selected article or podcast that provides additional research or insight on the theme. The meetings also allow for a “self-promotion” time in which members practice sharing their accomplishments and advocating for themselves in a safe environment.

POWW initiates and participates in many activities, including facilitating networks among FDIC employees, presenting at field office and regional office meetings to educate on women’s issues, and

partnering with CU to bring members expert speakers on meeting themes.

Recent POWW initiatives include co-hosting the Women’s History Month event with OMWI at Virginia Square; organizing an all-ERG networking event at headquarters during the Mentoring Program orientation; coordinating a San Francisco Region-wide service project benefiting 10 nonprofit organizations serving the needs of foster children; and starting a Soft Skills SME program that partners members with executive sponsors to improve soft skills such as public speaking, giving and receiving feedback, management, and confidence.

PRIDE

The mission of PRIDE is to promote dialogue among lesbian, gay, bisexual, transgender (LGBT), and straight FDIC employees. The ERG conducts programs and activities to educate FDIC employees about sexual orientation and gender identity. PRIDE also serves as a resource to management to identify potential strategies to eliminate barriers faced by employees, regardless of sexual orientation or gender. Established in 2015, PRIDE has 70 members nationwide.

Michael Benardo, Chief of the RMS Cyber-Fraud and Financial Crimes Section, has served as PRIDE’s President since the group’s inception. “The PRIDE ERG serves its members by giving a voice and a face to workplace issues faced by LGBT employees,” Benardo said. “The group helps coordinate and promote networking, mentoring, and educational opportunities for members across the country.” Meetings are usually held by conference call, Benardo added.

The mission of PRIDE is to promote dialogue among lesbian, gay, bisexual, transgender (LGBT), and straight FDIC employees.

Recently, headquarters PRIDE members marched in the 2018 Capital Pride Parade in Washington, D.C. PRIDE members joined other federal workers under the banner “Pride in Federal Service.”

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ERGs

ERG, from page 15

See story entitled “Showing Our PRIDE” on page 17.

PRIDE also published a new brochure in June 2018 entitled “Are you an Ally?” The publication is designed to raise awareness of LGBT issues for straight allies. Bernardo said that PRIDE members plan to hand out the brochure at diversity events, including the June headquarters LGBT Pride Month observance.

Veterans Employee Resource Group

The mission of the Veterans Employee Resource Group (VERG) is to provide support and disseminate information to veterans, their families, and allies to facilitate a more inclusive workplace and increase understanding among all FDIC employees.

VERG was recognized by the FDIC on November 2, 2016, and the group supported the FDIC’s programs in observance of Veterans Day in 2016 and 2017. The ERG provides a forum and space for education and discussion to any FDIC employees who have an interest in issues affecting veterans of the United States Armed Forces, to include the Army, Ma-

rine Corps, Navy, Air Force, Coast Guard, and National Guard. This includes veterans, their families, friends, and allies.

Of significance is the group’s mission to promote awareness and appreciation among the non-veteran FDIC community about issues affecting veterans, their families, friends, and allies. According to data from the Department of Veterans Affairs, there were around 20.4 million U.S. military veterans in 2016. That represents less than 10 percent of the total U.S. adult population. Therefore, it is important for non-veterans to understand the unique challenges faced by our nation’s military veterans, and VERG provides a resource to create that understanding.

Of significance is the group’s mission to promote awareness and appreciation among the non-veteran FDIC community about issues affecting veterans, their families, friends, and allies.

The group’s mission includes operating as a support community and network among FDIC veterans and their fami-

lies, friends, and allies as well as liaison with other veteran resource groups in the federal government. VERG is also a resource in supporting the FDIC’s efforts to recruit and retain employees who are military veterans.

The Role of ERGs

In many organizations, ERGs evolved from purely social groups into entities that are closely aligned with agency performance goals and career development. ERGs at the FDIC have become a valuable resource and provide assistance on a wide array of areas, such as recruitment, retention, career development, awareness, and skill-building.

ERGs provide the FDIC with a sounding board on workplace issues, develop employee networking opportunities, expand cross-cultural understanding, and by reaching out to their affiliated communities, build organizational responsibility.

Membership in an ERG offers a great opportunity for employees to come together to help the FDIC further develop and maintain a diverse and inclusive work environment. 🏠

DIVERSITY

Showing Our PRIDE!

By MICHAEL BENARDO
Cyber Fraud and Financial Crimes
Section Chief, RMS, Headquarters

On Saturday, June 9, members of the FDIC's PRIDE Employee Resource Group (ERG) participated in the 2018 Capital Pride Parade. The FDIC employees joined other federal workers from across government to participate in the parade under the banner of "Pride in Federal Service." The group consisted of approximately 100 federal employees and their family members.

LGBT Pride celebrations, including parades, festivals, parties, workshops, symposia, and concerts, are held around the world throughout the month of June to celebrate lesbian, gay, bisexual, and transgender (LGBT) culture and pride. The month of June is designated as LGBT Pride Month to honor the 1969 Stonewall riots in Manhattan. The Stonewall riots were a tipping point for the Gay Liberation Movement in the United States. The purpose of the commemorative month is to recognize the impact that LGBT individuals have had on history locally, nationally, and internationally.

The 2018 Capital Pride Parade followed a route through Washington, D.C.'s historic Dupont and Logan Circle neighborhoods. Mayor Muriel Bowser helped lead the parade, and the Grand Marshals were Judy and Dennis Shepard, founders of the Matthew Shepard Foundation—named for their son, a gay college student who was abducted and killed in Laramie, Wyoming, in 1998.



PRIDE Employee Resource Group members participated in the 2018 Capital Pride Parade. Shown here, from left: Sam Jaeger, Kevin Thompson (partner of Kalem Kopf), Kalem Kopf, James Presley-Nelson, and Michael Benardo.

Since his death, his parents have become advocates for LGBT rights.

Tens of thousands of people crowded the sidewalks to cheer on more than 200 floats, vehicles, marchers, and entertainment that traveled the 1.5 mile route in support of the LGBT community. "I felt a great sense of support and positive energy from the crowd while marching in the parade," said Acting DCP Philadelphia Field Office Supervisory Examiner Sam Jaeger. "The roar of love and support from onlookers was as deafening as it was empowering," said DIR Financial

Analyst James Presley-Nelson, who was visiting from San Francisco.

Pride month celebrations are also a time for many in the LGBT community to reflect and think about their own personal situations. Jaeger said, "I feel grateful to work for the FDIC where diversity is such a strong part of our culture, and it was an honor to walk alongside colleagues of other federal agencies." Presley-Nelson added, "I am proud to work for an organization where I can bring my 'whole self' to work and feel supported." 🏳️‍🌈

TRANSITIONS

Eddie Rozier recently joined the FDIC as Chief of Library and Information Services, Division of Administration (DOA), at headquarters. Not only does Rozier bring substantial experience in library management, technology, contracting, and acquisition to his new position, but he also brings significant *FDIC Library* experience.

Not only does Rozier bring substantial experience in library management, technology, contracting, and acquisition to his new position, but he also brings significant FDIC Library experience.

In 1997, Rozier served as a summer intern with the Library, where he provided support to former Technology Librarian, Reginald Gerig. After completing a master's degree in Library and Information

Science from the University of South Carolina, and working for the South Carolina State Library, Rozier returned to the FDIC in 1999 as a contractor supporting the Library's Technology Department.

"At that time, there were not as many web-based tools as there are now, so much of my work involved desktop support, which gave me the chance to get to know FDIC users," Rozier said. "I was impressed with their level of knowledge and sophistication. In the years that followed, I often remembered them as a kind of benchmark for how users should interact with the Library."

Rozier left the FDIC in 2002 to manage the Systems Department for the National Aeronautics and Space Administration Library at NASA's Goddard Space Flight Center in Greenbelt, Maryland.

Subsequently, he led the library at the Defense Acquisition University, Department of Defense, where he served for 10 years.

Most recently, Rozier was a Contracting Officer for the Department of Justice



Library System, responsible for purchasing online databases and other information resources.

There is a certain narrative symmetry to Rozier's return as Chief overseeing the Library's nine-member staff. "I really enjoyed my time at the FDIC in the past and found it to be a great work environment," he said. "I always had my eye on coming back, and I feel privileged to be here." ♣

MOVING ON

Name: Gertrude “Trudie” Hurd

Most recent position: Secretary

Division: Office of Communications

Location: Headquarters

When and where joined the FDIC: 2009, with the former Division of Supervision and Consumer Protection (DSC), now the Division of Risk Management and Supervision (RMS)

Career highlights: Working with the Corporate Employee Program (CEP) was definitely a highlight. I started as one of the lead specialists organizing the events, including scribing at many structured interviews. What a tremendous opportunity to meet the executives and management at the FDIC! Also, to dine with them and the candidates on several occasions—what a bonus!

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Other experience: I have had a career filled with diverse and fascinating opportunities. It has been an incredible journey! Working for the federal government, two corporate law firms, and the Washington Suburban Sanitary Commission all widened my horizons. This exposure gave me a higher level of respect and empathy for all laborers! I was even my own boss for six months! Which was exhilarating yet enlightening for me. I learned that while I earned a lot of money, I was also responsible for my own benefits and taxes. So I returned to the federal government.

My initial summer jobs were with Pride, Inc., Washington D.C., and the Army Corps of Engineers at the Pentagon. After graduation, and while in

college, I worked for the federal government, including the Department of Agriculture, the Internal Revenue Service, and the U.S. Marshal Service.

After I earned my paralegal degree, I worked for two law firms. And for a short time I ran my own paralegal business with various Washington, D.C., metropolitan-area law firms. It was a new and exciting responsibility to be in charge of my own enterprise.

I learned about local government while working for the Washington Suburban Sanitary Commission in Maryland, where I served for five years.

And memorably, I spent a decade with the U.S. Postal Inspection Service before joining the FDIC in 2009. Those years encompassed many unique experiences. Our annual Christmas party was a very festive event that featured a live pianist accompanied by a chorus of volunteer employees. We chose a family randomly through a District of Columbia social services program, and we shopped for toys and clothes and wrapped them, and our agency delivered them a week or so before Christmas.

Another highlight at the Postal Inspection Service was the opportunity to train all lead support staff on the Family Medical Leave Act (FMLA) regulations and rights of employees. I happened to notice that an employee who took a lot of leave during one year should in fact have been covered by the FMLA. However, because management was not yet thinking of the newly enacted law, the employee was reprimanded. The employee and I worked in the same division, so I brought the matter to my supervisor’s attention. Subsequently, a vice president met with my supervisor and me and asked if I would draft an FMLA binder for all support staff and management—which I did! And the rest, as they say, is history.

One of my most rewarding experiences while working was serving as a missionary in Washington, D.C., Maryland, and East Africa. To meet human beings who drink



water and wash clothes from rivers humbled me and made me feel rich. My life was forever changed. Adults and children all over the world suffer at the hands of the elements and, in some cases, of other people. How could I ever see life the same? An experience like this would change anyone who is privileged and has more than they need to be kinder and more humble to their fellow man.

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Retirement date: May 31, 2018

Plans for retirement: Lots of places to go to have fun, and people to love. Who knows what I will be called to do, or where I will be called to go? I will wing it in order to keep my options open as much as possible.

Comments and thoughts: I will miss my beautiful and loving friends throughout the FDIC. I hope and pray they will all have many more years to live, love others, and enjoy life! 🙏

IN MEMORIAM

Jesse James Henderson
*Maintenance Worker,
DOA, Headquarters*

Jesse James Henderson died on May 30, 2018. He was 55.

Henderson was widely known and admired as a professional who took care in his work and was exceptionally thoughtful on behalf of his colleagues. Sunny and outgoing, he counted many colleagues as friends.

“Jesse was a valued member of our DOA team. No words can adequately express our sadness at Jesse’s death or our gratitude for the opportunity to have worked with him,” said DOA Director Arleas Upton Kea.

Born on June 10, 1962, Henderson grew up and attended public schools in Washington, D.C. After graduating, he joined Job Corps, where he obtained licenses as a maintenance technician and a chef.

Henderson was widely known and admired as a professional who took care in his work and was exceptionally thoughtful on behalf of his colleagues.

He joined the FDIC headquarters maintenance staff in January 1989. “Jesse worked in several different buildings while serving the FDIC, but his latest duty was at the 550 17th Street and F Street buildings,” said Gwenn Marley, Chief of DOA’s Space Planning Unit. “Jesse’s work ethic, attention to detail, and flexibility will truly be missed. He loved working at the FDIC, and we loved having him here.”

Anthony Ford, Lead, Property Management, DOA, was Henderson’s supervisor. “Jesse was dedicated and reliable, and he never hesitated to get anything done. He was also a friend,” Ford said.

“Jesse was good at looking out for and taking care of people,” said Penny Bouknight, Special Assistant to the DOA Director. “He would stop by and check on us and take care of whatever we needed to have done. He was a sweet person who adored his mother and felt he was her protector.”

Christine Davis, Chief of Special Services, appreciated Henderson’s assistance when preparing for events. “He helped with setting up the Board Room and with our conferences at Virginia Square,” Davis said. “He was always willing to help in any way possible.”

DOA Management Analyst Pamela Atkinson recalled a time when her office was located near Henderson’s. “We used to see each other every day, and he always stopped by to chat,” she said. “Jesse was empathetic to the needs of others. You could always find him lending a hand, and he was always polite and kind. He did his job with excellence, pride, and precision.”

Henderson was devoted to his family and to many others whom he watched over as if they were family. “Jesse loved getting together with his large family, and his mother was ‘number one,’” recalled friend and colleague, CU Training Specialist Maria Johnson. “He was very respectful of his mother and his grandmother, who passed away in 2017.”

When friends needed help moving, Henderson frequently volunteered. After he bought a new house, DOA Program



Specialist Mark Thompson was grateful for Henderson’s assistance.

Henderson was fond of music, singing, and dancing and had a keen sense of style. He also enjoyed the role of chef when grilling meals for his family.

Henderson was a member of the Spirit of Faith Christian Center, where his memorial service was held on June 7.

“Jesse was good at looking out for and taking care of people,” said Penny Bouknight, Special Assistant to the DOA Director.

Survivors include Henderson’s mother Estelle; his five children; sisters Jacqueline, Estelle, Annie, Arlene, and Sara Jean; brothers Joseph, Garry, and Jasper; sister-in-law Deborah Wooten; brothers-in-law Marc Moore and Melvin Ward; uncle and aunt Ernest and Hattie Henderson; nieces and nephews; and many friends. 🕊