

# FDICNews

The Federal Deposit Insurance Corporation Employee Newsletter

NOVEMBER 2022

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## Chicago Region Team Celebrates Prince Together

The Chicago Region Community Affairs "Team Storm" took a team-building trip to the Prince Museum in downtown Chicago on September 30, 2022. Everyone on the team was familiar with Prince and loved his music. The team danced, sang and used his audio mixing equipment.

It was a special day for Community Affairs Assistant LeAnn Dugger because it was her first day on the job! What a day she had. She took home a Prince Paisley Park T-shirt and a can of the famous Chicago-style Garrett's Popcorn! 🍿

see **Region Team**, page 2, column 1



**Front row: Community Affairs Specialist Carol Maria, Regional Manager D. Simone Stovall, Community Affairs Specialist Glenn Brewer, and Community Affairs Assistant LeAnn Dugger Back row: Community Affairs Specialists Jenny Dandridge, Eric Loudon, and J. Lamar Davis**

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## CHICAGO REGION

Region Team, *from page 1*



Regional Manager D. Simone Stovall enjoys a ride in the Purple Rain.



Regional Manager D. Simone Stovall enjoys a ride in the Purple Rain.



The museum contained displays of Prince's costumes.



The team tried out Prince's audio mixing equipment.



# RETURN TO THE CLASSROOM

## Enthusiasm, Modern Facility, High Technology Mark Return to the Classroom

By Sonya Weakley, Office of Communications

For Gary Clayton, one word summarized the recent return to in-person training: amazing.

As the lead instructor for the Advanced Fair Lending School, the first in-person course held in the newly modernized training center in the Seidman Center at Virginia Square October 3-7, Clayton said he thoroughly enjoyed seeing real faces.

"To me, it was like revitalization being back in front of a live group," he said. "There was an energy to being in the classroom with people."

Not only was it the first in-person class, the Advanced Fair Lending School, which is for post-commission examiners in the Division of Depositor and Consumer Protection (DCP), had not been held at all since the start of the pandemic. That made taking course even more inviting, according to course instructors, administrators and participants.

"It was very exciting for this one to come back because it hasn't run in so long, and being the first one to be back was even more exciting," said Anne Gruber, senior bank examination training specialist and the course administrator.

She said the course had 14 participants and six instructors, including two practice instructors, one lead instructor and three who facilitated breakout discussions. Appropriate COVID-19 protocols were followed.

Participant Cole Scheer, a Grand Island, Nebraska-based compliance examiner, said the in-person aspect made for better discussions. "I definitely think I got more out of this school being in person than being remote," he said. "And you meet new people. It's one thing to see their faces on a screen and it's a whole other thing to go out to lunch with them."

Tanner Cline, also a participant, said being in person was refreshing. "It was like hey, I'm out of house again. Not having been on the road for a couple years, not having been to any training



**Monitors that can be linked to individual computers line the walls of the modernized classrooms.**

D.C., it felt really good to get back in front of people," he said. "I like the people aspect of this job."

Participant Kelsey Davis was impressed with the newly modernized training center. "I loved the new classrooms. They were updated and there was a lot of natural light. It was a nice refreshing welcome back to the Seidman Center."

She also commended the size of the classrooms and the lack of cords on the ground. "The tables now have electricity in them, so you just have to plug your laptop into the table, so you're not tripping over wires or getting down on the floor to plug your computer."

Participants also liked the in-room storage cabinets for keeping bags off the floor, the in-cabinet trash receptacles for keeping trash out of sight and the hallway lockers for stowing gear during lunch.

Davis, a senior compliance examiner based in Louisville, Kentucky, especially liked that the water fountains allow for easily filling water bottles. "That was a game changer," she said.

"Awesome" Technology

Gruber met with the instructors in

advance of the course to allow them to prepare, which was especially important in light of new technology provided in the modernized training center.

Each classroom is equipped with collaboration and screen sharing software from Mersive Technologies, which allows a laptop screen to be shown on a large monitor and for notes to be added, viewed, saved and emailed to all participants. Several large monitors are located around the room.

Gruber said the course involves a number of small group activities both in the classroom and in breakout rooms that include discussing documents. "Having the ability to display those documents on a screen in a group enhanced their discussion and their ability to collaborate," she said.

Kayt Shipley, chief of examiner learning programs for Corporate University, said the technology is an enhancement. "We used to use paper flip charts. Those have gone away and we're now leveraging technology to enhance the collaboration experience, not just with small groups but also with debriefs to the whole class."

Clayton, a senior examination spe-

# RETURN TO THE CLASSROOM

RTTC, from page 3

cialist based in Washington, agreed that the new technology was a highlight of the new classroom. “It was amazing to be able to simulcast the presentations to each table,” he said. “It was easy for me to move around the class and not have to stay attached to a screen up front.”

Cline, a financial institution examiner based in Seattle, also found the technology helpful.

“I thought it was awesome,” he said. “There were monitors for each table on the wall and our table instructor connected to it and was taking notes as we were talking, which was a great system for us.”

Davis said the technology worked seamlessly. “I really appreciated that because whenever something new comes into your world you can be resistant to it, but this actually it was super easy.”

In her small group, she said one person shared a screen with the large monitor near the table when the group was working on a worksheet so group members could collaborate and work as a team. “It definitely did facilitate a lot more small-group discussion.”

Patrick Lockett, lead instructional systems design specialist, said course designers are working with instructors to help them see how the technology can replace the use of flipcharts and posters, including Kaptivo, which captures notes from a whiteboard onto a computer screen and saves them in various formats.

“There is more to be done with the technology and we will be designing those additional features in the courses in the future,” he said. 🏠



**Some breakout rooms have furniture designed for relaxed collaboration.**



**Lobbies have collaboration areas and lockers for short-term storage of personal items.**

# Corporate University to Blend Best of Pandemic, Pre-pandemic Training

By Sonya Weakley, Office of Communications

While much training in 2023 will be taking place in person, Corporate University is not walking away from the virtual classroom. Instead it is taking the best of pandemic-inspired online coursework and combining it with in-person elements and new technology available through modernization.

“This approach is called blended learning,” said Kayt Shipley, chief of examiner learning programs for Corporate University. “We’re leveraging technology to employ the most effective learning methods for the specific skills we’re training.”

The transition to in-person training is taking place gradually. It began with the Advanced Fair Lending School, which was held in person October 3-7 in the modernized training center at Virginia Square, and it continues with the Compliance Management Capstone course for pre-commissioned examiners, which returned as part virtual and part in-person, Shipley said.

The first week of the course will be virtual as it has been for the past two years and the second and third weeks will be in person.

Going forward some courses will be virtual, some will be in person and a lot will take a blended approach. It’s based on the design and effectiveness of the delivery of the course.

### Doing What Works

All the courses for pre-commissioned examiners were converted to virtual delivery early in the pandemic. In some cases, the virtual versions worked well. In others, there were challenges.

To find out how virtual sessions were working, Corporate University evaluated the entire examiner curriculum, conducting both an in-house evaluation and an independent evaluation through an outside evaluator, according to Peter Neville, chief of course design for Corporate University.

“From the evaluations, we came up with recommendations for how examiner training should be delivered, with the

goal being it should be driven by what we’re trying to train people to be able to do,” he said.

They found that certain types of training are more effective in person. For example, when examiners meet with bankers, they need to know how to raise difficult topics, ask follow-up questions and read how the banker is reacting to their questions, he said.

“For us to do activities that give people practice doing that kind of work, it really needs to be in person.”

As a result of the studies done in 2021, most of the examiner courses will have some in-person component. At least one of the required examiner courses, Scoping and Preparing for Examinations, was found to work well in a fully virtual format and will continue to be run virtually.

The remaining courses will be in person or blended, which can be any combination of in-person with an instructor, virtual with an instructor and online self-study, Neville said.

### Blended Does Not Equal Hybrid

Courses will likely not be available as “hybrid,” which refers to having some participants online and some in-person at the same time with the same instructor. The evaluators studied this approach carefully. That type of delivery was found to be inefficient.

“Hybrid is something we’ve talked a fair amount about,” Neville said, primarily because it is how work is done in the current environment, with some people in the office and some online at any given time. But for two-way interaction during training, it does not work well. 🏠



Some breakout rooms are equipped with digital whiteboards and monitors that capture notes from the board.

see CU, page 6, column 1



CU from page 5

“Examples of where hybrid works well are conferences, briefings, situations where you have someone presenting information to an audience, where the communication is mostly one way,” Neville said. “It’s sharing of information.”

It doesn’t work well in situations involving group discussions or breakout groups in which people are solving a problem together, or for other types of practical exercises where getting feedback from the instructor is important to building skills.

“Some of that is a question of resources; but mostly it is a question of what does that material or what do those skills really call for in terms of training,” Neville said. 🏠



**Focus rooms provide a space to break away when privacy is needed or to work quietly.**

## CHAIRMAN'S AWARDS

### Chairman's Awards Ceremony

*Chairman's Awards Highlight Accomplishments across All Divisions and Offices*

The Chairman's Awards were held in-person this year, and Acting Chairman Martin Gruenberg could not have been more pleased.

“After two years of virtual ceremonies, it is a great joy to hold this ceremony once again in the Bair Auditorium and celebrate our successes and achievements together,” he said at the close of his remarks.

During his remarks, Gruenberg also stopped at points to comment on his pleasure at seeing people in person.

This year's award ceremony, which was for accomplishments in 2021, was held in the Sheila Bair Auditorium in Virginia Square on October 21.

In his comments, Gruenberg stressed that the entire workforce deserves recognition for the excellent work done.

“Today's ceremony recognizes a group of individuals, but across the agency, I know that each and every one of you is doing great work every day.”

The event began with Gruenberg's remarks, during which he noted the many types of awards.

“In addition to responding to the continued risks related to COVID-19, the FDIC workforce continued to support

communities in need; promote diversity, equity, inclusion, and accessibility; enhance our resolution readiness, and fulfill our vital mission responsibilities,” he said. 🏠



**35 Years of Federal Service Honorees**

see **Chairman**, page 6, column 1



# CHAIRMAN'S AWARDS

Chairman from page 6



**Annie D. Moore Diversity, Equity, Inclusion and Accessibility Award (Non-Executive)**



**Annie D. Moore Diversity, Equity, Inclusion and Accessibility Award (Executive)**



**Annie D. Moore Diversity, Equity, Inclusion and Accessibility Award (Executive)**



**Chairman's Excellence Award (EM or CX)**



**Chairman's Excellence Award (EM or CX)**



**Chairman's Excellence Award (Team)**

*see* **Chairman**, page 7, column 1



# CHAIRMAN'S AWARDS

Chairman *from page 7*



**Chairman's Excellence Award (Individual)**



**Douglas H. Jones Legal Excellence Award**



**DRR Robert Longworth Leadership Award**



**James R. Mcfadyen Award for Excellence in Research, Data, and Policy Analysis**



**FDIC Support Services Award**

*see Chairman, page 9, column 1*



## CHAIRMAN'S AWARDS

*Chairman from page 8*



**Sylvia Plunkett Examiner Excellence Award**



**Visionary Award**

## EXECUTIVE POTENTIAL PROGRAM

### Congratulations to the Executive Potential Program Class of 2022

*By Claire Brolin, Corporate University*

On September 30, the FDIC graduated its latest group of Executive Potential Program participants. The year-long government-wide program for employees in corporate grade 14 to corporate manager 1 focused on leading change. The group participated in at least 16 weeks of developmental assignments, as well as executive interviews, shadowing, and group projects in which they practiced their leadership skills.

These participants were selected through a highly competitive process. Divisions can nominate up to 40 students per year for six slots, but this group had eight slots due to two deferrals from the pandemic, making it the largest FDIC group to graduate from this program.

Congratulations go out to Jason Ahrenholtz, RMS; Marian Borum, Legal; Ahmed Fayed, CISR; Sam Jaeger, DCP; Frank Martin-Buck, DIR; Andrew Meier, RMS; Justin Shaffer, RMS; and Rookmatie (Rook) Veerasammy, RMS.

Each of the participants had a chance to lead a team, and each team selected a project that addressed real agency prob-

lems or challenges. The team had the chance to gain sponsorship from one of their agencies and provide recommendations in a report and presentation.

Jason Ahrenholtz and Ahmed Fayed assisted with a project for the Defense Threat Reduction Agency to expand internship programs; Marian Borum and Andrew Meier helped the Hawaii Marine Corp Base maximize efficiency of telework; Sam Jaeger analyzed management response to the Federal Employee Viewpoint Survey; and Frank Martin-Buck helped Corporate University analyze the shift to a hybrid work environment. Justin Shaffer presented his team's project at graduation. It was about barriers to federal employment of people who were formerly incarcerated.

For the first time in five years, an FDIC employee, Veerasammy, was also selected by her peers in this program for one of the most prestigious honors—to address the entire group of graduates from all agencies at graduation as a class speaker. Veerasammy is a senior program administrator for RMS on a collateral assignment with the Federal Financial Institutions Examination



**Rookmatie Veerasammy of RMS was selected as an EPP graduation speaker.**

Council.

Veerasammy joined the FDIC in 2007 and has served in many positions but aspires to a management role. While in the program, she focused on these competencies: Human Capital Management, Financial Management, Political Savvy, Vision, and Conflict Management. Her team project was about best practices in on-boarding new employees during the pandemic.

“During the program, I became much

*see EPP, page 10, column 1*

# EXECUTIVE POTENTIAL PROGRAM

EPP from page 9

more aware that being a leader is hard work and dedication to lead others, even when they do not want to follow,” Veerasammy said. “It is the opportunity to take the responsibility for the failures of a team, and give away praises for its successes. Leadership is about being ever conscious that as leaders we need to make sure our words and actions are leveraging people up and not weighing

them down!”

These employees were nominated by their divisions and selected in an FDIC-wide competition for their spots in the program. The application period for the program is now open, with applications due to CU by 1/13/23. For each division/office deadline, please check with your training contact. Questions about this program or any other external lead-

ership development program can be sent to [CorporateLearningPrograms@fdic.gov](mailto:CorporateLearningPrograms@fdic.gov) or [Cbrolin@fdic.gov](mailto:Cbrolin@fdic.gov). Programs are available for eligible employees from corporate grade 4 to the executive management level at the FDIC. 🏠

## DCP

### DCP Recognizes All-Veteran Exam Team

Appropriate for the week, three veterans make up a Division of Depositor and Consumer Protection onsite bank exam this week. In celebration of Vet-

eran’s Day and acknowledgement of FDIC’s commitment to diversity, equity, inclusion and accessibility, DCP would like to recognize these three members of the Kentucky-Ohio Terri-

tory exam team: Financial Institution Specialist Zeke Miller, Navy; Financial Institution Examiner Trudyann Covey, Army; Compliance Examiner Scott Carr, Navy. 🏠



Left to Right: Zeke Miller (Navy); Trudyann Covey (Army); and Scott Carr (Navy)



## OCOM Spewed Talent for Annual Halloween Contest

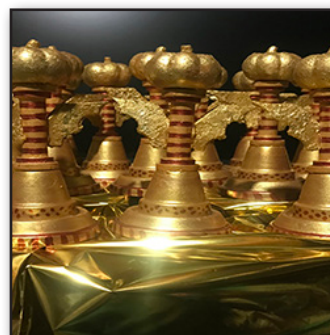
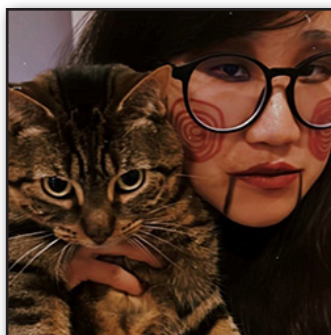
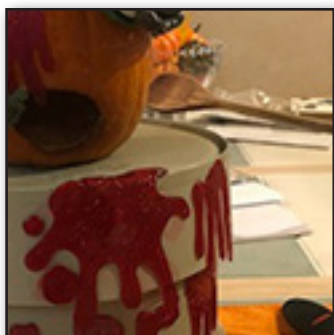
The Office of Communications Annual Pumpkin Decorating Contest once again revealed the depth of creativity lurking in the shadows of the offices, not the least of which was revealed in the trophies.

And for the first time since 2019, the awards ceremony was both in-person and virtual as opposed to fully virtual, so most winners were able to receive their trophies in the office on Tuesday, November 1, during “Together on Tuesday,” OCOM’s in-office day.

This year’s entries came in several ghostly categories and included those from junior OCOM members.

Winners of the Golden Pumpkin Trophies include:

- Creative Cauldron Achievement Award to John Pickett for his “Gruesome Pot of Horrors” which magically transformed a pumpkin into a pie at 1.21 gigawatts of power!
- Macabre Makeup Achievement Award to Aileen Wu for “Nerdy Jigjaw”, Special Recognition to Feline Mayleen for her Sinister Stare
- Death by Dragon Achievement Award to Rowie Pangilinan for her exceptional pumpkin carving, note the detailed spiral tail!
- The Great Pyramid of Currency Achievement Award to Julianne Breitbeil for “It’s Nice at the Top: The Magic of Crypto”
- Abstract Art Achievement Awards to Becca Goodman and her 6-yr old rising star Joss Goodman for remarkable pumpkin painting & carving
- Curse of the Mummy Awards to Amy Thompson and her “mummified” son James Thompson for mastery of medical gauze
- Football Fatalities Award to Carly Brewster and her family for their “Ghosts of Bills Christmas Future”
- Exceptional Emerald City Award to Ed Warrick for his remarkable craftsmanship and special effects in “Smokin’ and Jokin’ with The Tin Man, Toto, and What’s Left of the Wicked Witch” 🍷



## AFDICA Reports on its Sixth Annual Meeting

(Posted on Behalf of the Association of Federal Deposit Insurance Corporation Alumni)

The Association of Federal Deposit Insurance Corporation Alumni, Inc. (AFDICA) held its sixth Annual Meeting September 14th in person, after two years of annual virtual meetings, at Virginia Square, Arlington, Virginia. The AFDICA President Gail Verley was thrilled to welcome 47 registered members in-person and 27 registered members virtually. In addition, participants donated nearly \$2,600 to support AFDICA's charitable activities by their meeting registration.

We wish to offer the following FDIC staff for their invaluable help in assuring the meeting was a success: Mona Thomas, Donna Soto, Glen Kivlen, Mark Thompson and Lisa Park. In addition, a thank you to those members who assisted in planning the meeting including Mindy West, Ned Goldberg, Marybeth Bannon, Fred Selby, Steve Douglas, and Deena Douglas. Deena also served as our Master of Ceremonies. AFDICA members can view the recording of the meeting on the AFDICA member-only website's Recent News and

### Highlights section.

President Verley outlined the following highlights of the past year focusing on the AFDICA's mission areas of Fellowship, Education, and Charitable Services.

- Fellowship: Kathleen James, Vice President for Fellowship, reported AFDICA Membership is at 330, up from 313 members last year and Lifetime Members are at 91, up from 83 last year.
- Education: Scott Taylor, Vice President for Education, and Mindy West, Board Member-at-Large and former Vice President for Education jointly led our Education efforts teaching Money Smart in several venues. Two Member Zoom presentations were held on the topics addressing cryptocurrencies and charitable trusts.
- Charitable Services: David Bilker, Vice President for Charitable Ser-

vices, reported that AFDICA donated \$3,000 to the Army Scholarship Foundation for undergraduate college students to pursue finance related degrees; and \$8,750 for seven scholarships for schoolteachers to attend the JumpStart National Educators Conference in November 2022.

- Website and Member notices: Ned Goldberg, Executive Director, and Webmaster, continued to enhance AFDICA's outstanding website and shared death notices and potential job opportunities with our members.
- AFDICA Facebook Page: Bill Sullivan updated Money Smart news on the AFDICA's Facebook page. Stephen Douglas and Sandy Warren provided Member Spotlights on our website.
- AFDICA Officers for 2022-2023: Laura Lapin was elected to the Board of Directors and Nancy Appleby and Larry Choates were reelected to the Board while Beverly Schuck completed her term and David Bilker recently resigned. The Board appointed Rodney Ray to the Board vacancy created by David Bilker's resignation. The new Board of Directors is as follows: Gail Verley, President; Kathleen James, Secretary; Nancy Appleby, Treasurer; Larry Choates, Vice President, Charitable Services; Laura Lapin, Vice President, Fellowship; Scott Taylor, Vice President, Education; Rodney Ray, Director-at-Large; Stephen Douglas, Director-at-Large; Melinda West, Director-at-Large; Ned Goldberg, Executive Director/Webmaster-Ex Officio; and Fred Selby, Immediate Past President, Ex-Officio.

Kathleen James moderated a Round Table discussion wherein the participants introduced themselves and were asked about suggestions for future quarterly member education virtual sessions, types of social gatherings they would be interested in attending, ideas for expanding membership, and additional potential recipients of AFDICA charity funds that support financial literacy. Ned Goldberg and Fred Selby conducted a session with the virtual participants asking



**Norman Neece and Leslyee Hodge were the 2022 AFDICA Lifelong Achievement Award recipients.**

for input on the same issues.

FDIC Acting Chairman Martin Gruenberg graciously provided time from his busy schedule to speak. He discussed the challenges of Covid and the uncertainty at this time, an inflection point for the economy and the banking industry. Mr. Gruenberg also emphasized the loyalty and commitment of the FDIC employees, which, he commented he saw reflected in the members of the AFDICA as well. The Acting Chairman certainly felt that the future was a challenging environment for banks with such elements as the existence of digital assets as poorly understood and provide significant risk along with the future impact of climate change. Mr. Gruenberg discussed the proposed rule regarding a 2% increase in deposit insurance premiums.

Patrick (Pat) Mitchell, FDIC Director for the Division of Insurance and Research, discussed economic and bank financial conditions to include consumer spending and savings during the Pandemic, the impact of inflation, and conditions in the banking environment with the decline in economic conditions and the diminished outlook for the relatively near future. Pat also discussed the unprecedented Deposit Growth during the Pandemic and the impact on the Bank Insurance Fund.

*see AFDICA page 13, column 1*



# AFDICA

## *AFDICA from page 12*

Marybeth Bannon moderated a panel discussion concerning Alumni Volunteer Highlights including her work to become a Master Gardner and putting that accomplishment to work in her community and her work with her Alma Matter. Denise Parker talked about her impressive involvement in the Dress for Success Program, Feeding America, the FBI and her role in a Presidential Inaugural Ball. Mitchell Glassman discussed his time with the Manna Food Bank in the Maryland suburbs.

The second panel discussion was moderated in a humorous fashion by Stephen Douglas and discussed AFDICA Alumni Engaged in Finance and Banking. The panelists were Mindy West who discussed her many engagements to teach Money Smart to a wide variety of organizations. Mindy suggested that members visit [volunteermatch.org](http://volunteermatch.org) to determine the right fit for potential volunteers. Rick Osterman outlined the

work he has done with the US Department of the Treasury in several foreign countries including teaching about bank resolutions to the Ukrainian Supreme Court. Finally, Steve Seelig discussed his impressive engagements with a host of foreign countries and their governments.

Norman Neece and Leslyee Hodge were the 2022 AFDICA Lifelong Achievement Award recipients.

Finally, Gail announced the 2022 AFDICA Life Long Achievement Award recipients—Leslyee Hodge and Norm Neece. In addition to being long time, outstanding employees of the Division of Resolutions and Receiverships during their careers they have been extremely active in the Habitat for Humanity in several countries around the world, building houses along with those who are in much need for housing.

The meeting demonstrated AFDICA's continued growth as well as its appeal to recent and longer-term former employees from across the FDIC. Membership

in AFDICA affords the long-term commitment of promoting financial stability beyond tenure at FDIC. AFDICA also provides former FDIC and RTC employees with a portal to connect with former colleagues and friends. In addition, AFDICA helps the FDIC with an opportunity to connect with its members in the event of a financial crisis or to aid on matters of divisional or agency strategic importance. Please visit [www.afdica.com](http://www.afdica.com) for more information. 🏠



A large group of AFDICA members attended the annual meeting in person.

### RTO Profiles: Robert "Bob" Rhodes

*RTO Profiles is an ongoing weekly FDICNews series about our colleagues as they return to the office. In this series, we sit down with employees and discuss the things that matter to them when it comes to being in the office and working from home. If you would like to be featured in a FDICNews RTO Profile, please email Inam Hyder at [ihyder@FDIC.gov](mailto:ihyder@FDIC.gov).*

**Name:** Robert "Bob" Rhodes

**Division/Office:** Division of Resolutions & Receiverships / Planning & Resources Management

**Title:** Administrative Specialist

**Supervisor or Non-Supervisor:** Non-Supervisor

**FDIC Facility:** Dallas Regional Office

**Enhanced Telework Option:** Home Based Option (HBO) (Employees participating in HBO will be permitted to work from their primary place of residence full-time when not working at an insured depository institution or at another required site.)

**Tenure at FDIC:** 14 years, 9 months

**Two Truths and a Lie:** I'll provide three truths and a lie. I am a Baptist minister. I hate fried chicken. I played college football – Go Army! I have been married 37 years.

**What do you like most about the telework option you selected?**

I selected Home Based option (HBO). Having had two years of being better able to balance work and family life, this option affords me the opportunity to continue that balance. It is also a welcome benefit in the lowering of expenses related to going to the office each day: gas, food, car maintenance, and dry cleaning.

**Before choosing "Traditional Telework: Regular Recurring" as your option, were there any other options you were considering?**

My preference was the Remote Work Option (RWO) but it is currently not available to non-bargaining unit employees. Originally, the only difference was that on RWO you were reimbursed for travel into the office and the locality pay of where you reside. The recent change to HBO, having to come into the

office one day per pay period, was new to me.

**Did you feel like you were missing anything working 100% from home during mandatory telework?**

I missed the face-to-face interactions. The lunches together and being able to walk into one's office and get things accomplished, away from the phone and MS Teams.

**What advice or guidance would you provide to new or relatively new employees hired during mandatory telework now that Return to the Office Phase 3 has begun?**

Yours is a new era in how the government functions. Like a working father or mother who missed time with their children that you can't get back, you must develop your career while interacting with friends, companions, connections, and networks sometimes from a distance. When you are able to meet in person, spend some time just getting to know the person in front of you. You will find this valuable in cementing the working relationship you will need over your career.

**As we reenter the office, what are you most looking forward to when working in the office?**

Outside of the face-to-face interaction of being in the office, I must admit there is nothing like being able to get up and in 30 minutes be working in your home office on your teleworking days.

**Do you feel there are some parts of your work that benefit more from being in the office?**

After more than two years of working from home during mandatory telework, it is hard to say how being in the office could benefit my work specifically, not including the face-to-face interaction.

**Have you ever worked in a hybrid environment before? What habits or lessons did you learn from that experience that you will apply to your FDIC hybrid work experience?**

Before coming to the FDIC, I worked for a major insurance company as a property inspector, traveling all over Texas. Similar to today, we had our computers and we worked from home when



**Robert "Bob" Rhodes**

we weren't traveling. What I learned is to do a good job and make sure you're a self-starter and can work towards deadlines well.

**What hopes do you have for your RTO experience?**

It will be great to travel again for work.

**What are your concerns, if any?**

I sort of addressed them above but mainly the addition of hours of commuting time on the days I will be in the office.

**Are you aware of any meetings or events that your team is holding to enhance collaboration or comradery while in the office?**

Yes, DRR had an All-Hands meeting in October.

**Will you reveal the lie in your "two truths and a lie?"**

Yes, the lie is I hate fried chicken.

To learn more about FDIC's Return to the Office (RTO) Plan, please visit the RTO page on FDICNet. To learn more about all enhanced telework options, please visit the Enhanced Telework Flexibilities page on FDICNet. 📄



## MOVING ON

**Name:** Brad D. Havran

**Most recent position:** Field Supervisor (Compliance)

**Division/Office:** Division of Depositor and Consumer Protection (DCP)

**Location:** Cedar Rapids, Iowa

**When and where joined the FDIC:** I joined the FDIC Urbandale, Iowa office on June 10, 1985.

**Other experience:** First job after graduating from college.

**Career Highlights:** I worked in both of the FDIC's supervision disciplines - I was a commissioned examiner for both Compliance and Risk Management.

I was Manager of the Year for the Kansas City Region in 2010.

I was actively involved with teams developing several projects and initiatives implemented over the years, including:

1. Revising standardized territory, regional, and national work papers;
2. Revising electronic examinations;
3. Revising the compliance report of examination (and its predecessor, the streamlined compliance report of examination);
4. Compliance examination scheduling smoothing/balanced work load process and subsequent automation;
5. Business analysis, teamwork, math, and writing exercises for Financial Institution Specialist applicants;
6. Several Kansas City Region Territory Restructure proposals;
7. Examination Benchmark Hours; and
8. Compliance Examiner Performance Benchmarks and Tasks.

I've also been very involved with the recruiting processes and related programs for more than 20 years, including being a Corporate Recruiter for nine years.

I initiated an effort that resulted in salary increases for individuals employed in certain positions across the country.

FDIC enabled me to travel and see different parts of the country during challenging times within the banking industry. This started locally with the agriculture crisis in the mid-1980s; I worked at numerous banks that were closed by state and national regulatory authorities in Iowa. I was considered an expert at preparing Bid Package

Reports, the documents reviewed by parties interested in purchasing failed banks or portions of their assets. Liquidation Closing Managers expressed appreciation when I was assigned to their bank closings. Then I worked in Louisiana during the savings and loan bailout crisis of the late 1980s. As an aside, the food there was absolutely delicious - I gained 15 pounds in six weeks! After that, I worked on the east and west coasts during the late-1980s and early 1990s when supervisory concerns developed at banks and thrifts located in the New England area and California. Occasionally, I worked with examiners from other regulatory agencies, which added an interesting complexity to the assignments. I found it remarkable that after the out-of-region travel subsided in 1993, our field office examiners added a total of ten babies in the following 12 months. After joining the compliance discipline, I was able to visit Georgia, California (again), and Idaho while helping the San Francisco and Atlanta regions complete compliance examinations.

Retirement Date: November 30, 2022; however, I'll be using leave beginning September 12, 2020, until retirement.

Plans for retirement: Let the good times roll. Spend a lot of time with my best friend and wife, Julie. She's put up with a lot and made many sacrifices during my career. Periodically, she reminds me that I owe her, so it's time to pay up. Maintain a healthy lifestyle by exercising more, improving eating habits, getting sufficient sleep, and reducing stress. It would be nice to return to the physique I had when I began working for the FDIC. Complete numerous planned home construction projects, some of which have been started but are unfinished. After finishing those projects, help relatives and friends complete their projects. Resume my interest in woodworking; I have the Tools and Talent, and now I have the Time. The "three T's" are required for this to work. I go crazy if I'm not building something. Travel within and outside the United States with an emphasis on visiting areas of historical significance and viewing/exploring nature. There's

a lot to see out there. Become involved with local high school sports activities; perhaps as a coach or official. If I pur-



**Brad D. Havran**

sue this, there goes my stress reduction strategy. Help others through volunteer activities and by becoming involved with specific assistance projects, some of which I'll personally develop. I've been on the sidelines way too long; it's time to get involved and "get my jersey dirty" (see Advice #2 below).

Comments and thoughts: I'm very thankful for the FDIC - this is a great organization to work for. It enabled me to enjoy a stable and secure career that provided the means for us to have and maintain a comfortable living. The talent and skill level of the people I've worked with is outstanding. The dedication and desire they demonstrate for the mission is amazing. The supervisors I worked for and the teams I worked with were great, which I greatly appreciate. I felt comfortable expressing innovative ideas and offering suggestions, and I felt encouraged to develop and implement changes to "build a better mouse trap". I'm hopeful my efforts and contributions added value to the Corporation.

I have always appreciated the great teamwork and cooperation at the FDIC. I've been actively involved with teams my entire life; participating on both good and not-so-good teams. I firmly believe that the strength of an effective team is greater than the sum of its individual parts, and I witnessed this often during my FDIC career.

*see Moving, page 15, column 1*

## MOVING ON

### *Moving from page 14*

There are a few pieces of advice or words of wisdom I'll provide that I believe are beneficial to follow. This is my contributory "two cents that might only be worth a penny".

Speak up when you have an idea, thought, or suggestion. It may be a great point on its own merit or it may trigger another great point or idea from someone else.

"Get your jersey dirty". This phrase originated from playing in a national championship football game on a muddy field. A player on my team didn't seem to be sufficiently engaged; I didn't think he was doing what needed to be done to win the most important game we could ever play. His jersey was still

white while everyone else's was dirty from being covered in mud. I respectfully suggested to the coaches that they replace the individual with another player after pointing out who had the cleanest jersey on the field. This was not an ordinary and customary procedure; and perhaps, something that wasn't welcomed. However, in accordance with Advice #1, I spoke up. The coaches substituted another player, and the replacement made an immediate positive impact. In other words, get involved, volunteer to work on projects, pursue Expressions of Interest activities, do what needs to be done, and get to it. You never know where participating in these endeavors might lead, it could result in participating on high-profile projects in the future. Don't pass on them or wait for someone

else to do it.

Exercise professional maturity, respect, and courtesy. Be diplomatic and professional when discussing and addressing sensitive, controversial, contrarian issues or subjects, and when having tough conversations. This will be beneficial in establishing and maintaining credibility for you, your ideas, and your point of view. Based on my 37+ years of experience, I never observed whining to be an effective strategy to produce favorable results.

Make the effort and strive to continually add value to the Corporation. This approach results in a win-win situation for the FDIC and you. 🏠

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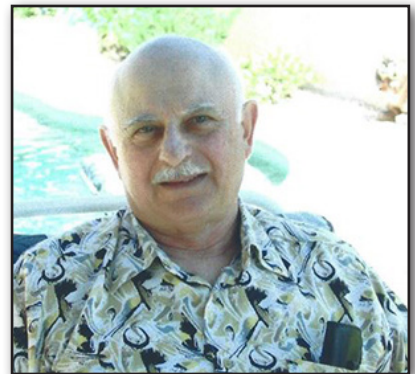
## IN MEMORIAM

### In Memoriam: John F. Nicastro, former Clerk, DCP (NYRO)

John F. Nicastro passed away peacefully the morning of Sunday, October 16, 2022 at the Trustbridge Hospice, West Palm Beach, Florida. He was 99 years old. John was born on September 11, 1923 in New York City, New York, and was one of 9 children.

He served in the US Army during WWII in Europe and subsequently worked with the Federal Deposit Insurance Corporation until he retired in 1978.

He is survived by Vivian, his wife of 67 years, sons John and Lawrence, daughter-in-law Idalisa, granddaughter Laura, and great grandchildren Abigail, Violette, and Boone. Funeral services were held at Saint Anastasia Roman Catholic Church in Teaneck New Jersey, and he was interred in Saint Raymond Cemetery, Bronx New York. 🏠



**John F. Nicastro**