

FDIC News

The Federal Deposit Insurance Corporation Employee Newsletter

APRIL 2021

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Honoring our Mentors: A Special Perspective from FDIC's Partnership of Women in the Workplace

By **KEELIA MURPHY**
Financial Institution Specialist, and
Board Member, SF POWW

In honor of Women's History Month, we recognize the incredible women at the FDIC who have made a tremendous impact on our work lives – the women who serve as our mentors and advocates in the workplace.

Mentorship is a crucial element of career success and is particularly true for women, who have been historically underrepresented in leadership roles. Mentorship is more than just advice and insight, it takes a special person to be a mentor, one who can advocate for not only their individual mentee but also all women when it comes to job applications, special assignments, and awards. Mentors serve as role models for where we want to go in our careers, they challenge us to try new things, step outside of our comfort zone, believe in ourselves in the face of adversity, and perhaps most importantly, they inspire us to be better versions of ourselves and encourage us to pay it forward.

At the FDIC, we are fortunate to work for a corporation that fosters a culture of mentorship. With a workforce that is 45% women (many of whom are in key leadership roles at the national, regional, and field office level), the pool for potential mentors is great.

In recognition of Women's History Month, the members of the Partnership of Women in the Workplace (POWW) have spotlighted a few FDIC women who have served as mentors and advocates in the workplace over the years. These women have consistently supported, uplifted, and gone to bat for all women at the FDIC – and for that, POWW is eternally grateful.

Mentor Spotlight: Andrea Davis, Chief, Training Section; and Kathy Moe, Regional Director

By: *Sandra Macias, Senior Examination Specialist; Zrinka Dusevic, Senior Examiner, Large Financial Institution; and Kendra Berch, Senior Examiner,*

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HONORING OUR MENTORS

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Large Financial Institutions. POWW National Advisory Board Members

We want to honor Andrea Davis, Section Chief in the Sacramento field office, and San Francisco Regional Director Kathy Moe, our two initial Sponsors who were our guiding lights in the dark. These two women guided us as we started POWW, and their insight and expertise was invaluable. The very idea for POWW came about after Andrea saw a CDAC presentation about women and minority representation in the examiner ranks. She read a directive announcing the Employee Resource Group (ERG) program and thought that one way to address the underrepresentation of women among the examiner ranks would be to create an ERG focused on empowering women. She helped build out POWW's framework, mission, and bylaws and continues to actively mentor us today.

Starting any organization can be politically fraught and with POWW starting in the San Francisco region as opposed to Headquarters, the founders sought the advice and support of Kathy. She enthusiastically agreed to be a sponsor, guided us through numerous challenges including expansion to other regions, and served as a role model for our leaders. Without the support of Andrea and Kathy or any of the women who have served as sponsors, POWW would not be the organi-

zation it is today. They saw potential in POWW as a means of supporting women at the FDIC. They also impacted us personally as leaders and, through POWW, they have positively influenced countless employees at the FDIC. As leaders, we hope to channel the hope and dedication they offered us willingly, and keep POWW's light burning bright for others.

Mentor Spotlight: Nikita Pearson, Director, OMWI

By Johnette Tillman, Affordable Housing Specialist, and Membership Chair, DC POWW

I participated in the DC POWW Mentor Program where I was paired with my mentor Nikita Pearson. Ms. Pearson serves as the Director of the Office of Minority and Women Inclusion (OMWI) where she has substantial responsibilities maintaining a diverse and inclusive workplace, increasing participation of minority- and women-owned businesses in FDIC programs, and assessing diversity policies and practices of FDIC-regulated financial institutions. Working with Ms. Pearson throughout my mentorship has been both a phenomenal and life-changing experience. Prior to the program, I was starting to become complacent and I lost my internal drive. Nikita sparked a fire within me through her high level of motivation and encouragement and challenged me in many ways. She changed my perspective on how I assess situations by providing executive



Nikita Pearson, Director, OMWI

management insight. I now look at problems more strategically and assess the greatest impact and broader vision. Beyond that, our mentorship has grown beyond a professional relationship. I have particularly enjoyed this mentorship because it does not consist of only one-way interactions. Nikita shows that she genuinely cares for you. She also opened her heart and shared her personal stories in order to connect on a greater level. In addition to the career and leadership development, Nikita has also influenced my personal growth and spiritual journey.

Mentor Spotlight: Maj-Brit Melugin, Senior Large Financial Institutions Examiner

By Gina Brusatori, Senior Examiner, Large Financial Institutions, and Board Chair, SF POWW

I am incredibly grateful for the mentorship and advocacy of Maj-Brit Melugin, Senior Large Financial Institutions Examiner in the San Francisco Regional Office. Back in 2010, she took a chance on me when I was new to the FDIC and gave me the opportunity to take on a leadership role on an important project. By doing so, she linked my success to her own.

Her belief in my abilities gave me the confidence to move onto even more challenging assignments and eventually become a commissioned examiner



Photos l to r: Andrea Davis, Chief, Training Section; and Kathy Moe, Regional Director

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HONORING OUR MENTORS

Mentors, from page 2

er. Over the years, we have continued our informal mentoring relationship. I often come to her to ask for her advice, and she is always willing to offer coaching, insights, and encouragement. She makes me a better leader by challenging me and opening my eyes to different perspectives. To this day, she is consistently one of my strongest advocates when I post for a new position or take on a new challenge. She exemplifies everything a mentor should be.

Mentor Spotlight: Liz Gonzales, Field Supervisor

By Melissa Myerscough, Senior Compliance Examiner, and Member, SF POWW

Liz Gonzales, Field Supervisor in Orange County Field Office, for my territory, has been an incredible role model and mentor to me. She consistently advocates for all examiners in her region. She models the importance of work-life balance, both for herself and for her team. She encourages us to



Photos l to r: Maj-Brit Melujin, Senior Large Financial Institutions Examiner; and Liz Gonzales, Field Supervisor

engage in professional development in ways that work best for our personal career goals. She is truly dedicated to her team, and has consciously worked to make herself more available during this period of mandatory telework. When I was working through a partic-

ular challenge, she related to me on a personal level and worked collaboratively with me to find the solution that was best for my situation. Liz really supports her team wholeheartedly, and I am so thankful for her mentorship and advocacy. 🙏

AFDICA HOLDS ITS FOURTH ANNUAL MEETING VIRTUALLY

By FRED SELBY
AFDICA President

The Association of FDIC Alumni Inc. (AFDICA) held its fourth annual meeting last November in an unprecedented fashion – virtually! During the pandemic, the virtual format allowed more than 100 members across the country to participate unlike previous years when members would have traveled to attend.

In lieu of the event registration fee, AFDIC requested a voluntary donation from members to Association-supported charities. Members contributed an average of \$35 dollars each, with proceeds going to the following charities: The Army Scholarship Fund, which supports scholarship for members of the military and their families to pursue finance-related degrees; scholarships for teachers to attend the annual JumpStart Coalition for Personal Financial Literacy National Education Conference; and Feeding America, a network that works

to advance equitable access to nutritious food for all in partnership with food banks, policymakers, supporters, and communities. AFDICA also supported members by matching donations to local and national charitable organizations.

Chairman Jelena McWilliams addressed attendees, first providing a briefing on the status of the financial services industry and the FDIC's ability to quickly pivot to a virtual work environment with small teams conducting examinations and institution closings. The Chairman also discussed efforts to obtain institution-specific financial data more quickly and the evolving skillsets required in the FDIC workplace today. Generous with her time, the Chairman responded graciously to each question asked by AFDICA members.

During one of several information sessions, Diane Ellis, Director of the Division of Insurance and Research (DIR), and Bret Edwards, Chief Financial Of-



ficer, also provided in-depth targeted briefings for interested members. Diane discussed the state of the economy, the financial services industry, and the condition of the Deposit Insurance Fund. Bret focused his own discussion on the small number of bank failures in the last year and the declining balance of FDIC-held failed bank assets.

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AFDICA HOLDS ITS FOURTH ANNUAL MEETING VIRTUALLY

AFDICA, from page 3

In another session, Doreen Eberley, Director of the Division of Risk Management Supervision (RMS), discussed the Division's success in moving to a virtual work environment while performing institution safety and soundness examinations with limited-to-no on-site presence. Doreen also described current scams and cyberattacks in the banking industry, advising consumers and bankers to stay diligent.

Finally, Mindy West, AFDICA's Vice President of Education, and AFDICA Board Member Scott Taylor discussed the Association's support of FDIC's Money Smart Financial Literacy program. Recent activities included a volunteer-led Money Smart presentation at a detention facility in Virginia, presenta-

tions for audiences of various age groups in the Dallas/Fort Worth area, and more recently, virtual presentations for the U.S. Department of Agriculture and a college in Florida.

I also took the virtual "podium" to discuss recent Association accomplishments, including our charitable contributions, Money Smart training activities, member newsletters, and our vigorous web and social media presence with the AFDICA website and Facebook page. AFDICA membership also grew from 267 in 2019 to 293 in 2020, and Lifetime Memberships increased from 66 to 77. Recently, AFDICA welcomed its 300th active member in 2021 thus far.

In concluding the evening's events, the AFDICA recognized three individuals with the AFDICA Lifelong Achievement Award: Mitchell L. Glassman, Douglas

H. Jones, and Robert W. Mooney. The annual meeting also ended with a Virtual Social Hour, when members had the opportunity to discuss volunteering, returning to work, relaxing and potential travel in 2021.

About AFDICA

AFDICA was founded in 2016 for alumni of the FDIC and Resolution Trust Corporation (RTC) to gather for social events, assist the FDIC in expanding the Money Smart Financial Literacy program, and support a variety of charitable causes. AFDICA members stand ready to assist the Corporation on a voluntary basis in the event of a financial crisis or provide assistance on matters of strategic importance. To learn more about AFDICA, including how to become a member, please the AFDICA website. 🏠

MOVING ON

Name: Rosa P. Hanna

Most recent position: Consumer Affairs Specialist

Division: DCP

Location: Headquarters

When and where joined the FDIC: Began federal service with FSLIC in 1988 and joined FDIC 1989, Washington, DC

Career highlights: My most memorable highlight was receiving the Chairman's Award for Creativity and Innovation and Technology in creating the Enterprise Public Inquiries and Complaints System (EPIC). Also, while participating as a HMDA Assistant, I had the opportunity to travel to various FDIC regions and field offices to complete reviews; which enabled me to interact with bank officials and provide my feedback to Examiners regarding my findings. This position allowed me to broaden my experience and knowledge. Another highlight in my career was attending Banker conferences. In my role as a Consumer

Affairs Specialist, these conferences allowed interaction with industry professionals all while performing outreach by discussing the importance of Deposit Insurance.

Retirement Date: March 31, 2021

Plans for retirement: Implementing my travel plans to Paris and London (which were on target last year before the pandemic), continue my church activities, volunteer with various community and nonprofit organizations, enjoying that I no longer have the long commute, relaxing and spending time visiting with my family and friends when it is safe.

Comments and thoughts: It is comforting to know that my contribution during my career aided in the FDIC's mission by providing information and knowledge to help depositors while promoting confidence in the financial industry. It was a pleasure working with so many talented and professional individuals here at FDIC, which allowed me to accomplish



Rosa P. Hanna

that mission. I enjoyed my career with the FDIC, and I will miss my colleagues and all the wonderful people I met and worked with during my career. Thank you and stay safe. 🏠

MOVING ON

Name: Wade W. Boone

Most recent position: Auditor-In-Charge

Division: Office of Inspector General

Location: Headquarters - VASQ

When and where joined the FDIC:

I joined the FDIC Office of Inspector General in Washington, D.C. in January 1996.

Career highlights: My federal government career started in 1989 when I was hired as a financial analyst by the new Chief Financial Officer at the Federal Savings and Loan Insurance Corporation (FSLIC). This was during the Savings & Loan Crisis and I was charged with preparing cash flow statements for the agency, including the insurance fund. Those of us there at the time know how that ended – the insurance fund required a federal infusion of funds and the FSLIC was merged into the FDIC. My second job was with the Resolution Trust Corporation (RTC) as a Risk Management Analyst helping oversee New West Federal Savings and Loan in Newport Beach, California. This is where I learned about commercial and residential real estate and loans. After two years, in 1994, I returned to Washington, D.C. to work for the newly-formed Office of Contractor Oversight and Surveillance in the RTC. Here we audited RTC contractors managing and disposing of loans and real estate held by the RTC and its many re-

ceiverships. For two years, I had a blanket travel voucher and travelled all over the United States overseeing contractors that we had hired to perform the audits. In 1996, with the phase-out of the RTC, I went to work for the FDIC OIG Office of Quality Assurance. In 2005, I became a Senior Audit Specialist and sometimes Auditor-In-Charge working on a variety of FDIC OIG audits and evaluations. Over 20 years as an OIG auditor, I became acquainted with people and functions at most every FDIC division and office. My work allowed me to form many professional relationships and friendships along the way. It has been a privilege to work at the FDIC OIG and I am proud of all that we have accomplished.

Retirement Date: March 31, 2021

Plans for retirement: My wife and I are still parenting so that will keep us busy. The Covid-19 global pandemic is putting our travel plans on hold for the time being. Once it is safer, we will travel to visit our family and friends in Vietnam. (My wife is Vietnamese). Other travel plans include playing golf in Scotland; Reading James Joyce's novel Ulysses in Dublin, Ireland where the story takes place; and enjoying the fine arts and cuisine of Central Europe (specifically, Vienna, Salzburg, and Prague). I will resume my avocation of ballroom dancing, continue to work on my golf swing, and revitalize



Wade W. Boone

through yoga and transcendental meditation. I will remain open to a world of possibility through the luxury of time.

Comments and thoughts: I am thankful to have worked at the FSLIC, RTC, and FDIC OIG. These organizations have given me a noble professional purpose (i.e., to maintain stability and public confidence in the nation's banking system). I am retiring as an Auditor-In-Charge who worked in the FDIC OIG, and I am proud of that. The FDIC, of which the FDIC OIG is a part, has been a great place to spend my career. 🏡

Name: James "Jimmy" T. Lang

Most recent position: Consumer Affairs Specialist

Division: DCP

Location: Headquarters (3501 Bldg.)

When and where joined the FDIC:

Greensboro, Field Office, Richmond Region's Division of Bank Supervision on July 15, 1974.

Career highlights: Taking people to the Officers Club on festive occasions since it made people happy.

Retirement Date: April 30, 2021

Plans for retirement: Reading and light travel

Comments and thoughts: Always be kind to people and never, never, ever give up. 🏡



James "Jimmy" T. Lang

MOVING ON

Name: Thomas J. Jagers

Most recent position: Compliance Examiner

Division: DCP

Location: Princeton, IL

When and where joined the FDIC:

I was hired as a Bank Examiner (Trainee) with the Division of Bank Supervision in the Princeton, IL Field Office on June 22, 1987.

Career highlights: I have enjoyed participating in many different assignments during my career, including serving as a Special Assistant to the Chicago Regional Director and as a Special Assistant in the Office of the Ombudsman. As a field supervisor, one of my proudest moments was seeing a member of my staff recognized with the Edward J. Roddy Examiner Excellence Award. I also enjoyed serving as a Mentor and as a Corporate Recruiter. Other special memories include participating in the Executive Leadership

Program and the Graduate School of Banking.

Career Timeline: After receiving my Risk Management commission, I was reassigned to Compliance and obtained my Compliance Examiner commission. I served as a Compliance Examiner for most of my career. I also spent time as a DCP Field Supervisor, Consumer Affairs Specialist, and Knowledge Management Program Facilitator.

Retirement Date: March 31, 2021

Plans for retirement: Brush up on my Spanish, attend plenty of my sons' sporting events, watch many Reds' and Cubs' baseball games, obtain my instrument rating in flying, do some traveling, and reconnect with friends.

Comments and thoughts: I feel blessed and honored to have worked with so many intelligent, hard-working, and caring people at the FDIC over the past 33+ years. The professional relationships I have made, many of which have



Thomas J. Jagers

turned into close personal friendships, are something I will always treasure.

Advice to share: Explore new ideas. Take some risks. Make life a little better for others. Choose happy! 🏡

Name: John G. Johnson

Most recent position: Supervisory IT Specialist

Division: CIOO

Location: Headquarters

When and where joined the FDIC:

I joined the FDIC in 1991, Washington, D.C.

Career highlights: * Provide IT services for CIOO clients including Legal, DIR, RMS, DRR, CU, EXO, DOF, DOA, CISR, OWM and OLA.

* Served as a Supervisory IT Specialist for 12 years directing a team of up to 12 IT Project Managers.

* Served as Acting Deputy Director, Delivery Management Branch for 4 months in 2017.

* Served as an IT Project Manager for 18 years.

* Managed technology budgets totaling \$20 million annually including

CIO initiatives, maintenance and enhancements.

* Served as a Contract Oversight Manager for 9 years for IT contracts totaling \$52 million .

Retirement Date: April 30, 2021

Plans for retirement: * Take care of my health, my parent's health and my in-laws health.

* Get more involved with community and volunteer organizations.

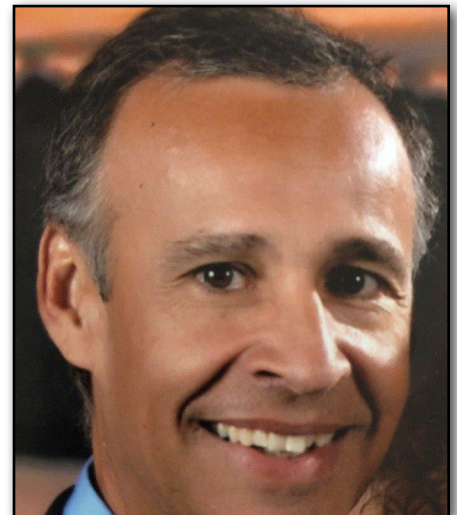
* Travel when COVID is over.

* Spend more time with family.

* Work part time at Lansdown golf club.

* Move to the Florida Gulf coast in 2024.

Comments and thoughts: I am grateful to have worked with so many talented and motivated team members. I will miss the FDIC mission but will miss the people more. 🏡



John G. Johnson

IN MEMORIAM

Benigno “Ben” Molina

*Former Former Senior Examiner, RMS
Los Angeles Territory*

Retired Senior Examiner Benigno “Ben” Molina passed away on March 23, 2021. Ben retired in 2009 after spending 35 years in the Los Angeles area. He was one of the highest graded examiners in the LA area for more than half of his career, often called on to conduct our Information Technology examinations (or EDP examinations as they were known back in the day).

Ben also honorably served in the U.S. Army for almost three years prior to joining the FDIC in 1975. Upon learning of Ben’s death, his former colleagues shared stories of Ben’s kindness and generosity and the adventures that we shared with him in California, Hawaii, Guam, and the Federated States of Micronesia. Ben was often the first one to show up for work every day, but his greatest joy was the time he spent with his family.

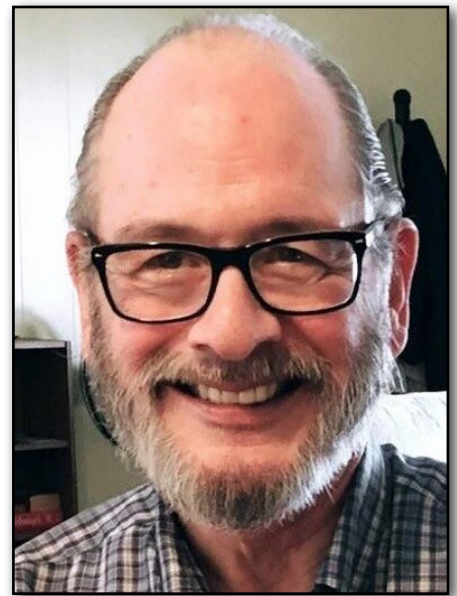
Karen Hammer, Supervisory Examiner, RMS (Los Angeles West Field Office) writes, “Ben always volunteered for any assignments that involved traveling to the Pacific Islands. During the years that our office traveled to the Federated States of Micronesia, Ben recorded countless hours of videos that he narrated while exploring the island from the passenger seat of the car or on foot. Ben shared some of his videos with me after the trips, and he did a nice job of capturing the beauty of the island and its people.”

Araceli Nuño, Senior Risk Examiner, RMS (Los Angeles West Field Office) writes, “Ben always lived up to the

meaning of his name (Benigno): friendly, kind. I have many fond memories of Ben, from being trained on IT, to just chatting about life. There is one story that exemplifies Ben’s character. During out-of-town stays, Ben chose not to participate in lunch or dinner outings with the exam team, and preferred to enjoy a simple meal purchased from a local convenience store. We later learned that Ben donated the money he saved to the Catholic church; choosing to give to a greater good. Ben’s modesty and good-heart will be remembered by many.”

James Lam, Senior Examiner Information Technology, RMS (Los Angeles West Field Office) writes, “Ben was always a good and dedicated examiner. Despite him being the most senior grade examiner, he was the first one to be at the bank starting his work and very often the last person to leave. He was kind to people when people invested to find out more about him. He was gregarious and approachable when people got to know him. Ben never demanded much and earned his pay with strong and unparalleled work ethics. Ben was willing to give his wonderful life advice.”

Ruben Callas, Risk Examiner, RMS, (Los Angeles West Field Office) writes, “I first met Ben more than 30 years ago when he worked at the Los Angeles, East field office (now the Los Angeles, North F.O.). Before I interacted with him, I was told by other junior examiners in his field office that Ben was a very strict senior examiner and to be very cautious when interacting with him. I didn’t get to know Ben personally until he was transferred to the Los Angeles, West field office, which is my assigned field office.



Benigno “Ben” Molina

Once I got to know Ben, I discovered he was nothing like the person that was described to me. Ben was a very pleasant, kind, generous, and playfully “goofy” guy. He would make jokes that some did not understand because they may not have known he was joking, but once they realized he was joking, they found many of his jokes to be quite clever and funny. He was also a very religious man and made plenty of sacrifices in his personal life, but would not have done things differently because he believed his blessings were not to come to him during his life but after his passing. Although Ben was a work colleague, my wife and I will always remember Ben as a friend.”

Ben is survived by siblings, including Connie Perales and Rita Molina, his daughter Mary Giordano, and numerous other loving family and friends. 🙏