



Phillips G. Gay, Jr., CRCM, CRP
Senior Advisor
Paragon Compliance Group; and
Principal
Compliance Advisory Service

Phillips Gay, Jr. is President of the Compliance Advisory Service, (CAS) developed in 1993 to provide regulatory management assistance and support to small and mid-sized community banks. In 1998, CAS joined two other firms to form Paragon Compliance Group, a nationwide partnership of compliance training specialists.

Mr. Gay is also currently Senior Vice President of Commercial Bank of Florida in Miami, where he oversees its regulatory compliance and community reinvestment functions. Previously, he was with Bank of North America, as Director of the bank's Compliance and Community Reinvestment Act programs. Prior to that, he managed the Regulatory Compliance function for First Union Corporation, a multi-state banking concern headquartered in Charlotte, North Carolina. In these positions, his responsibilities have included providing a central focal point for the maintenance and administration of programs to ensure compliance with related banking laws and regulations.

Mr. Gay attended the University of Alabama and Florida State University, earning a Bachelor of Science in Management and Business Administration. He is a High Honors graduate of the School for Bank Administration at the University of Wisconsin and the National Graduate School of Compliance at the University of Oklahoma, and has since served on their faculties. He holds the designations of Certified Regulatory Compliance Manager (CRCM) and Certified Risk Professional (CRP).

Throughout his career, his compliance and banking related activities have been varied. His credentials include:

- President of the South Florida Banking Institute – Miami; 1999-2000
- Member – the National Bank Secrecy/Anti-Money Laundering Task Force of the ABA; 1988 to present
- Program Director for various State Association sponsored compliance programs; 1985 to present
- Member – Board of Directors of BAI and Regional Director for the Southeastern U.S.; 1984-1986
- Member – American Bankers Association Compliance Executive Committee; 1986-1988
- Former Board Advisor and member of the faculty of the ABA National Compliance Schools; 1983-1997
- Co-chaired the first ABA Bank Secrecy Act Compliance School; 1995-1996
- Participant in representing the U.S. as part of the FATF Mutual Evaluation Response Group in 1996
- Regular contributor – the former Bankers TV and Financial Skylink Television Networks; 1988-1997
- Training consultant/advisor & presenter – Federal Financial Institutions Examination Council; 1994-96
- Consultant/Trainer to representatives of the governments of Ecuador, Slovak Republic, Latvia
- Symposium Presenter – Colombian Bankers Association (Medellin); 1997
- Chaired the 1995 BAI National Compliance Conference in New Orleans
- Served as the initial Chairman of the Certified bank Compliance Officer Program; 1988
- Currently serves on the Board of Directors – Habitat for Humanity; 1994 - present

He has served in various capacities for a number of state and national organizations and has spoken to many banking groups from Puerto Rico to Washington State, as well as abroad. Phil has also appeared as both panelist and moderator on numerous satellite teleconference programs and bankers-education efforts. This includes the very first ABA "Bank Compliance Symposium", the Department of Treasury's nationwide broadcast of the "Currency Transaction Reporting Update", and the 1995 "Regulators' Nationwide Teleconference on Implementing the New CRA". He has authored several books, including Guide to the New Funds and Wire Transfer Regulation and A Guide for Developing Know Your Customer Written Policies & Procedures. He participated in the highly successful series of 30 state association sponsored seminars on BSA, and continues to author numerous articles and to conduct various programs on banking, management and regulatory compliance.



Lucy H. Griffin, CRCM, CRP
Senior Advisor
Paragon Compliance Group; and
President
Compliance Resources, Inc.

Ms. Griffin brings to her clients over twenty years of experience working with regulatory agencies and financial institutions. Her extensive work experience with regulatory agencies includes the Federal Home Loan Bank Board, the Board of Governors of the Federal Reserve System, and the Federal Trade Commission. She has served on FFIEC subcommittees and on interagency task forces that included representation from the Department of Housing and Urban Development, and from the Department of Justice. She is senior advisor of Paragon Compliance Group and President of Compliance Resources. Compliance Resources is a partner in Paragon Compliance Group.

More recently, Griffin managed the Compliance Division of the American Bankers Association. In that capacity, she worked directly with several of the association's banker committees and with regulatory agencies. She managed the Division's activities, including identification of leading compliance priorities, production of compliance resources and programs, and also provided support to ABA's lobbying efforts on compliance topics.

While at ABA, Griffin developed information and training materials for bankers and for bank examiners, conducted training sessions. She managed the production of ABA Bank Compliance Magazine and other publications of the American Bankers Association. She also developed video-training programs, and directed the planning and management of ABA's National Compliance and National Graduate Compliance Schools.

Through her work for regulatory agencies and for ABA, Griffin has developed and maintained a high level of expertise in all areas of compliance, particularly consumer credit protection and deposit regulations. Griffin is the editor of *Compliance Action* and the co-author of the *Compliance Accountability Manager*.

- Author joint with Mollie Sudhoff, *Stemming the Surge of Flood Penalties*, ABA Banking Journal, May 2004, and *Managing Your Bank's Fair Lending Risk---What Examiners are Finding*, September, 2004, *BSA Confusion Got You Coming and Going*, November, 2004, *Can Diversity Be A Strategy?*, December, 2004

Nationally recognized as a leading compliance speaker and trainer, Griffin is on the faculty of ABA's National Compliance School, develops and leads the case study at ABA's National Graduate School of Compliance Management, appears regularly on ABA's American Financial Skylink, and is a featured speaker at many national and state compliance conferences and seminars.

Ms. Griffin received her B.A. from the University of Michigan, and her J. D. from Cornell Law School. She is a Certified Regulatory Compliance Manager through the Institute of Certified Bankers and a Certified Risk Professional, BAI Center for Certification.



***Mollie Newsome Sudhoff, CRCM, CRP
Senior Advisor, Manager Engagements
Paragon Compliance Group; and
President
Jefferson Cook Associates, Ltd.***

As senior advisor of the group, Ms. Sudhoff brings more than 20 years of regulatory compliance expertise. The most recent 15 involved planning and staffing major industry conferences, seminars and training workshops in many areas of finance and banking. Mollie brings not only a command of the Regulatory Compliance technical requirements but also a big picture understanding of how banks must manage and not be managed by the Regulatory process.

Ms. Sudhoff brings the following experience to the business:

BBA -- Emory University, 1978

MBA -- Lake Forest Graduate School of Management, 1989

International Management Certificate -- Keble College, Oxford University, 1988

Certified Regulatory Compliance Manager (CRCM) – Institute For Certified Bankers 1997

Certified Risk Professional (CRP), BAI Center for Certification, 2001

YWCA Evanston/Northshore – Board of Directors 1996-2002

Karate – Shotokan Blue Belt 2003, Green Tip, 2004

Mollie was director of the Compliance Program for Bank Administration Institute for several years before forming Jefferson Cook Associates, Ltd. Jefferson Cook Associates, Ltd. is a partner in Paragon Compliance Group. Paragon is a premier provider of compliance training nationwide. Prior to BAI, Mollie was an examiner in the field for the Federal Reserve Bank of Atlanta. In 1981 Mollie examined Securities Firms for the National Association of Securities Dealers, Inc.

- ❑ Examined banks for compliance with regulations for the Federal Reserve Bank of Atlanta.
- ❑ Worked with former Treasury and Justice officials to design and implement the first nation-wide BAI seminars on Money Laundering and Deterrence in 1985
- ❑ Designed, managed, and marketed national compliance conferences on wide ranging subjects including operations, accounting, auditing, compliance and loan review 1981 – 1995 (BAI)
- ❑ Directed the Certified Bank Compliance Program which tested and certified compliance professionals on comprehensive knowledge of banking compliance, 1981-1995 (BAI)
- ❑ Worked for the NASD, Inc. as a securities examiner 1981.
- ❑ Participated in the Chicagoland Compliance Association since 1982, President for two years.
- ❑ Former Treasurer, Board of Directors, YWCA, Evanston/Northshore, 2000-2002
- ❑ Contributing Editor, Compliance Access Newsletter, 1998-2000
- ❑ Graduate of ABA's National Compliance School, Indianapolis, IN March 2000
- ❑ Active in design of Certified Risk Professional program for BAI, 2000
- ❑ Author joint with L. Griffin, Stemming the Surge of Flood Penalties, ABA Banking Journal, May 2004, and Managing Your Bank's Fair Lending Risk---What Examiners are Finding, September, 2004, BSA Confusion Got You Coming and Going, November, 2004, Can Diversity Be A Strategy?, December, 2004