

FDIC News

The Federal Deposit Insurance Corporation Employee Newsletter

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Annual Chairman's Awards Ceremony Celebrates Agency's Accomplishments

By Sonya Weakley
Office of Communications

Each year, the FDIC community comes together to celebrate outstanding contributions made by individuals and teams during the previous year. The 2023 Chairman's Awards Ceremony, held on June 29, 2023, in the Sheila C. Bair Auditorium and broadcast nationwide, recognized FDIC achievements across many disciplines and regions.

Dan Bendler, Deputy to the Chairman and Chief Operating Officer, opened the ceremony and welcomed distinguished guests Arleas Upton Kea, former Deputy to the Chairman and Chief Operating Officer; Sylvia Plunkett, former Senior Deputy Director for the Division of Depositor and Consumer Protection and namesake for one of the awards; Douglas Jones former Senior Deputy General Counsel in the Legal Division and namesake for one of the awards; and Bobby Bean, Deputy Director in the Division of Risk Management



Chairman Gruenberg

Supervision until his recent retirement, who joined the ceremony remotely. The 2023 ceremony featured the first-ever Bobby Bean Award for Banking Policy Leadership.

Bendler noted that 2022 continued to present the FDIC with major challenges and opportunities. "In particular, we continue to navigate the impact of the pandemic on the banking system and our

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nation's economy, our work, and in our personal lives. Together we continue to fulfill our mission responsibilities, while also taking important steps to keep the agency moving forward, while embracing hard work, problem-solving, creativity, leadership, community outreach, and most of all teamwork."

In his opening remarks, Chairman Martin Gruenberg said it is important to keep in mind that the employees honored at the ceremony represent everyone who works at the FDIC.

"It's been my perception, having stuck around for a while now, that the level of excellence and commitment and genuine passion for the critical mission of this agency that our employees bring to work every day is really what this agency is about, and I view this award ceremony as a chance to recognize a representative sample of the much broader group of employees who really, at the end of the day, are responsible for the work of this agency. So let me start by thanking everybody."

Gruenberg then presented the Chairman's Excellence Awards. Division and office directors then conferred the Chairman's Honorary Awards and the 35-year service recognition.

The Chairman's Excellence Awards recognize employees who have made extraordinary contributions related to the mission, vision, and values of the FDIC. All employees are eligible for Excellence Awards. Nominees are evaluated on one or more of the following longstanding criteria:

- Extraordinary achievements that resulted in significant cost savings for the FDIC
- Extraordinary efforts that result in improving or increasing productivity or improving the quality of output
- Extraordinary personal creativity, initiative and innovation
- Extraordinary efforts to work cooperatively across internal and external organizational boundaries, as well as promote and reinforce a corporate perspective

- Extraordinary achievements in financial stewardship, including the management of personnel and other resources resulting in exceeding program goals, improving efficiency or effectiveness of operations, or expanding opportunities for personal or professional growth in other employees

The Chairman's Honorary Awards recognize employees who have demonstrated model behavior that enhances the FDIC's image. These awards are designed to bestow official recognition of achievement and act as an incentive to further accomplishments. All corporate managers (CM), corporate graded (CG), and prevailing rate (wage) employees are eligible for these awards. EM and CX employees are not eligible for honorary awards, unless otherwise indicated in the award definition.

In closing, Gruenberg again thanked the honorees and all FDIC employees. "For 90 years now, the FDIC has served as a foundation of financial stability and public confidence in our nation's banking system. None of this would be possible without the outstanding accomplishments like the ones we recognize today, as well as the work that each of you does every day. It is a great honor to lead this talented and dedicated team."

CHAIRMAN'S EXCELLENCE AWARD—EXECUTIVE

Robert Connors, Kristie Elmquist Build Diverse Workforces, Promote Public Confidence

ROBERT CONNORS—Corporate Expert, Division Of Complex Institution Supervision and Resolution, Washington

One of the important lessons of the financial crisis of 2008 was that the nation's largest financial institutions must have a plan in place a "living will" that would document how they would fail in an orderly way, without taxpayer support, and with accountability for the shareholders, creditors, and management of the failed firm.



Recipient Robert Connors with Chairman Gruenberg, FDIC Director McKernan, and Director Conneely.

Title I of the Dodd-Frank Act made living wills a requirement for systemic financial institutions and gave the FDIC and the Federal Reserve joint responsibility to oversee the process and authority to impose consequences should an institution fail to comply.

Robert Connors plays a crucial role in the FDIC's review of living wills. Throughout 2022, he worked tirelessly to design reviews constituting effective challenge, in the spirit of meeting the Dodd-Frank Act requirements.

He worked cooperatively with internal and external stakeholders to reinforce the FDIC's perspective, which directly resulted in unprecedented feedback given to two Global Systemically Important Financial Institutions. This work has resulted in a shared understanding that resolvability needs further development, which sparked an effort to develop and issue guidance to various firms subject to the rule to further improve resolution planning efforts.

This is particularly important because, since 2010, the resolvability of firms has continued to change as markets have changed and as firms' activities, structures, and risk profiles have changed. Connors's work ensures that Title I is one of the FDIC's most important tools to preserve financial stability during times of stress without taxpayer bailouts. His efforts have promoted public confidence in the US financial system by demonstrating that FDIC is effectively carrying out its role in ending "too big to fail."

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KRISTIE ELMQUIST—Regional Director, Division of Risk Management Supervision, Dallas

As the Regional Director in Dallas, Kristie Elmquist oversees a staff of hundreds in their supervision of financial institutions in Arkansas, Colorado, Louisiana, Mississippi, New Mexico, Oklahoma, Tennessee, and Texas. As evidence of her commitment to promoting a culture of equal opportunity, she has built a high-performing workforce that reflects the communities served in terms of the diverse demographics, background, and experience of her team of managers, supervisors, and staff. In addition, she has overseen the relocation, expansion, and modernization of the Dallas Regional Office.



Recipient Kristie Elmquist with Chairman Gruenberg, FDIC Director McKernan, Director Pearce, and Director Eberley.

In 2022, Elmquist worked to create opportunities for dialogue that would allow all employees to understand how diversity, equity, inclusion and accessibility (DEIA) contribute to their individual success, as well as to the success of the FDIC as a whole. Under her leadership, the Dallas Region hosted two Employee Resource Group (ERG) awareness sessions, which gave all nine FDIC-recognized ERGs the opportunity to share information about their origins, missions, interests, and key initiatives.

She also spearheaded a Dallas Regional Office forum titled “A Day in the Life of a Manager/Supervisor” to expose more employees in the region to the rewards and challenges of taking on a leadership role. Nearly 300 employees attended the

forum. The result has been increased interest in career development opportunities that can lead to management positions, more diversity in applications for Expressions of Interest, and more diversity in promotion rosters. She has also developed a framework for holding managers accountable for actively promoting career development and advancement opportunities for their employees.

As the representative for Regional Management during the FDIC’s negotiations with the National Treasury Employees Union on pay, travel, and compensation, her leadership and insight were instrumental in reaching an agreement that will lead to greater retention of talent and recognition of high performers.

CHAIRMAN’S EXCELLENCE AWARD—INDIVIDUAL

Jeffrey Baer, Gretchen Holmes Honored for Data Management, Work Ethic

JEFFREY BAER—FDIC Business Data Services Program (FBDS) Manager, Division of Information and Technology, Washington

Jeffrey Baer has overseen the collection, preservation, analysis, review, production and presentation of business records and bank data from more than 500 failed banks, amounting to hundreds of millions of records. His work has been instrumental in the supporting the Legal Division to being nationally recognized as a government leader in e-discovery.

The Legal Division regularly requires access, analysis, review, and production of hundreds of thousands of documents from the FDIC Business Data Services environment to comply with time-sensitive subpoenas and litigation requests. It is one of the largest data collections in daily use in the federal government. As program manager, Jeffrey manages contractor resources responsible for the day-to-day management of this data, as well as implementing process and tool improvements on a continual basis.



Recipient Jeffrey Baer with Chairman Gruenberg, FDIC Director McKernan, and Chief Information Officer and Chief Privacy Officer Burns.

His effort towards cost efficiencies have saved the FDIC significant amounts of resources, including implementation of an estimates-to-actuals contractual model and the conversion from physical to cloud storage.

A substantial part of the Legal Division’s successes in failed bank litigation are attributable to Baer’s leadership, adaptability and persistence, especially in regard to changing data volumes and sources, including the growth of non-traditional data sources like Microsoft Teams as well as mobile and audio/visual formats.

GRETCHEN HOLMES—Senior Human Resources Specialist (Employee Benefits), Division of Administration, Washington

Gretchen Holmes embodies FDIC values. She exhibits grace and humility in taking time to assist less experienced staff in learning the benefits/retirement area and leads by example in customer service. She handles large and complex workloads while actively listening and providing guidance to less experienced teammates. She exhibits an incredible sense of duty and an outstanding work ethic.

In 2022, Holmes was instrumental in awarding the first ever long-term benefits contract for the third-party administrator. This involved putting together a detailed Board case and collaborating across several FDIC divisions. Her exceptional expertise in the field of retirement and benefits is rivaled only by

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Recipient Gretchen Holmes with Chairman Gruenberg, FDIC Director McKernan, and Deputy to the Chairman and Chief Operating Officer Bendler.

her outstanding customer service skills. She is an expert in federal sector benefits, particularly those that are unique to the FDIC.

Gretchen willingly imparts her knowledge to lesser-experienced staff and treats colleagues and clients alike with respect and dignity. She fosters an environment for collaborative teamwork and empowers others. She is helping to prepare the next generation of human resources leaders by assisting with their development of the knowledge and skills necessary to promote career growth and success.

CHAIRMAN'S EXCELLENCE AWARD – TEAM

Cross-Divisional Team Worked to Stop False Deposit Insurance Information

DEPOSIT INSURANCE MISREPRESENTATION TEAM

Division of Depositor and Consumer Protection

- Michelle A. Bauer, Senior Compliance Examiner, Atlanta
- Martin W. Becker, Chief, Deposit Insurance, Washington
- Justin M. Bedore, Compliance Technology Specialist, Washington
- Luke H. Brown, Associate Director, Supervisory Policy Branch, Washington
- G. Chris Finnegan, Senior Deputy Director – Detailee, Washington

- David J. Friedman, Special Advisor to the Director–Detailee, Washington
- Kimberlee K. Griffee, Consumer Affairs Specialist (Deposit Insurance), Washington
- Edward J. Hof, Senior Policy Analyst (Deposit Insurance), Washington
- Stuart Hoff, Senior Policy Analyst, Washington
- John M. Jackwood, Sr. Policy Analyst, Washington
- Thaddeus J. King, Policy Analyst (Compliance), Washington
- Mauricio E. Lainez, Senior Consumer Affairs Specialist, Washington
- Stacy T. Meisel, Chief, Consumer Compliance & Udap Examination Section, Washington
- Ruthanne Murray, Consumer Affairs Specialist, Washington
- Tara Oxley, Acting Deputy Regional Director–Detailee, Kansas City
- Mark Pearce, Director, Washington
- Phillip Perret, Consumer Affairs Specialist, Washington
- Paul Robin, Chief, Supervisory Policy Section, Washington
- Bryon A. Scott, Acting Fair Lending Examination Specialist–Detailee, Dallas
- Kate Spears, Senior Consumer Affairs Specialist, Washington
- Meron Wondwosen, Senior Policy Analyst (Deposit Insurance), Washington

Legal Division

- Ruth R. Amberg, Assistant General Counsel, Washington
- James L. Anderson, Deputy General Counsel, Washington
- Rhonda L. Campbell, Counsel, Washington
- Jeffrey E. Duff, Management Analyst, Washington
- Michael P. Farrell, Counsel, Washington
- Chantal Hernandez, Senior Attorney, Washington
- Shirley Huang, Supervisory Counsel, San Francisco

- Sheikha Kapoor, Senior Counsel, Washington
- Vivek V. Khare, Counsel, Washington
- Kathryn J. Marks, Counsel, Washington
- Robert M. Meiers, Honors Attorney, Washington
- Jason A. Pan, Counsel, Washington
- Harrel M. Pettway, General Counsel, Washington
- Bowen W. Ranney, Senior Attorney, (Consumer), Washington
- Seth P. Rosebrock, Assistant General Counsel, Washington
- Marguerite Sagatelian, Senior Special Counsel, Washington
- Mara A. Strier, Senior Attorney, Washington
- Amy T. Troutt-Towns, Paralegal Specialist, Washington
- James S. Watts, Counsel, Washington
- Merlene White, Management Specialist, Washington
- Cheryl L. Ziegler, Supervisory Counsel, Washington

Division of Risk Management Supervision

- Michael B. Benardo, Chief, Cyber-Fraud and Financial Crimes Section, Washington
- Judy E. Gross, Senior Policy Analyst, Washington
- Fu-Jan Huang, Examination Specialist, Washington
- Thomas F. Lyons, Associate Director (Risk Management Policy), Washington
- Alicia R. Marks, Examination Specialist, Washington
- Rae-Ann Miller, Senior Deputy Director, Washington
- Sumaya A. Muraywid, Chief, Emerging Technology Section, Kansas City
- George W. Parkerson, Chief, Policy & Program Development Section, Washington

For 90 years, the American people have placed their trust in the FDIC and institutions that bear the official FDIC teller sign—the symbol of confidence for depositors that their money is safe.



Deposit Insurance Misrepresentation Team

In recent years, instances of individuals or entities misusing the FDIC's name or logo or making false or misleading representations about deposit insurance have increased. Because deposit insurance is vital to the FDIC's ability to meet its core mission, it cannot be undermined.

In 2022, a team of employees from the Division of Depositor and Consumer Protection, the Legal Division, and the Division of Risk Management Supervision engaged in extensive efforts to prevent consumer harm and confusion regarding deposit insurance, including

Creating a process for the public to report suspected false advertising, misuse, or misrepresentations about deposit insurance to the FDIC

Updating and implementing policies and procedures for responding to suspected misrepresentations to reduce impact on consumers, banks, and the banking system

Conducting supervisory and legal reviews, which resulted in several cease-and-desist letters

Issuing a public fact sheet and an advisory to banks that addressed misconceptions about deposit insurance

Developing a notice of proposed rulemaking that would modernize the use of the FDIC official sign and clarify

regulations regarding false advertising, misrepresentations, and misuse of the FDIC's name, including a proposal that insured banks post a new, official digital sign to alert consumers when they may be dealing with non-deposit products, such as crypto assets

As the banking system evolves and new products and services are introduced, these efforts help ensure that depositors can understand deposit insurance and recognize when their funds are protected by the FDIC and when they are not.

The team's efforts supported the FDIC's core mission to maintain stability and public confidence in the banking system by bringing the certainty and safety historically provided by the official FDIC sign to online banking; clarifying for consumers when they are doing business with an insured institution and when their funds are protected by the FDIC; clarifying rules for insured institutions and non-insured institutions and holding them accountable for compliance; and developing a mechanism for the public to contact the FDIC about misrepresentations.

EDWARD J. RODDY EXAMINER EXCELLENCE AWARD (RMS)

Jeffrey McMullin Honored for Excellence in Examiner Training

JEFFREY MCMULLIN—Examiner, Division of Risk Management Supervision, Kansas City

Jeffrey McMullin displayed a consistently high level of dedication, competence, imagination, and leadership in making an unparalleled contribution to examiner training and development.

McMullin's greatest contribution to the FDIC has been in developing other examiners, including those he has formally coached, those he has informally mentored, and the hundreds of FDIC, state, and foreign students he has trained as a lead instructor of the Risk Management Capstone course for the last 25 years. He has been Corporate University's go-to subject-matter expert for several redesigns of the course and was part of a three-person team tasked with converting the course to a virtual format at the onset of the pandemic.



Recipient Jeffrey McMullin with Chairman Gruenberg, FDIC Director McKernan, and Director Eberley.

McMullin was selected by the Vice Chairman's Office in 2005 to be part of a team that developed and presented a weeklong seminar on examination management in Tunisia to representatives of eight Middle Eastern countries, for which he received commendable feedback from the Vice Chairman's office. McMullin has also presented to bankers in two directors' college programs.

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Throughout his 38-year FDIC career, McMullin has exemplified the qualities upon which this award is based. His extensive examiner-in-charge experience includes several multi-billion asset size banks, along with dozens of trust examinations. He has led several examinations under backup authority, has served as a branch closing manager for a failed bank, and has also served as an acting supervisory examiner.

SYLVIA PLUNKETT EXAMINER EXCELLENCE AWARD (DCP)

Mike Selander Manages Largest Group of High-Risk Banks

MIKE SELANDER—Field Supervisor (Compliance), Division of Depositor and Consumer Protection, San Francisco

Mike Selander has displayed a consistently high level of dedication, competence, imagination, and leadership in overseeing the Salt Lake City Territory, a large complex territory that contains the highest concentration of high-risk banks in the country, due to numerous third-party relationships resulting in billions of dollars in consumer loans.

Selander's oversight responsibility includes 61 diverse banks in Utah, Wyoming and Montana with total assets over \$200 billion. Because banks in this territory have higher risk profiles and receive many consumer complaints, Selander fields frequent inquiries from headquarters regarding industry or press-related concerns, and his knowledge allows him to respond quickly and thoroughly.

An original architect of Division of Depositor and Consumer Protection's Complex Bank Program, Selander was instrumental in constructing the pilot program based on broad experience with the most complex banks. He works with examiners-in-charge to develop supervisory strategies based on risk of consumer harm and with the Consumer Response Unit to ensure consumer complaints are appropriately analyzed and that trends are provided to exam teams and banks.

Selander maintains an excellent rapport with all banks in the territory, including the most complex banks. Even the most challenging bankers hold him in high regard for his directness, honesty and integrity. Selander also maintains a strong collaborative relationship with the state.



Recipient Michael Selander with Chairman Gruenberg, FDIC Director McKernan, Sylvia Plunkett, and Director Pearce.

Also a valued recruiter, Selander has developed strong relationships with external contacts to attract the best candidates at hiring events, and he has fostered strong communication and collaboration with his peers in the Division of Risk Management Supervision.

JAMES R. MCFADYEN AWARD FOR RESEARCH, DATA AND POLICY ANALYSIS

Team Honored for Developing Plan to Raise Deposit Insurance Rate Schedules

AMENDED RESTORATION PLAN AND ASSESSMENT RAISE FINAL RULE TEAM

Division of Insurance and Research

- Andrew T. Driscoll, Policy Analyst, Washington
- Margaret M. Hanrahan, Chief, Financial Analysis Section, Washington
- Daniel S. Hoople, Chief, Fund Analysis & Pricing Section, Washington
- Charles L. James, Financial Economist, Washington
- Camille A Keith, Financial Economist, Washington

- Ashley M. Mihalik, Acting Associate Director,
- National and Regional Risk Analysis Branch, Washington
- Daniel Nguyen, Senior Economist, Washington
- Krishna K. Patel, Chief, Economic Analysis Section, Washington
- Chester W. Polson, Senior Financial Economist, Washington
- Kayla J. Shoemaker, Acting Chief, Banking and Regulatory Policy Section, Washington
- Ryan T. Singer, Chief, Regulatory Analysis Section, Washington
- Courtney L. Smith, Economic Analyst, Washington

Division of Complex Institution Supervision and Resolution

- David K. Lee, Senior Complex Financial Institution Resolution Specialist, Washington

The team responsible for the Amended Restoration Plan and Assessment Raise final rule managed the Deposit Insurance Fund (DIF) through the development of an amended Restoration Plan and finalization of a rule to raise deposit insurance assessment rate schedules. Their efforts improved the likelihood that the reserve ratio will be restored to the statutory minimum before the statutory deadline. The team's steadfast dedication to the FDIC's mission will lead to a stronger DIF, which is essential in promoting confidence in deposit insurance and contributing to financial stability in the banking system.

After two years under a Restoration Plan, established during the height of the pandemic due to an extraordinary influx of insured deposits that showed no signs of receding, it was clear that the reserve ratio was at risk of not reaching the statutory minimum by the deadline absent an increase to the deposit insurance assessment rate schedules by at least two basis points. The team was able to effectively demonstrate to the

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James R. McFadyen Award for Research, Data and Policy Analysis Amended Restoration Plan and Assessment Raise Final Rule Team

Board of Directors and the public that it was necessary to finalize a rule to raise assessment rates before the end of 2022, given the significant downside risk the banking industry faced going forward. Given the recent events in March of this year, the analysis and recommendation was prescient.

The team members exhibited poise and professionalism throughout the entire process, particularly when briefing key decision makers or responding to industry comments. They relied on facts, data, and historical experience to substantiate their projections and recommendations, never losing sight of their goal to strengthen the DIF. This process began in early 2022, and because of the team's expertise and hard work, the assessment increase became effective in 2023. This accomplishment is a monumental policy achievement that will have a positive impact on the FDIC, the banking industry, insured depositors, and the public going forward.

ROBERT F. LONGWORTH LEADERSHIP AWARD

Alex Greenberg Developed Large Bank Strategy and Policies

ALEX GREENBERG—Assistant Director of Asset Management, Division of Resolutions and Receiverships, Dallas

In 2022, Alex Greenberg exhibited effective, innovative, and creative leadership, commitment, and dedication to the FDIC's mission and goals through his leadership in developing a large bank

strategy and supporting policies. As a leader of the Large Bank Resolutions divisional goal project and in updating Receivership Management Delegations, Greenberg was responsible for leading teams that produced the following:

- Development of the Large Bank Resolution Strategy Guide
- Development of BDI formation and governance documents
- Development of a BDI Franchise Value framework
- Collaboration with the Division of Complex Institution Supervision and Resolution and updating CISR/DRR Coordination Memos
- Receivership Management Delegation development, including coordination with the Legal Division

Greenberg briefed executive leadership on the status and outcome of this project multiple times during 2022, highlighting progress and key decision points. He also led several other key projects for the Division of Resolutions and Receiverships (DRR), developing new strategies and governance frameworks, and collaborating with stakeholders across multiple divisions.

Greenberg's work on initiatives that improved DRR's readiness for future bank resolutions demonstrate his strong commitment to leadership and innovation.



Recipient Alexander Greenberg with Chairman Gruenberg, FDIC Director McKernan, and Director Sweeney.

These projects also demonstrate his collaborative skills in developing solutions that also meet the needs and interests of other FDIC divisions.

In addition, while pursuing these major

objectives, Alex performed his regular duties as Assistant Director in the Asset Marketing and Management branch, where he was responsible for leading four teams of 40 employees.

BOBBY BEAN AWARD FOR BANKING POLICY LEADERSHIP

Jenny Traille Honored with New Award Recognizing Policy Leadership

JENNY TRAILLE—Associate Director, Systemic Risk Branch, Division of Complex Institution Supervision and Resolution, Washington

Jenny Traille embodies the values recognized by the new Bobby Bean Award by exhibiting diligence and dedication in enhancing the FDIC's ability and capacity to resolve large complex financial institutions and systemic non-bank financial companies, which is fundamental to FDIC's ability to maintain public confidence in the nation's financial system.

Chairman Martin Gruenberg dedicated the award earlier in 2023 following Bobby Bean's retirement from the Capital Markets Branch in the Division of Risk Management Supervision. The award recognizes an FDIC employee who demonstrates strategic vision, commitment, and leadership in banking policy development and execution. It also recognizes excellence in strategic planning and negotiating skills combined with the ability to work cooperatively across internal and external organizational boundaries to accomplish important agency goals.

In 2022, Traille made significant contributions toward FDIC's ability to make large, complex financial institutions resolvable. She served as a leader and subject-matter expert on multiple international and domestic policy projects, including broker-dealer and Insured Depository Institution rules, the U.S./UK forum, and the U.S. Financial Sector Assessment Program.

Traille leads the FDIC's policy development for central counterparty resolution by supporting the work of the Financial Stability Board's Resolution Steering



Recipient Jenny Traille with Chairman Gruenberg, FDIC Director McKernan, Director Conneely, and Deputy to the Chairman and Chief of Staff Copa.

Committee and Cross-Border Crisis Management Group for Financial Market Infrastructures. She also coordinates international principal-level cooperation events.

When the FDIC took a leadership role in contributing to the drafting of the Financial Stability Board's guidance on central counterparties, Traille led negotiations with members of the Cross-Border Crisis Management Group for Financial Market Infrastructures and the Financial Stability Board's Secretariat.

As the FDIC member of the Crisis Management Group, Traille negotiated with other members throughout the drafting and comment periods to ensure that the final guidance furthers the FDIC's goals in resolution. She also took a leadership role in drafting and negotiating the follow-on international work on central counterparty resources, which was published in 2022.

DOUGLAS H. JONES LEGAL EXCELLENCE AWARD

Sherry A. Betancourt Recognized for Legal Work on CRA Revision

SHERRY BETANCOURT—Counsel, Legal Division, Washington

Sherry Betancourt exemplifies the gold standard of excellence and professionalism set by Douglas H. Jones. As the FDIC's lead attorney on the first major revision of the Community Reinvestment Act regulations since 1995, she has been

vital to the development of the proposed CRA rule released in May 2022, and is even more critical to the development of the final rule expected to be released this year.

This rulemaking is a priority for the FDIC, other banking agencies, and the Biden Administration. When finalized, it will significantly increase the scope and rigor of the CRA, and in doing so will address one of the most intractable challenges of financial markets: expanding access to credit, investment and basic banking services in low- and moderate-income communities across the United States.



Recipient Sherry Betancourt with Chairman Gruenberg, FDIC Director McKernan, Douglas H. Jones, and General Counsel Pettway.

Betancourt has consistently demonstrated excellence and professionalism through her thorough knowledge of the CRA, her leadership and ability to support her teammates to get the job done well, and her tireless work ethic.

She is relied upon throughout the agency and beyond for her sound judgment, analytic ability and research skills, enabling her colleagues to be confident that work will get done thoroughly, exceptionally, and on time.

ANNIE D. MOORE EEO, DIVERSITY AND INCLUSION AWARD—EXECUTIVE

Phyllis Patton and Mary Peterman Honored for Leadership, Dedication

PHYLLIS PATTON—Deputy Regional Director, Division of Depositor and Consumer Protection, Atlanta

Patton has displayed extraordinary dedication to service that builds stronger communities by promoting personal growth, higher education, career development, and economic advancement. She has made significant contributions to students, families, and communities by empowering individuals both personally and while in leadership roles through various community service organizations.

As a member of Alpha Kappa Alpha Sorority, Patton is committed to fulfilling its mission to cultivate and encourage high scholastic and ethical standards. In 2022, she led a committee that sponsored underprivileged families by providing children's clothing, toys, educational books and games, and gift cards for food and household items. Patton also led an initiative to adopt a nursing home to build relationships with elderly residents.

As the first in her family to graduate from college, Patton is a strong believer of paying it forward and is devoted to ensuring others have the same opportunity. In 2022, she co-chaired and planned the 2023 College Fair that hosted more than 30 Historically Black Colleges and Universities. More than 350 parents and teens learned about the benefits of higher education, the colleges, the admission requirements, scholarship opportunities, and financial aid. In addition, as a member of Talladega College Alumni Association's Executive Board, Patton provided guidance regarding scholarships and in-kind donations of essential items for the college and students in need.



Annie D. Moore EEO, Diversity and Inclusion Award (Executive) recipient Phyllis Patton

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Patton has personally mentored students, assisted with college applications and essays, and has written countless recommendation letters. Her tireless dedication to service has inspired teens, supported families, and positively impacted communities for generations to come.

MARY PETERMAN—Deputy Director, Controller, Division of Finance, Washington

Exemplifying tangible leadership commitment to diversity, equity, inclusion and accessibility (DEIA) at FDIC, Mary Peterman led several DEIA-focused activities for her team, some of which include:

- Hosting a program on “How to Be a Great Ally at Work” with the Office of Minority and Women Inclusion
- Leading her team’s visit to the National Museum of African American History and Culture
- Developing a program to host and mentor a student through the Diversity Outreach Student Intern Program (DOSIP) and assisting the student in becoming a Pathways intern
- Mentoring two women managers, one of whom is participating in an executive candidate development program
- Creating a “diversity moments” channel on Microsoft Teams and regularly posting DEIA information
- Serving as the executive sponsor for the D.C. Chairman’s Diversity Advisory Council

Peterman is actively invested in propelling DEAI initiatives forward across government. She served as co-chair for Association of Government Accountants (AGA) Council for the Advancement of Women, which manages gender diversity initiatives and progress and creates strategic accountability for results, promotes governance and oversight of gender diversity efforts, and integrates gender diversity into strategy and programming.



Annie D. Moore EEO, Diversity and Inclusion Award (Executive) recipient Mary Peterman

Peterman also created the AGA’s first DEIA Leadership Award to recognize a public sector leader who has demonstrated excellence and results in promoting DEIA in their organization or has made a significant impact across a greater public sector population. She also co-authored an article in AGA’s “Journal of Government Financial Management” on trailblazing women.

ANNIE D. MOORE EEO, DIVERSITY AND INCLUSION AWARD—NON-EXECUTIVE

Two Groups Honored for Promoting Diversity and Inclusion

Two non-executive groups whose ambition, creativity and determination in 2022 honored diversity through their work within FDIC and beyond received this award.

Association of African American Professionals (A3P)

- Georgina D. Ayenu, Special Assistant—Detailee, Division of Information Technology, Washington
- Treisha Thorpe Borris, Special Assistant—Detailee, Division of Depositor and Consumer Protection, New York
- Jelani H. Bracey, Resolution & Receivership Specialist, Division of Resolutions and Receiverships, Dallas
- Ebony S. Burch, Compliance Examiner (Mid-Career), Division of Depositor and Consumer Protection, Atlanta
- Jessica Foster, Senior Management Analyst (Planning & Internal Review), Division of Complex Institution

Supervision and Resolution, Washington

- Raquel D. Jackson Morton, Special Assistant to the Deputy Director—Detailee, Division of Depositor and Consumer Protection, Washington
- Justin Schofield, Senior Management Specialist, Legal Division, Washington
- Darnell T. Sutton, Community Affairs Specialist, Division of Depositor and Consumer Protection, New York
- Lisa M. Williams, Internal Review Specialist, Division of Resolutions and Receiverships, Washington

In 2022, A3P, an FDIC Employee Resource Group (ERG), demonstrated significant commitment to helping FDIC achieve its diversity, equity, inclusion and accessibility (DEIA) goals and contributed to the development of the FDIC DEI Strategic Plan by investing significant personal time and establishing potential cost-saving processes for future DEIA initiatives.

In 2022, A3P helped build a sense of community and belonging for FDIC employees, supporting retention through its support programs—such as the A3P Connect (mentoring) Support Group and the Leadership Support Group—hosting speakers on African American leadership achievement, and holding workshops on interview skills as well as member listening sessions, benefiting over 270 members.

A3P also led DEIA projects and events and collaborated with the Office of Minority and Women Inclusion, the Chairman’s Diversity Advisory Councils, regional and divisional DEIA Working Groups, and other ERGs, providing five FDIC-wide DEIA programs and one targeted divisional DEIA program, benefitting over 1500 employees. These programs covered DEIA topics on leadership, equality, critical race theory, intersectionality, allyship, and more.

A3P developed a DEIA program on Black, Indigenous, People of Color Mental Health Awareness for a division event that is available to other divisions. The ERG also represented African American

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employees in about 15 meetings and strategic planning listening sessions with regional and divisional executives, including the chairman.

Outside the agency, A3P promoted and helped improve perception of the FDIC's public image by delivering eight Money Smart financial education sessions to over 250 students and teachers from majority Black and Hispanic High Schools. A3P also participated with FDIC recruiters at two Historically Black Colleges and Universities events and promoted all FDIC ERGs at interagency and private industry events.

San Francisco-based Minority Recruitment Task Force

- Justin T. Huynh, Field Office Supervisor, Division of Depositor and Consumer Protection, San Francisco
- Estefania Sasone, Acting Supervisory Examiner–Detailer, Division of Depositor and Consumer Protection, Dallas
- Frances W. Tam, Senior Consumer Affairs Specialist, Division of Depositor and Consumer Protection, San Francisco
- Enrique (Alex) Uvidia, Examination Specialist (Communications), Division of Risk Management Supervision, Washington
- Bryan Wampler, Chief, Monitoring & Risk Analysis Section, Division of Resolutions and Receiverships, San Francisco,
- Michael D. Williams, Human Resources Specialist, Division of Administration, San Francisco

Through their actions, the San Francisco Minority Recruitment Task Force demonstrated a dedication to excellence, professionalism, and outstanding achievement in recruiting minority candidates in the San Francisco Region. The team exceeded the region's minority recruitment initiatives through innovation, imagination, and perseverance. They served as a leading example for other Minority Recruitment Task Forces in the agency.

Without their efforts, the FDIC San Francisco Region would have had a difficult time achieving its Diversity, Equity, Inclusion, and Accessibility (DEIA) goals. Recruiters across the Division of Depositor and Consumer Protection, the Division of Administration, the Division of Resolutions and Receiverships and the Division of Risk Management Supervision met and discussed creative solutions to increase awareness of the FDIC, establish a partnership with targeted universities, and identify more minority applicants for all internship and entry-level hiring programs.

The team developed a series of three virtual FDIC branding sessions to promote the agency and DEIA:

- Turning Career Ambitions into Accomplishments
- The Power and Value of Employee Resource Groups
- A Day in the Life of an FDIC Examiner

The task force collaborated with panels of recent hires, career professionals, and executive managers to best represent the FDIC as a diverse and welcoming workplace to potential applicants. These sessions were a resounding success with more than 50 students registered for each session.

VISIONARY AWARD

—An individual and a team were honored with the Visionary Award.

Karyen Chu and FOCUS Team Honored for Data Analysis, Software Development

KARYEN CHU—Chief of Banking Research, Division of Insurance and Research

Karyen Chu has demonstrated dedication, competence and leadership both as data steward and subject-matter expert of the FDIC High-Performing Computing Cluster, or FHPCC, and in leading the biennial FDIC National Survey of Unbanked and Underbanked Households.

For the FHPCC, Chu has continually provided exceptional quality of service



Recipient Karyen Chu with Chairman Gruenberg, FDIC Director McKernan, Chief Information Officer & Chief Privacy Officer Burns, and Director Mitchell.

to users and worked diligently and effectively with both the IT assistants and data owners to maintain the system. She facilitated data access, trained new users, and ensured the FHPCC ran at its full capacity.

In addition, Chu was the driving force behind the 2022 version of the FDIC National Survey of Unbanked and Underbanked Households, which has become the “go to” reference for measuring how well the financial system is serving Americans. Chu led a group of economists and analysts in data collection and analysis, while managing cross-divisional collaboration within the FDIC, and working closely with other federal agencies.

Her exceptional work in both regards has significantly contributed to the modernization of FDIC technology. The quality and capacity of FHPCC has made FDIC one of the leaders in the area of data management among the financial regulators. And the survey has been invaluable to researchers and policymakers over the past decade.

High-performing systems and quality data allow the FDIC to be effective in maintaining stability and public confidence in the nation's financial system in this rapidly changing and data-driven environment. Chu's innovative work significantly improved the productivity and quality of FDIC's economists, which in turn generated more reliable and timely information for management.

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FOCUS-TRANSFORMED DCP'S SUPERVISORY AND EXAMINATION CAPABILITIES TEAM

Division of Complex Institution Supervision and Resolution

- Kaj D. Vetter, Senior Complex Financial Institution Resolution Specialist, Washington

Division of Depositor and Consumer Protection

- Denise R. Beiswanger, Examination Specialist, Washington
- William K. Doering, IT Project Manager, Washington
- Wayne M. Evans, Deputy Director, Washington
- Stacy A. Hedner, Project Manager—Detailer, Washington
- Lancen Jameson, Assistant Regional Director—Detailer, Washington
- Julie R. Marcy, Senior Financial Institution Examiner—Detailer, Washington
- Thomas R. McDonald, Senior Financial Institution Examiner—Detailer, Washington
- S. Lynn Meadows, Senior Examination Specialist, Washington
- Murali Ramassamy, Program Manager, Washington
- Teresa M. Sabanty, Deputy Regional Director (Compliance), Chicago

Division of Finance

- Stuart Levy, Senior Management Analyst, Washington

Division of Information Technology

- Jyotsna Jame, Deputy Director, Washington
- Moji Khoshdouz, Senior IT Specialist, Washington
- Anitha Koranath, IT Specialist (APPSW), Washington
- Edwin Leong, IT Project Manager, Washington
- Vani Marata, Computer Scientist (Cybersecurity), Washington
- Venkat Murthi, Senior IT Program Manager, Washington

- Sandesh Patil, Senior IT Specialist (APPSW), Washington

Division of Resolutions and Receiverships

- Audra L. Cast, Deputy Director, Resolution Strategy—Detailer, Chicago

Division of Risk Management Supervision

- James D LaPierre, Regional Director, Kansas City

FOCUS stands for Framework for Oversight of Compliance and CRA Activities User Suite, and this team delivered a modernized, user-centric, one-stop solution that leverages a low-code business process management platform as DCP's examination system of record.

The FOCUS Release 2 deployment accomplished a significant 2022 FDIC Performance Goal and ensured the replacement of the legacy system, SOURCE. Users report that FOCUS effectively presents data from many disparate systems to improve the comprehensive view of supervised institutions.

This team shared a commitment to deliver a highly valued product that leveraged new technology capabilities and iterative delivery, addressed user needs, and provided a foundation for future development. The team provided the collaboration, resilience, and tenacity for the development of a modern mission-essential application and minimized organizational barriers.

By valuing input from multiple users and tests, the team thoughtfully incorporated the perspectives of many user groups during the development process. That user feedback was extremely positive and led to a host of new capabilities, including automated templates, transparent workflows, enhanced data usage, and change management that is responsive to dynamic supervisory needs.

The team also overcame several obstacles during the development process. The issues were often the first time the FDIC addressed these unique challenges in developing modernized applications, including creating a tool

to generate realistic data to securely develop, test, and document management capability.

FOCUS transformed DCP's examination capabilities by providing an end-to-end solution that provides value to our supervisory mission and the lessons learned will benefit future modernization efforts.

NANCY K. RECTOR PUBLIC SERVICE AWARD

Elizabeth Okoth Builds Opportunities for Girls in Kenya

ELIZABETH OKOTH—Examination Specialist, Division of Complex Institution Supervision and Resolution, Atlanta

Liza Okoth has dedicated her life to serving girls in her native Kenya. In 2018, she started donating school fees and mentoring girls in Kenya before founding Flip Flop Friends (FFF), a non-profit organization, with her daughter. FFF provides flip flops, clothes, books, feminine hygiene products, and school fees to girls in Nyakach, in southwestern Kenya. Okoth also visits Kenya schools several times a year as a motivational speaker.

In 2022, Okoth and her husband broke ground on a computer center in Kenya to teach girls IT and computer programming skills. It will be the first computer center in the entire province when completed in early 2025.



Recipient Elizabeth Okoth with Chairman Gruenberg, FDIC Director McKernan, Director Conneely, and Director Jiminez.

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Okoth personally knows the major impact education can have on the trajectory of a girl's life. As a child, she fought to continue her own schooling, and she became the only girl in her large family to attend college. In Kenya, children are given free tuition until eighth grade. After that, education of boys is prioritized, so most girls leave school after the eighth grade.

Also, many girls who hit puberty fall behind or drop out because they cannot attend classes without feminine hygiene products. Okoth and FFF strive to ensure that girls do not fall behind by providing them with sanitary napkins and other assistance to help them stay in school beyond grade 8.

Over the years, Okoth has helped hundreds of young girls who live in poverty to achieve dreams of literacy and advanced education by providing both resources and opportunities.

FDIC SUPPORT SERVICES AWARD

Irene Sellman Advocates for Employees with Disabilities

IRENE SELLMAN—Consumer Affairs Technician, Division of Depositor and Consumer Protection, Washington

Throughout her 35-year public service career, Irene Sellman has contributed significantly to the FDIC community and accomplished key agency goals. In addition to her day-to-day tasks as Consumer Affairs Technician, Sellman has advocated and created a career path for disabled employees to thrive and grow in the FDIC. She has advanced opportunities for employees with disabilities, with a focus on the deaf and hard-of-hearing communities, both inside and outside the FDIC.

In 2022, Sellman improved the lives of FDIC employees, FDIC contractors, and many in the American Sign Language community in numerous ways, including the following:

- Teaching the basics of American Sign Language to FDIC employees throughout the regions and headquarters

- Making FDIC facilities safer and more accessible through the Corporate Advocacy Network for Disability Opportunities, also known as CAN DO, an FDIC Employee Resource Group
- Providing security guards with basic sign language skills to welcome deaf employees to FDIC buildings and parking garages
- Speaking with deaf consumers to determine their financial education focus, financial needs and concerns at the National Association of the Deaf Conference, and reporting her findings to FDIC colleagues to improve FDIC communications
- Volunteering as an interpreter to deaf and blind individuals
- Recommending ways to make the Money Smart program more inclusive
- Presenting Money Smart Financial Education modules in American Sign Language to students and parents and deaf communities
- Supporting the FDIC Knowledge Center by creating financial articles for consumers
- Maintaining the Consumer Affairs mailbox by timely and efficiently responding to consumer inquiries



Recipient Irene Sellman with Chairman Gruenberg, FDIC Director McKernan, Director Thompson, and Director Pearce.

Sellman is a role model who encourages and inspires others. She remains resilient, always willing to take on new assignments and learn new skills. Her contributions have positively impacted her team, the FDIC, and consumers.

EMPLOYEES RECOGNIZED FOR 35 YEARS OF FEDERAL SERVICE

At the annual Chairman's Awards ceremony, which took place on June 29, 2023, to recognize achievements in 2022, 124 people were honored for their 35 years of service to the federal government. The honorees received a congratulatory email during the month of their anniversary. They also received a Board Resolution recognizing their federal service.

To many, 35 years seems like a long time ago, especially to those who were not born! Here are a few points about life in 1987:

- The U.S. population was about 244 million; today it is 331 million.
- The average annual income was \$30,850.
- The top selling car was the Ford Escort, and it cost around \$8,000.
- Beverly Hills Cop II was the biggest movie of the year. The cost of a movie ticket was \$3.91.
- According to FDIC's BankFind, there were approximately 13,500 insured banks in the United States with total assets of \$3 trillion.

During the ceremony, Donna Saulnier, Director, Division of Finance and Art Murton, Deputy to the Chairman for Financial Stability recognized the following individuals for their 35 years of federal service.

35 YEARS OF FEDERAL SERVICE

- Scott M. Alexander (Chicago, DCP)
- Alicia F. Amiel (Washington, DOA)
- Gerald A. Andersen (Chicago, RMS)
- Rebecca L. Baker Bennett (Dallas, DOA)
- David Allen Beck (Chicago, Legal)
- Doug A. Belew (Atlanta, RMS)
- Teresa L. Belew (Washington, DOA)
- Terry W. Belter (Atlanta, RMS)
- Adam L. Bialosky (San Francisco, Legal)
- Philip M. Blanchard (Washington, OO)
- Thomas Preston Bolt (Washington, Legal)

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Chairman's Awards, *from page 12*

- Michael James Brennan (Washington, RMS)
- Kimberly A. Briscoe (Washington, OCOM)
- Lisa L. Brown Jones (Washington, DOA)
- Marcelle C. Brown (Washington, DOA)
- Kevin P. Bruno (Washington, CISR)
- Cecilia T. Cabrera (San Francisco, DIT)
- Donna K. Campbell (Chicago, RMS)
- William L. Carey (Kansas City, DOA)
- Sean D. Cassidy (Washington, DRR)
- Tonorrow Cogsdell Irby (Washington, DCP)
- Scott D. Cooper (Washington, Legal)
- Paul A. Covas (Washington, DOF)
- Michael J. Dando (Washington, DRR)
- Terry Allan Davis (Washington, DOA)
- Donald Earl Dawkins (Dallas, RMS)
- Brian William Deitch (Washington, DIR)
- Phil Stanley Dickerson (Atlanta, RMS)
- Ai Chau T. Do (San Francisco, RMS)
- Dianne R. Dodson (San Francisco, DCP)
- Doreen Renee Eberley (Washington, RMS)
- Todd G. Eich (Kansas City, RMS)
- James D. Eisfeller (Chicago, RMS)
- David M. Fiedorek (Atlanta, RMS)
- Mathias H. Floersch Jr. (Chicago, RMS)
- Beverlea S. Gardner (Dallas, RMS)
- Edward M. Gentry (Washington, ORMIC)
- Lisa D. Gibson (Washington, DOA)
- Dawn A. Gilbert (Washington, OIG)
- Kevin J. Glueckert (New York, RMS)
- Gregory Brent Godwin (Washington, DRR)
- Renee D. Gorney (Chicago, DCP)
- Randall B. Graham (Dallas, RMS)
- Mary R. Hanna (Washington, CU)
- Margaret M. Hanrahan (Washington, DIR)
- Sylvia A. Henson (Dallas, DOA)
- Peter D. Hirsch (Washington, RMS)
- Michaelene R. Hitaffer (Washington, DOF)
- Lori M. Honjiyo (San Francisco, Legal)
- Russell S. Hubble (Chicago, RMS)
- Todd M. Hughes (Chicago, RMS)
- Diana L. Imlay (Washington, DIT)
- Gary A. Jackson (Washington, Legal)
- Christine A. Jertberg (San Francisco, RMS)
- John R. Jilovec (Kansas City, RMS)
- Edward A. Jimenez (New York, RMS)
- Lynda Ann Johnson (Washington, DOF)
- Robert A. Kahl (Washington, RMS)
- Janet R. Kincaid (San Francisco, DCP)
- Kelli L. Kirkpatrick (Atlanta, RMS)
- Susan Elizabeth Ha Koepp (Washington, ORMIC)
- Scott P. Korber (New York, DCP)
- Robert L. Krohn (Kansas City, RMS)
- Tina Lamoreaux (Washington, Legal)
- Andrea Michelle Landry (Washington, DOA)
- Alan L. Liguori (New York, RMS)
- Jeffrey A. Lott (Kansas City, RMS)
- Richard L. Lusk (New York, RMS)
- Kimberly Su Maiorello (Chicago, DOA)
- Daniel J. Malone (Chicago, RMS)
- Deborah A. Massenberg (Washington, DOF)
- Tim E. McCartney (Chicago, RMS)
- Latonya M. McGowan (Washington, DOF)
- Christina Mcknight (Chicago, RMS)
- Laura Jane McNulty (Washington, Legal)
- Irene Medrano (Washington, DRR)
- Jonathan Neil Miller (Washington, DCP)
- Lynne S. Montgomery (Washington, DIR)
- Michaela R. Moy (Chicago, RMS)
- Charles A. Neal (Dallas, RMS)
- Kyle J. Netten (Kansas City, RMS)
- Helen Rokas Nikolouzos (New York, RMS)
- Robert C. Nolan (Washington, DOF)
- Serena L. Owens (Dallas, RMS)
- Lori L. Paluso (Chicago, RMS)
- Kea Parker (Washington, OIG)
- Patricia Ann Plater (Atlanta, RMS)
- Karen S. Porter (Washington, DCP)
- Merlene White Price (Washington, Legal)
- Ann M. Rabadia (Washington, DOA)
- Eric W. Reither (Washington, RMS)
- Vikki J. Reynolds (Washington, DIR)
- Timothy D. Rich (Atlanta, RMS)
- William Robinson (Washington, DIR)
- Regena Sheree Rose (Washington, CU)
- Marguerite Sagatelian (Washington, Legal)
- Kevin J. Schmidt (New York, RMS)
- Heidilynne Schultheiss (Washington, CISR)
- Lisa J. Schuster (Washington, DOA)
- Irene Anne Sellman (Washington, DCP)
- Jenipher W. Smith (Dallas, DCP)
- Joseph T. Smith (Washington, ORMIC)
- Kimberly A. Smith (Washington, Legal)
- Randal R. Smith (Washington, DRR)
- William C. Smith (Washington, DRR)
- Richard Penfield Starke (Washington, Legal)
- William P. Stewart Jr. (Washington, DRR)
- Derek L. Sturtevant (Washington, RMS)
- Jeffery L. Tate (Dallas, DCP)
- Sam E. Taylor Jr. (Dallas, Legal)
- Lisa Taylor (Washington, Legal)
- Mark G. Taylor (Dallas, RMS)
- Linda Marie Tibbs (Atlanta, DCP)
- Constantine D. Tsantes (New York, RMS)
- Sharon Carey Tushin (Washington, OIG)
- Mark J. Ungerman (New York, RMS)
- James J. Ventorini (Washington, RMS)
- Annette Marks Warren (Washington, Legal)
- Barbara M. Wayland (Washington, DRR)
- Doris N. Whitaker (Washington, DOA)
- James A. Wilson Jr. (Atlanta, RMS)
- Chante S. Freeman Wilson (Washington, DCP)
- Katrina Faye Wortham (Dallas, Legal)
- Alayne Yu (San Francisco, DCP) 卐

PRIDE Observance Highlights Power of Acceptance of Self and Others

By Sonya Weakley
Office of Communications

During FDIC's June 28 observance of Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ+) Pride Month, featured speaker Todd M. Harper called upon financial regulatory agencies to set the example for creating a workplace culture where everyone is compensated and rewarded fairly.

Harper, Chairman of the National Credit Union Administration (NCUA), noted that LGBTQ workers earn about 90 cents for every dollar that a heterosexual worker earns, and LGBTQ people of color, transgender women and men and non-binary people earn even less.

"It's our work in financial services, regulatory agencies like the NCUA and the FDIC, and within the financial services industry, to pave the way for everyone to be accepted for who they are and to be paid what they deserve," Harper said. "We must also work to advance financial inclusion for this overlooked subset of our population."

During his presentation and question-and-answer session in the Bair Auditorium, Harper shared his personal and professional experiences as a member of the LGBTQ+ community. FDIC employees also joined him in sharing their thoughts and experiences. The event was part of the Diversity and Inclusion Education Series of programs sponsored by the FDIC's Office of Minority and Women Inclusion (OMWI).

Nikita Pearson, Deputy to the Chairman for External Affairs and Director of OMWI, opened the event with a story about a text message she recently received from her daughter.

"Ashley said 'Mom, I tell you everything. So there's something important that I want to tell you today.' She said 'I've been seeing someone. And her name is Jasmine.'"

Pearson said her daughter was concerned that her mother would disown her and wanted to know if she was still proud of her, and Pearson responded by telling her daughter she loved her.

"While I thought I knew, it never dawned on me just how unsafe and ostracized people in the LGBTQ community feel, not just in the public but even with their own mother, even if their mother is the director of the Office of Minority and Women Inclusion," she said. "And it was in that moment that I decided that I had to show up better not just for my daughter, but for anyone who does not feel like they belong for any reason."

Mike Benardo, Chief of the Cyber-Fraud and Financial Crimes Section of the Division of Risk Management Supervision and Chair of PRIDE, the FDIC's Employee Resource Group (ERG), reflected on the theme of Pride Month during his introduction of Harper. He said the theme, "Peace, Love and Revolution," was related to the dedication of people who achieved expanded freedoms and equality for people in the LGBTQ+ community and the social issues that inspired the movements.

At the same time, he noted that many LGBTQ+ groups have seen a retraction of rights in some states in recent years and that civil liberties groups report tracking nearly 500 anti-LGBTQ+ bills in the 2023 legislative session across the country. "Through it all, the FDIC has remained committed to maintaining and fostering a workplace that is safe, fair and inclusive," Benardo said.

Benardo also passed along a message from FDIC Chairman Martin Gruenberg: "Chairman Harper's leadership in promoting fairness and inclusion for the LGBTQ community is invaluable. He inspires members of the LGBTQ community and all of us who value of inclusion in the workplace and the world. I am profoundly grateful that chairman Harper could be here today to invest his time and energy speaking with us."

Harper thanked Gruenberg, adding that the two of them "share a passion for financial inclusion and economic justice for all Americans."

While acknowledging the considerable progress the FDIC and the NCUA have made in embracing their LGBTQ+ communities, such as establishing employee



Todd M. Harper, Chairman of the National Credit Union Administration

resource groups, he said "our nation still has much work to do when it comes to workplace equity and acceptance. And according to a recent study, nearly half of LGBTQ people nationwide remain closeted at work."

He highlighted the importance of employee resource groups in fostering an environment that encourages the perspectives of all employees to achieve an organization's mission.

"I know how employee resource groups can be catalysts for change within their organizations because we have seen it at the NCUA and at the FDIC," he said. "These groups strengthen our agencies by being responsive to the needs of our workforce and contributing to workplace productivity."

He said his own experience in coming out underscored how employee-led resource groups are important.

"It was only with the support of my peers and allies that I became more comfortable in my own skin, and in doing so, I came out on my own terms and made friends who accepted me for who I am," he said. "When individuals unite to become an engine for positive change, they really can make a difference

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in people's lives, and that difference can be transformative for an organization and its employees.”

Harper said that when he started his federal career more than 30 years ago, people could be fired for being gay. He said the Lavender Scare (a period beginning in 1950 during which the federal government considered homosexuals to be a security risk) was still a threat, and those who dared to be openly gay in the workplace might not get a security clearance, which could be career limiting.

Harper said he considered himself fortunate in having some identity-affirming work experiences, such as working for the House Financial Services Committee when Rep. Barney Frank, who was openly gay, was the chairman.

“When I went to work on the committee, I was a gay left-hander working with a whole bunch of other gay left-handers and it was really an eye-opening experience to not necessarily be in the minority,” he said. “I wouldn't say we were necessarily in the majority at all, but it was just being accepted for who you are. That was an incredibly empowering experience.”

He also shared stories of growing up knowing that he was different but being comfortable participating in many activities in high school. He said he was well aware of the homophobic environment generated by the fear of AIDS in the 1980s and remained in the closet even during college, when he lived with two roommates that he did not know were gay until 10 years later.

He said that being gay enabled him to develop a keen awareness of others and catch subtle signals, which improved his emotional intelligence. “Being gay facilitated my ability to put myself in the shoes of others, which I hope has led me to become a more inclusive and collaborative leader. It also lit a fire within me to work tirelessly for equality, equity and inclusion for all.”

He encouraged the audience to be change agents, saying that one person

can create space for others to join in including those who feel excluded.

“Being on the right side requires action. It's one of the reasons why the NCUA is working in partnership with the FDIC and the other federal financial regulators to root out racial and residential home appraisals and automated valuation models. And it's why our agencies work together to enforce fair lending and fair credit laws. And it's why conversations like this one are so important. Each one of us has the power to be that changing agent.”

He encouraged those in the LGBTQ+ community to tell their stories because “it is in telling those stories that we can continue to build greater acceptance for and pride within the LGBTQ community.”

In closing the event, Kara-Renee Pepin, Equal Employment Specialist in OMWI, echoed Harper's words. “Being queer has taught me the power of my authenticity in the face of adversity,” she said. “This is one of the beautiful things about the LGBTQplus community. We create spaces for people to allow themselves to explore, discover and find who they are.”

She thanked the PRIDE ERG for being a partner with OMWI. She said PRIDE's mission is to promote recognition and respect for diversity and to create a workplace environment that values all employees by promoting dialogues among LGBTQ+ and straight FDIC employees.

The next program in the Diversity and Inclusion Education series will be held in observance of Hispanic Heritage Month beginning in September and continuing through mid-October. 🏠



From left: Kara-Renee Pepin, Equal Employment Specialist, OMWI; Nikita Pearson, Deputy to the Chairman for External Affairs and Director, OMWI; Todd M. Harper, Chairman, NCUA; Mike Benardo, Chief of the Cyber-Fraud and Financial Crimes Section, RMS

FDIC Colleagues Celebrate the Fourth Together

For the first time since the onset of the COVID-19 pandemic in 2020, the terrace on the 7th floor of the FDIC's Main Building in Washington, DC, was open to employees, their families, and friends on the Fourth of July holiday. Attendees had prime seats for the National Fireworks Display, and enjoyed a traditional holiday menu that included hot dogs and ice cream.

The Special Events and Hospitality Unit decorated the cafeteria, handed out American flags, and provided games to keep participants entertained as they waited for the big show.

"After three years of anticipation, we were excited to bring back the Fourth of July celebration," said Mona Thomas, Chief of the Special Events and Hospitality Unit. "I want to give a special shout-out to our exceptional event planning team whose hard work and dedication made the event a resounding success. It was great seeing the smiles of over 250 staff and their families who joined in the festivities. We look forward to organizing more memorable events at the FDIC!" 🏠



Library Resources for Researching FDIC's History

By Kay Lewandowska, Reference & Collection Management Librarian; Kate McGovern, Acquisitions Librarian; and Kathleen Monti, Information Technology Librarian

During this year's celebration of the FDIC's 90th anniversary, it is natural to become sentimental and curious about our past. Examining how the past has shaped (and continues to shape) the global, national, and local relationships between the FDIC and the people it protects enables us to comprehend and address challenging questions and dilemmas.

Because history equips us with the means to analyze and explain problems in the past, it enables us to recognize patterns that would otherwise be invisible in the present, providing a crucial perspective for comprehending (and resolving!) current and future issues.

Since its establishment in 1934, the FDIC Library has been regarded as one of the finest banking libraries in the United States. It has the largest collection of deposit insurance-related documents and studies in the world. The mission of the library is to support the research, reference, and information needs of the Corporation, including historical research, references, and information. Consequently, the FDIC contains a large volume of academic research, peer-reviewed works, and primary source materials.

You can find *A Brief History of Deposit Insurance* (1998 Edition) and *Federal Deposit Insurance Corporation: The First Fifty Years (1933-1983)* in the FDIC Archive. Started in 2019, the FDIC Archive is public facing and provides access to over 5,000 primary sources from 1933 to 2018. This includes, but is not limited to: press releases, annual reports, lists of banks examined for Community Reinvestment Act (CRA) compliance, speeches and testimony, Chief Financial Officer (CFO) reports, Quarterly Banking reports, and Federal Register citations. These documents provide the first-hand account of FDIC and its regulation of member financial institutions. You are able to search the archive by keyword, year, author, and in some cases, you

can search by banks involved, agencies involved, or the law involved. You can also find historical studies of deposit insurance from the 1930s through the crises of the early 2000s.

ProQuest Congressional provides access to the reports of the Legislative Reference Service (LRS) and Congressional Research Service (CRS) from 1916-present, and congressional committee prints from 1830-present. All documents contained in this collection have been digitized into PDF format and are full-text searchable.

On ProQuest Congressional, you can read about Public Law 91-151 which amended the Federal Deposit Insurance Act to increase the FDIC coverage limit to \$20,000; or Public Law 96-221, which more than doubled the FDIC coverage limit to \$100,000, the largest increase in history at the time; or the Dodd-Frank Wall Street Reform and Consumer Protection Act, which raised the FDIC coverage to \$250,000.

The library also has access to ProQuest Legislative Insights which has legislative histories comprised of fully searchable PDFs of full-text publications generated in the course of congressional lawmaking. Each history includes the full text of the public law itself, all versions of related bills, law-specific Congressional Record excerpts, committee hearings, reports, and prints. You can read about the legislative history of Federal Deposit Insurance Corp. Capital Stock Refund or the Banking Act of 1933.

Additionally, the library has print holdings of historical FDIC publications, bank directories, etc. To access these holdings, simply search the library's catalog using key terms or phrases. In the print collection, you will find such things as a two-page typescript document that describes the history of the FDIC headquarters building's site, with building details such as its cost and construction materials, interior decor, original art work, and the Great Seal of the United



States in the lobby, or a four-page history of the land on which FDIC's headquarters building is located, which summarizes deeds, ownership, and sales from 1685-1909.

In the library's catalog, you will also find *Crisis and Response: An FDIC History, 2008-2013*. It is a firsthand account of the important role that the FDIC played in responding to the crisis. At the time of its publication, the authors' anticipated that it would serve as a guide for future policymakers who will be tasked with responding to the next period of financial instability.

If you'd like to know more about FDIC's historical documents, please feel free to email us at library@fdic.gov with questions. 📧

Moving On

Name: Jacqueline R. Westmoreland
Position Held: Internal Review Specialist

Division: Division of Resolutions and Receiverships / Internal Review

Location: Arlington, VA (VASQ)

When and where joined the FDIC:

I first joined the FDIC in June 1990 as a Liquidation Technician in Knoxville, TN and worked at a failed bank site (owned by one of the Butcher Brothers). I assisted on various bank closings and met some great FDIC staff who I still stay in contact with today. After that office closed, I was able to obtain a temporary position with the FDIC in Washington, DC performing closing work at the National Bank of Washington failed bank site until that assignment ended in November 1991. I later returned to the FDIC in March 2009 where I was hired in the Division of Resolutions and Receiverships (DRR) Internal Review (IR) for a two-year term position, but obtained a permanent position in IR when a coworker transferred to another DRR Section, and remained there until retirement.

Other experience: In addition to my career at the FDIC, I had the best opportunity to perform accounting and internal and external auditing work in various industry sectors. This included working at other federal government agencies, state

government, retail, non-profit, banking, and public accounting. And of these, my career as an internal auditor was my most enjoyable one. This afforded me the greatest opportunities to meet people and travel. I only wish I had also worked in other industries in internal audit (e.g., cosmetics, automobile, hotel)!

Career-Highlights: The highlights of my career were being able to travel to some great places throughout the United States like Alaska, the Virgin Islands, and Puerto Rico (tough assignments LOL!). I got upon a steer in Fort Worth, TX and got close up to a Moose in Anchorage, AL! I was able to tour the Texas Depository in Dallas (I was named after Jacqueline Kennedy), the Grand Canyon, and Niagara Falls. I made sure I took the time out to tour and enjoy the cities I worked in.

Retirement date: July 29, 2023

Plans for retirement: I have written two children's books and several inspirational devotion. I plan to participate in various book and speaking events throughout the country. I want to get involved with the film industry, learn different areas of investing, and share that knowledge in addition to teaching money management principles (the sky's the limit). I love decorating and I also plan to travel and just enjoy life! Finally, I have a beautiful niece, two



Jacqueline R. Westmoreland

great-nephews, and a host of family and friends to love on and enjoy.

Comments and thoughts: Thanks to everyone including the shuttle bus drivers, security staff, cleaning staff, and more. I wish my FDIC coworkers and colleagues continued success here at the agency and in your career. Finally, I encourage everyone to be open and willing to share information they have learned, mentor and help others be successful because when you bless, you will be blessed! 🙏

Name: Om P. Arya
Position Held: Senior CFI Analyst
Division: Division of Complex Institution Supervision and Resolution (CISR)

Location: New York Office

When and where joined the FDIC: August 15, 2011, in New York City

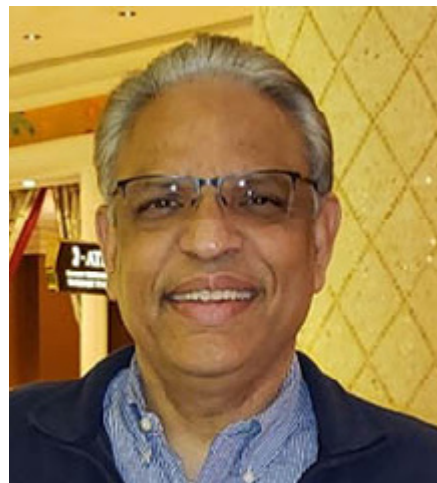
Career-Highlights: I have been working in CISR Division since August 2011. When I joined the FDIC, this division was known as the Office of Complex Financial Institutions (OCFI).

As a part of the FDIC on-site team, I monitored Market and Counterparty Credit risk at JP Morgan Chase (JPMC), one of the global and Systemically Important Financial Institutions (SIFI). I participated in review of their

Comprehensive Capital Analysis and Review submission and Title 1 programs. As the on-site lead person, I participated in meetings with the chief risk officer, the chief financial officer and other senior management, and presented findings of the London Whale incident at JPMC to the FDIC Chairman.

I presented in several internal division-wide panel discussions on topics such as firmwide Risk Appetite, Libor Transition, Stress testing, etc. I also did a one-on-one presentation on cross-institutional Risk Appetite practices to the RMS division director.

I worked on Climate Risk in banking, which is one of the priority areas of focus for the FDIC. I participated in the Inter-divisional Climate Working Group within



Om P. Arya

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the FDIC, actively contributed in Climate Financial Risk Committee of the Financial Stability Oversight Council and also participated in a subgroup of Network of Greening the Financial System, an international consortium of central banks.

Prior to the FDIC, I worked at the Federal Reserve Bank of New York where I

was the lead senior examiner for regulatory examinations of several large and complex financial institutions.

I earned my MBA in finance from the New York University and a master's degree in Computer Sciences from Indian Institute of Technology, Kanpur, India.

Retirement Date: June 30, 2023

Retirement Plans: This is the golden period of my life and I plan to enjoy it the most. I plan to travel within U.S. and also internationally, do some reading, discover new areas of interest, study spirituality, spend time with friends and family and do some volunteer work as well. 🏠

In Memoriam

Christine (Chris) Radeline

Former Senior IT Specialist (InfoSec)/ CIOO/OCISO

Christine Radeline (nee Foley), 63, of Bethany Beach, Delaware, passed away on June 12, 2023. Christine was a valuable member of Office of the Chief Information Security Officer and will be missed and remembered for her professionalism, humor, and dedication to the FDIC. She was born and raised in Teaneck, New Jersey, and was the youngest of five children. Chris graduated from Immaculate Heart Academy and Montclair State College. She furthered her studies at John's Hopkins University for her master's degree.

After college, Chris began her career as one of the first employees of People Express Airlines in Newark, New Jersey, and enjoyed every moment of the experience traveling. She was employed by, Electronic Data Systems, BAE Systems, the U.S. Justice Department, and the FDIC. Chris was a valued member of the FDIC's information security team since 2004. Chris established FDIC's inaugural information security continuous monitoring program and managed its operation for many years. Most recently, she led the Information Systems Security Impact Analysis Board, facilitating the security review of changes to FDIC's information systems.

Christine's FDIC colleagues had much to say about her life and work:

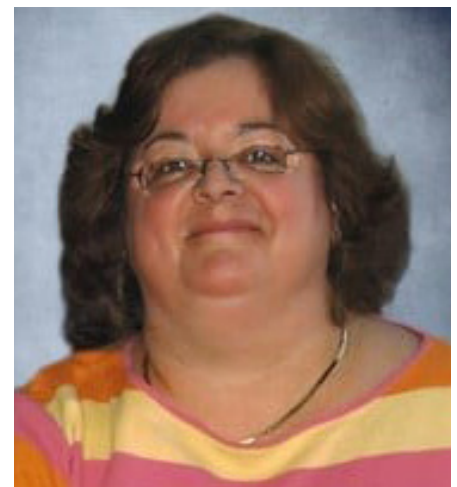
Brian Seborg, Senior Enterprise Architect, Division of Information Technology (DIT), writes "We will miss Chris. Chris and I started at the FDIC (my second tour, her first) in 2004. Both of us would be taking on our roles in security,

she heading up the creation of what would become the ATO process at the FDIC, me heading to work on technical security controls. Chris would eventually work for me when I had the opportunity to lead the Security Policy and Compliance group, and we maintained our friendship when organizational change put us in different organizations. Chris was always committed to her job, establishing the Authority to Operate process, then overseeing the contractors who did the independent testing, and finally overseeing the Security Impact Analysis process. She loved her family, Royce and Katherine (Kate), and was a lifelong dog owner having had several German Shepherds during the course of her life. I will miss our conversations and her sense of humor. My prayers for Royce, Kate, and the rest of Chris's family during this sad time."

Dennis Probst, Senior Assessment Specialist, Division of Finance, and Debbie Probst, Senior IT Specialist, DIT, write "Sending Prayers of healing and Hugs to the family. :) Christine has been a co-worker for many years at the FDIC. Christine was a true professional and she was always a bright light in the room, staying positive despite what stressors there were. Christine will be deeply missed by her FDIC friends."

Chris met the love of her life, Royce Radeline, and married in 1990, settling in Virginia. When their daughter Katherine entered their lives, they both enjoyed the richness of being parents. Kate was her greatest joy in life.

Chris was fiercely loyal and devoted to her family. She was a loving wife, mother, sister, and aunt to her family.



Christine (Chris) Radeline

She especially loved doting on all the little ones in the family and her dog. In her younger days she loved the adventure of traveling and visiting the beach. Family get-togethers were always a great opportunity to tease anyone and everyone. Once Chris retired to the beach (her happy place), a great day was simply playing with her dog, sitting on the beach at sunset or listening to the birds in her backyard.

Chris is predeceased by her parents, John and Marguerite Foley, and her brothers, Michael and Peter. She is survived by her devoted husband, Royce; her cherished daughter, Katherine; her sisters, Marianne Elwell of Plano, Texas, and Kathy Tubridy of River Edge, New Jersey; and her nephews and nieces: Christopher, Colleen, David, Kristen, Lauren, Michael, Ryan, and Samantha. 🏠