

# BANKERS DIGEST

The weekly news magazine devoted to Southwest banking

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## Arkansas Home Bancshares' Allison Honored as American Banker Community Banker of the Year

**Johnny Allison**, chairman of Home BancShares Inc., parent company of Centennial Bank, both of Conway, AR, is one of three honored as "Community Bankers of the Year" by *American Banker*, one of the financial services industry's top trade publications.



Allison

Allison, whose publicly-traded company just wrapped up one of the biggest banking deals in AR history when it closed the \$280 million acquisition of Liberty Bancshares Inc. of Jonesboro in October, is the subject of a three-page spread in the December 2013 issue of the magazine.

Allison is the founder of Home Bancshares and has served as chairman of its board of directors since 1998. He began in banking in the early 1980s as a director and later chairman of First National Bank of Conway, which was sold to First Commercial Corp. of Little Rock. From that time until the present, he has been a builder of banking organizations via numerous acquisitions, made through the "eyes of a businessman who runs a bank," he is quoted from the magazine story.

"Community Bankers of the Year" are named as part of the magazine's annual Banker of the Year Awards, honoring "people and the companies who set the highest standards of progress, innovation and performance in banking and financial services." 🏆

## Kessling Named Chief Auditor, BOK Financial

BOK Financial Corporation has announced that **Becky Keesling** has been named chief auditor of the \$27 billion regional financial services company based in Tulsa, OK. She will report directly to the chair of the audit committee of the board of directors and will serve on BOK's executive leadership team.



Kessling

Keesling joined BOK Financial in 2004 as VP and corporate audit manager. She was instrumental in implementing *Sarbanes-Oxley* controls across the corporation. She also managed the corporate audit team and was the primary interface with the BOK's independent auditors. Later, she was promoted to SVP and manager of loan portfolio reporting. Prior to joining BOK Financial, she served 10 years in public accounting, primarily with Ernst & Young, LLP. A CPA, she has an accounting degree from Southwest Missouri State University 🏆

Please route this issue:

## Retired Texas Banking Legend and Investment Banker James Barrington Gardner Dies at Age 79

**James Barrington Gardner**, vice chairman *emeritus* and co-founder of Commerce Street Holdings, LLC, Dallas, TX, died on November 14 after many years battling congestive heart failure.



Gardner

Gardner had a 55-year career in banking that included leading one of TX's largest banks, MBank Dallas, as president. He not only survived "the financial crisis" in TX banking of the late 1980s but was retained by federal regulators to lead the interim bridge bank that was later purchased by OH-based BancOne Corp. and is now part of Chase's TX banking franchise.

Gardner, a native of Corsicana, TX, began his banking career after graduating from SMU with a BBA degree in finance. In 1955, he joined Mercantile National Bank at Dallas in the credit department. During the next 35 years, he would rise in the ranks to become president of MBank Dallas in 1984 and group chairman for national lending and capital markets activities of parent MCorp., which in 1989 was seized by bank regulators. He retired as vice chairman of Bank One Texas in 1990.

In the 1990s, Gardner built his reputation for matching buyers and sellers of banks while serving as managing director of Samco Capital Markets. At age 73 in 2007, he co-founded investment banking firm Commerce Street Capital, where he retired in 2012. See Page 4 for related story 🏆

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## MidSouth Names Junek City President Houston, Wattinger City President Austin, Hertel VP in FW

As part of Lafayette, LA-based MidSouth Bank's strategy to expand its



**Junek**

footprint throughout several major markets in TX, the bank has added three key employees: **Gary W. Junek**, city president in Houston; **John Wattinger**, city president in Austin; and **Lee F.**

**Hertel**, vice president and commercial lender in Fort Worth. The announcement was made by Chief Operating Officer Jerry Reaux and Chief Banking Officer Troy Cloutier.

**Junek**, a native Texan with three decades of banking experience, is overseeing all of MidSouth's operations in the Houston market. He most recently was executive vice president for commercial banking at Bank of Houston. He previously served at Compass Bank, Wells Fargo Bank, and Texas Commerce Bank (now JPMorgan Chase). He has served in a variety of business development and management positions for these national and regional banks, providing a broad

range of financial products to privately owned middle market companies and individuals. He holds a BBA degree in finance from Texas A&M University.



**Wattinger**

In Austin, **Wattinger** was hired to be in charge of all operations in that market and throughout Central TX.

The Austin native has almost three decades of banking experience. He most recently served at Capital One Bank as a senior loan officer. His banking career includes positions at PlainsCapital Bank, Wells Fargo Bank, and PNC Bank. "This job offer allowed



**Hertel**

me to relocate back to Austin after 26 years in the Dallas-Fort Worth area," he said. He earned a BBA degree in accounting from Texas A&M University.

Commercial lending efforts in the Fort Worth market are accelerating under **Hertel**, a new vice president and commercial lender. He has more than 30 years of banking experience. For the past four years, he served as senior vice president and branch president of the 4313 Western Center Blvd. location for Pinnacle Bank in Fort Worth. Before that, he served 23 years at Liberty Bank in North Richland Hills, starting as vice president of consumer lending and working his way up to branch president and a member of the bank's board of directors before the bank was sold and relocated to Hurst.

MidSouth Bank serves communities in LA and TX. Its expanding TX footprint includes banking centers from Southeast and Northeast/East TX, across Central TX to Dallas and Fort Worth. It has grown through a combination of acquisitions and *denovo* branching 🏦

## Jackson Joins TCB as SVP, Financial Institutions

Dallas-based Texas Capital Bank, N.A., announced that **Jesse Jackson** recently joined the



**Jackson**

business banking division as senior vice president in the financial institutions banking group. He will offer solutions to financial institution clients in TX, LA, MS, and AR.

Jackson has more than 20 years of banking and financial experience. Prior to joining Texas Capital Bank, he served at The Federal Home Loan Bank of Dallas as a senior member sales officer and at Community Trust Financial Corporation, where he was a senior vice president with responsibility for institutional business development and external relations.

Jackson holds an MBA degree in corporate finance from the University of Dallas-Graduate School of Management and a BS degree in business from Grambling State University. He is a 2003 graduate of the Texas Tech-Rawls College of Business School of Banking and is a graduate of the Dallas Regional Chamber Leadership Dallas Class of 2010.

He is currently a member of the 2015 class at the Graduate School of Banking at LSU. He actively serves in leadership with state banking trade organizations and TX-based non-profit foundations 🏦

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## SEVERANCE

**Golden Parachute Severances and Violations of the Federal Deposit Insurance Act**

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A recent United States Court of Appeals opinion reiterates that the FDIC can trump the right to enforce a contract as it applies to a "golden parachute" severance package. See,



**Eric C. Mettenbrink**

*Martinez v. Rocky Mountain Bank*, –Fed. Appx.–, No. 11-8076, 2013 WL 5498121 (10TH Cir. Oct. 4, 2013).

The Federal Deposit Insurance Act authorizes the FDIC to regulate certain severance payments called "golden parachutes." 12 U.S.C. § 1828(k). Troubled banks are generally prohibited from making golden parachute payments without the consent of the appropriate federal banking agency and the written concurrence of the FDIC. 12 C.F.R. § 359.2 and § 359.4(a) (1).

In *Martinez v. Rocky Mountain Bank*, Plaintiff Joe F. Martinez, a former president and regional vice president of Rocky Mountain Bank and Rocky Mountain Capital (collectively, "Bank"), sued the Bank to recover his severance pay. The Bank settled but later refused to pay under the terms of the settlement agreement because federal regulators deemed the payment a prohibited "golden parachute."

Plaintiff's contract also provided for a severance package of one year's base pay if he was terminated without cause, which was roughly \$200,000.00. Some three years later, the Bank was notified by its primary regulator, the Federal Reserve Board ("Federal Reserve") that it was in a "troubled condition" as defined by 12 C.F.R. § 225.71(d). That designation triggered

the regulatory prohibition on golden parachute payments. Shortly thereafter, Plaintiff was terminated by the Bank. The Bank informed Plaintiff that the Federal Reserve and FDIC prohibited the severance package. Plaintiff then filed a lawsuit against the Bank in order to recover the severance package. The parties eventually reached a settlement. The Bank even provided a risk analysis to the Federal Reserve assessing the Bank's liability in order to obtain approval for the settlement.

The Board of Governors of the Federal Reserve System responded to the Bank and stated that the proposed settlement payment was in fact a prohibited golden parachute under 12 U.S.C. § 1828(k) and 12 C.F.R. § 359.2. The Board informed the Bank that it could seek an exception to these restrictions, but doing so would require the Bank or Plaintiff to certify that they neither possessed nor were aware of any information indicating that Plaintiff was substantially responsible for the Bank's troubled condition. See 12 C.F.R. § 359.4(a)(4)(ii). The Bank could not make this certification, however, because it had already discovered that Plaintiff was involved in originating risky loans that resulted in significant losses for the Bank. Plaintiff reinstated his claims for his severance pay against the Bank. The Bank then moved for a legal determination of

impracticability, arguing that it could not legally make the payment due to the regulatory prohibitions.

Impracticability of performance is a legal justification or excuse for nonperformance of a contractual obligation. After a contract is made, if a party's performance is made impracticable by the occurrence of an event, the nonoccurrence of which was a basic assumption upon which the contract was made, that party is relieved of the obligation. The Court of Appeals ultimately decided that the parties had no choice but to submit to the golden parachute regulations and obtain the Federal Reserve's authorization, regardless of Plaintiff's assent. Thus, the Bank's obligations associated with Plaintiff's severance package were excused.

In summary, this decision solidifies the power of the FDIC and Federal Reserve Board to override the right to contract, even if said contract was executed prior to a financial institution being declared a troubled bank. A golden parachute is popularly perceived as a multimillion dollar severance package given to top brass executives. However, this decision clearly demonstrates that once declared troubled, any severance package, no matter the size, may be con-

(continued on Page 6)



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## Schroder Joins Mutual of Bank in Houston

Mutual of Omaha Bank has announced the appointment of veteran



**Schroder**

banker **Daniel Schroder** as vice president and senior commercial banker in Houston. Based out of the bank's location at 520 Post Oak Blvd., he will work with Houston businesses and

commercial real estate brokers and developers, offering a full portfolio of commercial banking and real estate lending solutions.

A native of Houston, Schroder has 29 years of experience in the financial services industry, most recently serving as vice president of business development for Amegy Bank in Houston, where he primarily focused on energy and middle market commercial lending. He earlier served more than five years at Wells Fargo Bank.

Schroder earned a bachelor's degree from Louisiana State University and an MBA degree from Capella University in Minneapolis, MN. He holds a Series 65 securities license.

He currently serves his community as vice president of the board of directors for The Woodlands Chamber of Commerce and as a board member for the American Diabetes Association. He also is past chairman of The Woodlands Economic Outlook Conference 🏠

## Meeks Is SVP of Comm Lending, Business Bank

Edward L. Lette, president/CEO of Business Bank of Texas in Austin, has



**Meeks**

announced the hiring of **Randy Meeks** as senior vice president, responsible for all aspects of commercial lending.

Meeks has over 30 years experience in banking and finance. He has served several banks in Central TX, including executive positions at First Citizens Bank and Treaty Oak Bank, both in Austin, among others.

His experience also includes serving as the director of asset management for Jackson Investment Company. He is a licensed realtor and in this role he managed a portfolio of commercial buildings and ranch properties.

Meeks graduated from The University of Texas at Austin, McCombs School of Business, with a BBA degree in finance in 1982 and received a graduate banking degree from the Graduate School of Banking at Colorado-Boulder in 1992.

He is a member of the Real Estate Council of Austin. He has served as a board member and treasurer for Wonders and Worries and currently serves on the finance committee. He has also served on the local board of the American Heart Association. He has lived in and served in the Austin community for 25 years 🏠

## The Life of Jim Gardner, A Banker Who Valued Integrity

**James "Jim" Barrington Gardner** died in Dallas on November 14 at the age of 79, but the values of this gentle giant in banking circles live on at the investment banking firm he co-founded, Dallas-based Commerce Street Capital, and in numerous bank executive offices of bankers he mentored and helped in advancing their careers.

In a statement released by Commerce Street announcing his death, the feelings of many who knew him, including his friends at *Bankers Digest*, are sadly expressed: "Throughout the banking community, Jim was known as a brilliant businessman, a leader among leaders, a mentor and a friend. Jim loved everything about the world of banking which was evident in his devotion to all who passed through his door, looking for advice on how to sell a bank, buy a bank, or run a bank. He loved life and people, and we are thankful for his friendship and tireless devotion to each of us at Commerce Street. His passion, wisdom and sense of humor permeated all of our lives, and he will be missed greatly. To honor him, the firm has made annual contributions for scholarships in his name (James B. Gardner) to the SW Graduate School of Banking (SWGsb) at SMU's Cox School of Business ([www.swgsb.org](http://www.swgsb.org)).

Gardner was active in numerous banking industry and community affairs. He was a longtime supporter of his favorite charity, the Salvation Army of Dallas.

Many friends gathered at a memorial service on November 20 at First United Methodist Church Dallas to celebrate the life of this extraordinary man. Remembrance remarks by his daughter, Lisa Gardner Powers, rang true to everyone who knew him, "He had a quiet presence...He wasn't a big talker, but he knew how to connect with people. He was a hard working and humble man. He always told me you need to have integrity, because people trust you if you have integrity."

Gardner is also survived by his wife, Mary Beth Gardner of Dallas, and two additional daughters 🏠

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## NEW MEXICO

### Grants State Bank to Open Gallup State Bank Branch

**Ron Williams**, president/CEO, announced recently that Grants State Bank is expanding for the first time in its 66-year history outside of Grants and Milan, according to an article by Donald Jaramillo in the *Cibola Beacon* newspaper.

"The name will be Gallup State Bank," said Williams, "a branch of Grants State Bank...the only NM bank in Gallup."

According to Williams, the bank agreed on a building in September on Gallup's main street, Route 66. Gallup State Bank's address will be 1600 E. Highway 66, formerly Fox's Pizza Den. The bank is expected to open early in 2014.

Williams explained that Grants State Bank is expanding because they want to make more loans. "We want to better serve the area by making more loans," he emphasized. "We want to make more small business and consumer loans."

Grants State Bank, which opened in 1947, currently has approximately 30 employees at three locations in Cibola County, and is expected to hire no less than four people for the Gallup branch.

"The Gallup office will be similar to the Village of Milan and Roosevelt

## MISSISSIPPI

### United Mississippi Bank Finalizes Peoples Bude Deal

United Mississippi Bank (UMB), Natchez CEO **Samuel P. Porter** announced recently the merger between UMB and Peoples Bank of the South, Bude, was completed on October 31. The news was reported on the newspaper *NatchezDemocrat.com*.

Peoples Bank had branches in Bude, Meadville, Gloster, and a loan origination office in Liberty. The bank was established in 1998 and reported, as of June 30, 2013, total assets of \$82.3 million and total deposits of \$73.1 million, according to the FDIC.

UMB will increase its assets to about \$350 million in Adams, Franklin, Jefferson, Amite, and Wilkinson counties, along with Concordia and St. Landry parishes in LA. UMB employees approximately 140 people.

UMB in August 2011 entered the LA market when it merged with Merchants & Farmers Bank in Melville, which operated offices in Melville (St. Landry Parish) and Vadalía (Concordia Parish) 🏠

Avenue branches," said Williams. "A full service ATM will be available and loans will be serviced there – all the basic services," he said 🏠

## OKLAHOMA

### Stillwater National Bank, Bank of Kansas Now Bank SNB

Effective Saturday, November 16, Stillwater National Bank (SNB) and Bank of Kansas became Bank SNB, according to [www.banksnb.com](http://www.banksnb.com).

On October 4, Southwest Bancorp Inc., the parent company of SNB and Bank of Kansas, announced its two banks would consolidate into one bank, under one national charter.

With the banks becoming one brand, Bank SNB, Southwest Bancorp can now offer its customers a greater banking convenience across its three state region. OK, KS, and TX branch customers will now be able to bank at any of the Bank SNB locations.

**Mark Funke**, CEO of Southwest Bancorp, said, "Our new logo for Bank SNB is a modern take on the Stillwater National Bank's historic 'S'. It pays homage to where our company came from."

The new brand was introduced in the marketplace on November 16. Bank SNB's marketplaces should see advertising campaigns and a strong introduction of the new brand in January 2014 🏠

#### Legal Phases (continued from Page 3)

sidered a golden parachute by the FDIC or Federal Reserve Board, thus potentially rendering it impractical to honor 🏠

No information in this article is intended to constitute legal advice. For specific legal advice, please contact an attorney.

About the author: **Eric Mettenbrink**.....

Eric C. Mettenbrink is a commercial real estate transactional attorney and civil litigator with an emphasis in business defense, breach of contract claims, commercial lease disputes, construction law, financial litigation, and upstream oil and gas matters. If you have any questions or would like more information about the FDIC or the Federal Deposit Insurance Act, please contact Eric Mettenbrink at 713.220.9141 in Houston, TX, or [emettenbrink@hirschwest.com](mailto:emettenbrink@hirschwest.com).



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## Bank of Texas Expands Brand to QuikTrip ATMs in D/FW

Bank of Texas has grown its Dallas and Fort Worth brand presence by 300% this fall. The bank has entered into an agreement with QuikTrip Corporation to brand all of the well-known convenience stores' ATMs in the Dallas and Fort Worth markets as Bank of Texas.

"What this means for Bank of Texas clients is convenient, free ATMs right where they are already stopping for

## BBVA Compass Plans to Expand in San Antonio

**Manolo Sanchez**, president/CEO of BBVA Compass, was recently in San Antonio to announce plans to renovate an existing branch in Helotes, turning it into a prototype that will be more in line with the new era of online and mobile banking. The news was reported in an article by Mike Thomas in the *San Antonio Business Journal*.

BBVA plans to break ground on the renovation by yearend 2013 and to add two more branches to the 28 it already has in the San Antonio market. Manolo said BBVA is going through a major overhaul of some of its branches.

The new prototype branch will be smaller and feature a more environmentally-friendly design and a reliance on alternative "green" energy sources.

Specifically, the renovated branch in Helotes, located at 12590 Bandera Rd., will be LEED certified and incorporate the latest technology, including touch screens, self-service kiosks, and demonstration areas where CSRs will assist customers with online and mobile banking operations. In addition, the new branch design will feature an ATM with a video screen that allows for two-way interaction with a teller.

BBVA Compass operates 352 branches in TX, the fourth largest bank based on deposit market share, and a total of 688 branches in its seven-state network. The bank's parent, BBVA Compass Bancshares Inc., Houston, according to research firm SNL Financial, Charlottesville, VA, at the end of 3rd quarter of 2013, ranked 29th largest US commercial bank with \$70 billion in total assets 🏦

gas and other items," said **Norm Bagwell**, CEO of Bank of Texas, which has its TX headquarters in Dallas.

Bank of Texas has 30 banking center locations in the Dallas and Fort Worth markets. QuikTrip, which is Tulsa, Ok-based, has 100 locations in the area and is a highly valued brand throughout its Midwest footprint.

"QuikTrip is excited about the partnership with Bank of Texas in the Dallas and Ft. Worth markets. Bank of Texas gives an added layer of brand recognition to our ATM program along

with the reliability of the TransFund network," said Stephen Fater, corporate treasurer of QuikTrip.

Bank of Texas is a division of BOK Financial Corporation, a \$27 billion regional financial services company based in Tulsa, OK. Bank of Texas is the eighth largest bank in TX with \$3.7 billion in total assets 🏦

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## TEXAS

## Citizens State in Luling to Celebrate 100th Anniversary

On November 25, 1913, during the Woodrow Wilson Administration, a group of prominent businessmen received a bank charter from the Banking Commissioner of the State of Texas to open Citizens State Bank of Luling. The capital stock was \$25,000 comprised of 250 shares with \$100.00 par value per share.

Citizens State Bank has announced it will celebrate its founding with a reception on Friday, December 13, at 11:00 am in the bank at 200 Magnolia.

The bank's first chairman of the board of directors was **Dr. S. J. Francis**, a retired medical doctor who served in WWI. Several of his relatives later served as president of the bank from 1936-1996, when his family sold majority ownership to a group headed by **Dr. Morris Spector**, who currently serves as board chairman. **Ruben Robledo** serves as president/CEO.

As of September 30, 2013, Citizens

## Commercial Bank of Texas Expands ATM Network

**Rusty Rust**, president/CEO of Commercial Bank of Texas, Nacogdoches, reported the bank has expanded its ATM presence by adding four new ATMs in North TX, two each in Louisville and McKinney. Two updated deposit-accepting ATMs have been installed in Lufkin and Nacogdoches, and two new non-deposit ATMs have been installed in Nacogdoches. The newly established ATMs are at Murphy USA gas stations in front of WalMart locations.

Rust said the bank's ATM network is now comprised of 43 ATMs in five counties in East and North TX.

The bank is entering its 113th year of providing banking services, and reports \$500 million in assets and 13 full-service banking centers 🏦

State reported total assets in excess of \$62 million with banking locations in Luling and San Antonio 🏦

## TOO BIG TO FAIL

## JPMorgan and Justice Dept Reach Historic Settlement

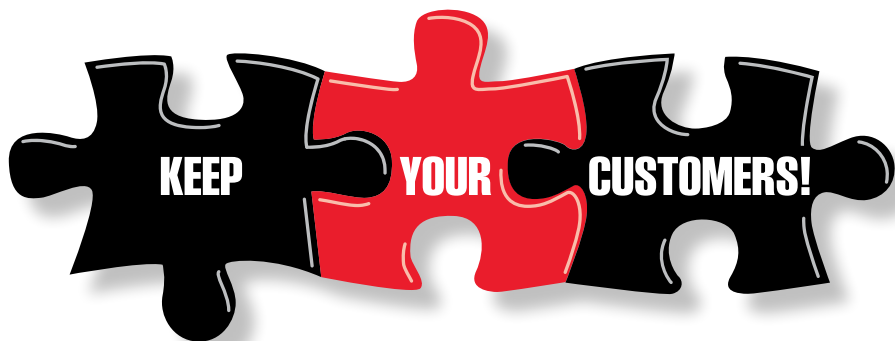
"The Justice Department, along with federal and state partners, on November 19, announced a \$13 billion settlement with JPMorgan (Chase & Co.) - the largest settlement with a single entity in American history - to resolve federal and state civil claims arising out of the packaging, marketing, sale and issuance of residential mortgage-backed securities (RMBS) by JPMorgan, Bear Stearns and Washington Mutual prior to Jan. 1, 2009. As part of the settlement, JPMorgan acknowledged it made serious misrepresentations to the public - including the investing public - about numerous RMBS transactions. The resolution also requires JPMorgan to provide much needed relief to underwater homeowners and potential homebuyers, including those in distressed areas of the country. The settlement does not absolve JPMorgan or its employees from facing any possible criminal charges." ([www.justice.gov/opa/pr/2013/November/13-ag-1237.html](http://www.justice.gov/opa/pr/2013/November/13-ag-1237.html))

According to research firm SNL Financial, Charlottesville, VA, ([www.snl.com](http://www.snl.com)) JPMorgan Chase executives said November 19 that roughly 80% of its \$13 billion settlement with the Department of Justice emanated from its assumption of Washington Mutual and Bear Stearns.

Speaking during a conference call discussing the settlement announcement, JPMorgan CFO **Marianne Lake** said, (excerpt), "Our best estimates, based upon the contribution of losses in the Bear trusts, is that Bear could account for approximately \$3.5 billion of the \$4.5 billion agreed [in the institutional investor settlement]. With respect to the FHFA amount, or the first \$4 billion of the global settlement, as previously disclosed, approximately three-quarters, or \$3 billion of the \$4 billion, related to the combination of Bear Stearns and WaMu."

While Lake said she would not break down the remaining penalties, such as those paid to state attorneys general, she said analysts should keep in mind that JPMorgan accounted for 20% or less of overall losses. However, she also noted that Justice indicated that its \$2 billion civil penalty was only related to JPMorgan conduct 🏦

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"Nearly one-third of customers are likely to switch banks when their bank merges with or is acquired by another bank."

Source: Deloitte Center for Banking Solutions



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## CHARTER

## ACTIVITY

### Arizona

#### BRANCHES

The **OFFICE OF THE COMPTROLLER OF THE CURRENCY** has approved an application by U.S. Bank, N. A., Cincinnati, OH, for a branch in Fry's Marketplace at 6611 W. Bell Rd., Glendale.

### New Mexico

#### BRANCHES

The **OCC** has approved an application by Washington Federal, N. A., Seattle, WA, to relocate a branch from 5210 Eubank Blvd. NE to 3000 Eubank Blvd. NE, Albuquerque.

### Oklahoma

#### BRANCHES

The **OCC** has approved an application by BOKF, N. A., Tulsa, to relocate a Food Pyramid branch from 7990 E. 51st St. to 7923 E. 51st St., Tulsa.

### Texas

#### CHARTERS

The **TEXAS DEPARTMENT OF BANKING** has approved an application for Ciera Bank, Graham, a conversion from First National Bank in Graham, Graham.

#### BRANCHES

The **OCC** has approved an application by Extraco Banks, N. A., Temple, for a mobile branch at 18 S. Main St., Temple.

The **OCC** has approved an application by Capital One, N. A., McLean, VA, for a branch at 1301 Village Parkway, Highland Village and received an application for a branch at 8533 Davis Blvd., North Richland Hills.

The **OCC** has received an application by First National Bank of Huntsville for a branch, Brazos County Bank, a division of First National Bank of Huntsville, at 4282 Boonville Rd., Ste. 200, Bryan.

The **TXDB** has received an application by Wallis State Bank, Wallis, to relocate a branch from 900 Town and

Country to 2929 W. Sam Houston N., Houston.

The **TXDB** has approved an application by The First Bank, Roxton, to relocate its home office from 210 Harrison St., Roxton, to a branch at 6688 N. Lone Star Pkwy., Crawford, with the present home office becoming a branch.

#### MERGERS AND ACQUISITIONS

The **FEDERAL RESERVE BANK OF DALLAS** has received an application by Hill Country Bancshares Inc., Llano, to become a bank holding company by acquiring 100% of Llano National Bank, Llano.

The **TXDB** has approved a P&A (out) application by The First Bank, Roxton, involving a branch at 210 Harrison St., Roxton, to be acquired by Commercial Bank of Texas, N. A., Nacogdoches. ■

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**DALLAS LENDER TO START LOAN PRODUCTION OFFICE** for community bank needed. Good opportunity to grow with bank. Call Sharon Emiliano at 214-823-9999 #306 or send resume to [Sharon@babich.com](mailto:Sharon@babich.com), [www.babich.com](http://www.babich.com).

**HOUSTON – Sr. Commercial Lender...middle market, C&I, Kevin Maynes, Babich & Associates, Kevin@Babich.com, 214-823-9999 #312.**

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**FORT WORTH MARKET MANAGER:** Well-respected, local generalist Commercial Lender needed to partner with expanding Independent Bank in establishing and growing strong FW presence. Mark Mitchell, Lone Star Search, 972.335.9009, [www.lonestarsearch.net](http://www.lonestarsearch.net).

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Far too often, banks are caught up in the cycle where **Succession Planning** should be at the forefront but in all honesty, it falls to the wayside down to the bottom of the famous "To Do List". As the famous Zig Ziglar would quote, "Fail to plan, plan to fail". Planning does not only include the daily operations of your organization for success, but staffing planning as well. Very few banks bring in an understudy for key executive positions within their organization. As we are not promised tomorrow, these individuals should be in place in case life throws us a curve. With the continued changing climate in the banking industry, more often than not are we seeing regulators request this of our banks. **What have you done with your planning to save your bank from the stresses this causes on the organization as a whole?** Contact us today to help you create this vital plan for your team.

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**COMMERCIAL LENDER:** Community Bank position in East Central Texas will inherit portfolio and great career path. Mark Mitchell, Lone Star Search, 972.335.9009, [www.lonestarsearch.net](http://www.lonestarsearch.net).

**HOUSTON - Commercial Lenders - Small to Middle Market - Salary Open - Darrell Palombo - CSI - Email:** [CRSearch1@bellsouth.net](mailto:CRSearch1@bellsouth.net), 800-569-2941.

**\$400M independent community bank in East Texas has an opening for a COMPLIANCE OFFICER.** Must have compliance experience. Send resume in confidence to [bankersdigest@bankersdigest.com](mailto:bankersdigest@bankersdigest.com), subject line Box D-5.

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