




# B . N i c h o e l C a s e y

Driven by exceptional leadership through empowered employees.

## CONTACT

619.756.0442   
nichol.casey@gmail.com   
Tualatin, OR 

## EDUCATION

**GRADUATE PROGRAM:** Stonier School of Banking  
The Wharton School of the University of Pennsylvania  
Completion 2021

**CERTIFICATE:** Regulatory Compliance Manager  
American Bankers - Institute of Certified Bankers

**JURIS DOCTOR:** OK & OR License  
University of Oklahoma College of Law

**CERTIFICATE:** Business Law and Entrepreneurship  
University of Oklahoma College of Law

**MASTERS:** MA – Administrative Leadership  
University of Oklahoma

**BACHELORS:** BS – Criminal Justice  
University of Oklahoma

## AREAS OF EXPERTISE

| **INSTITUTIONAL**  
Strategy and Efficiency  
Risk and Project Management  
Culture and Marketing  
Communications and Data Analytics  
Change and Crisis Management  
Business Plan Development

| **EMPLOYEE & COMMUNITY**  
Training and Development  
Customer Obsession  
Staff Engagement  
Community Resource Focus  
Small Business Support  
Performance Improvement

## PERSONAL SUMMARY

Focused on organizational empowerment and efficiency through clear goal development, balanced risk appetite, and exceptional business processes. Strong belief in community development through engaged employees and invested business practices by leveraging over 15 years of executive leadership experience to provide clear strategic direction on implementing innovative strategies and ideas. Motivated by exceptional institutional culture, process efficiencies, and a clear understanding of risk management.

Recently featured in *Vanguard Law Magazine* discussing integrated risk management.

Avid industry and history reader, self-proclaimed “banking law nerd”, lifelong learner, proud US Coast Guard spouse, and relentless better-maker.

## ACCOMPLISHMENTS

### RISK MANAGEMENT:

- Facilitate HUD-FHA, FNMA, secondary market investor, etc., lending, quality control, and compliance requirements for nationally rated mortgage producer.
- Satisfied regulatory enforcement action in 6 months (had been in place for 2 years) by implementing formal risk management program.
- Designed and implemented governance documentation, reporting, and risk assessments to enhance transparency for Board of Directors.
- Identified and corrected multiple areas of non-compliance, inefficient processes, and ineffective reporting lines.
- Administered risk teams for financial institution merger and technology division development.
- Oversee all aspects of enterprise risk management, compliance, fair lending, CRA, BSA/AML, fraud, information security and audit functions.

### GROWTH & PROFITABILITY:

- Doubled production in one year by developing clear training, process documentation, and system enhancements.
- Lead corporate headquarters relocation, location redesign, and institution reorganization.
- Facilitated strategic planning sessions to develop clear objectives, milestones, and tasks for both short and long term goals.
- Eliminate weak linkages across people, processes, and system with process based reviews.

### STABILITY & EFFICIENCY:

- Remodeled collection process to decrease non-payment by 75%.
- Completed full staffing analysis that resulted in improved efficiency and increased returns.
- Implemented operational efficiencies that supported organizational increases of 277% in annual net earnings; 153% in return on average assets; 103% in return on average equity in only 2 years.
- Managed institution core system conversion that enhanced efficiency by eliminating tasks and cut processing time in half.

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## COMMUNITY INVOLVEMENT

### WILLAMETTE UNIVERSITY COLLEGE OF LAW

Adjust Professor, Negotiable Instruments/  
Payment Systems  
Lunch and Learn Presenter- Banking Law

### FOUNDATION FOR VANCOUVER PUBLIC SCHOOLS

Vice President, Board of Directors  
Chair, Governance Committee  
2016-2019

### UNITED STATES COAST GUARD

Women's Leadership Symposium  
Co-Manager, Planning Committee  
Chair, Finance Committee  
2017-2019

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## INDUSTRY MEMBERSHIPS

### AMERICAN BANKERS ASSOCIATION

Steering Committee, Enterprise and  
Operational Risk Management

### OREGON BANKERS ASSOCIATION

Compliance Roundtable

### OKLAHOMA BAR ASSOCIATION

Financial Institution Committee  
Corporate Law Committee

### AMERICAN BAR ASSOCIATION

Business Law Section  
Banking Law Committee  
Corporate Compliance Committee  
Corporate Governance Committee  
Financial Services Committee

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## KEY PRESENTATIONS

Risk Management Association - ERM Conference  
2020 Speaker on program design and structure.

Key Performance Indicators for Tomorrow  
2019 USCG Leadership Symposium

Operational Excellence Strategy  
2014 MidFirst Bank Strategic Planning

## WORK EXPERIENCE

### **EVP, Corporate Secretary, General Counsel and Chief Administration Officer** Willamette Valley Bank – Salem, OR - Aug 2018 to Present

Lead administrative and risk management teams for community financial institution with the highest return on assets in the country by developing exceptional processes to manage infrastructure, information technology, security, data analytics, human resources, training, corporate governance, financial investigations, BSA/AML, vendor management, risk management, compliance, and legal.

- Utilize analytics and monitoring to effectively translate the strategic plan into informed decision-making practices and information for the board.
- Maintain a strong and sound corporate management framework and culture, while continuously enhancing processes, controls, and systems.
- Develop and maintain a constructive working relationship with the Board of Directors, Executive Management, Senior Leadership and Staff.
- Drive organizational behavior; manage, implement and monitor effective management practices; and ensure operating policies and procedures are followed throughout the organization.

### **VP, Regulatory and Operational Risk**

Umpqua Bank – Vancouver, WA - Nov 2015 to July 2018

Execute risk management program to ensure a strategy that reduces risk, promotes operational efficiency, and fosters high quality customer service through implementation of the Risk Management Program Standards for a \$24 billion institution.

- Develop reporting on risk, control, and organizational taxonomies while coordinating a risk-based approach to achieve strategic goals, adhere to risk appetites, ensure adequate documentation and controls, increase efficiency, and support organizational growth and development.
- Consult on development and implementation of Governance Risk Compliance (GRC) system and risk mitigation for all products and services; including investments, insurance, mortgages, consumer and commercial, and digital initiatives.
- Direct operations of staff and support functions, remain current on changes within the legal, regulatory, economic, competitive, and technology environments.

### **Additional Experience**

#### *Compliance Manager - MidFirst Bank*

Ensure that the organization is in full compliance with all regulatory and legal requirements. Consult on mergers, acquisitions, and joint ventures.

#### *Business Consultant and Contract Executive*

Transform businesses by providing intuitive guidance on organizational growth, development, and risk management.

#### *Operations and Retail Executive - Alps Federal Credit Union*

Develop and grow key performance drivers to include deposits, loans, net income, operating budget, marketing plan, management of risk, and development of employees. Lead organizational development goals and objectives, staffing models, schedules and performance standards while embracing the mission and values of the organization.