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**MISSION:** To provide value-added consulting to those needing assistance in the following three areas of expertise, Bank Consulting, Bank Training and Expert Witness Testimony. Since these disciplines are unique, a brief mission statement is provided for each on my website, [www.bspudly.com](http://www.bspudly.com).

**PROFILE:** With over 34 years of experience in the banking industry, I was a significant contributor to the success of **First Interstate Bank**, a \$55 Billion multi-state bank/holding company, now known as Wells Fargo. Having worked in a variety of executive positions, I bring a wealth of expertise to clients, colleagues and students in the areas of Credit Management-Policy, including Problem Loans, Retail Banking, Mergers and Bank Director training. At the time of the Merger, I served as the *Regional Chief Credit Officer* and *Executive Vice President* of First Interstate Bank's Northwest Region, which included five states and a post on the Executive Managing Committee.

In addition, I guided the implementation of improved policies and procedures elevating Company credit standards for the entire Corporation, and also served as the Chief Credit Officer for the system-wide Mortgage Subsidiary.

Prior to serving the Bank's Northwest Region, I served as *Executive Vice President/Chief Credit Officer* in Phoenix, Las Vegas and Seattle. While in Phoenix, I established a more effective line-staff credit approval system and lending staff. While serving the Bank in Las Vegas, I led a cost-saving crusade providing solutions to issues plaguing the Bank while ensuring compliance with outside governmental regulators.

Prior to my various roles in Credit Administration, I held various positions in the Bank, which included:

*Senior Vice President/Retail Group Manager* - Had 35 Branches providing a full range of Bank Services, including Commercial Loans. During this assignment I also managed three mergers, the last involving a bank which became the foundation for the Northern Division of First Interstate. I actively managed the Company's purchase of a bank in Alaska and served as its first *President Vice President/Correspondent Banking Manager*, I was commonly regarded by colleagues and peers as the Dean of Correspondent Bankers in the NW, during Alaskan Pipeline building and was instrumental in its phenomenal growth during the mid-70's while simultaneously developing my Correspondent Group's reputation in the Northwest for service, portfolio growth and quality.

Between 1962 and 1975, I held a series of positions of increasing responsibility and authority within First Interstate Bank of California, which included *Assistant Vice President of Accounts Receivable/Inventory Finance, Operations Officer, Teller and Messenger*. This diverse portfolio of experiences laid the foundation for my uniquely well-rounded professional management perspective.

I am a graduate of Pacific Coast Banking School, American Banking Association's Conference of Executive Officers, and have completed numerous courses from the American Institute of Banking. I have served as a Board Member and Lead Instructor at the Western Commercial Lending School since its inception in 1977 and have taught at the American Institute of Banking.

I served on the Professional Development Council and Media Advisory Council of the American Bankers Association and held a post on the Board of Directors of the Portland, Oregon Sports Authority. In addition, I was a Board Member of the General Hospital Foundation, chaired the Economic Development Council of Snohomish County, Washington, and achieved recognition as Citizen of the Year in Everett, Washington. I was active with the United Way, having served as a Board Member in Phoenix, Arizona and Las Vegas, Nevada, and was a past Board Chair in Snohomish County, Washington. Finally, I have served on the Board of Directors of Junior Achievement in Seattle and Phoenix, and am presently President of Greasepaint Youth Theater in Scottsdale, Arizona.

I have completed a lengthy assignment as an Expert Witness for the IRS, a year consulting assignment with a \$5B Bank in the area of Problem Loan Resolution, Credit Training and General Management, acting CEO of the \$1.5 banking division in California. Over the last few years I have completed with 100% satisfaction to the client over 30 expert witness assignments. Currently client base includes numerous Financial Institutions in the Area of Credit Review-Credit Training-Board Training-Resolution of Regulatory problems.

Excellent relations are maintained with all regulatory bodies and recently acted as Moderator for a State Banking Association sponsored event for Bank Directors that including a representative from every Financial Institution Regulatory Body.