

Central PA Chapter Newsletter

Spring 2018

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From Your Chapter President:

Welcome to our spring newsletter! I hope you take a minute to read through it and see what our chapter has accomplished thus far in 2018.

This year was the first year that we reached out for sponsorships for our programming events. Without sponsorships, we would not be able to keep our lower registration fees. Since our sponsors are important to us, we dedicated a column for them to provide an “article” for our newsletter. This is new to this edition and I hope will be of benefit to everyone.

We are in the process of planning our 2018-2019 programming events. We welcome any thoughts for training topics, time and location of events, and any marketing ideas.

Best Wishes for a successful summer!

Michele Steinbugl Conklin
Chapter President

2018 Calendar of Events

General Membership Meetings:



April 18, 2018

Construction Panel

Featured Panelists:

Darren Johnston- Senior Vice President, Business Banker, Reliance Bank

Alison Kurtz- President, Ameron Construction

Alan Popovich- Principal, APArchitects, LLC

Moderator:

Betsy Dupuis- Babst Calland

Location: Seven Mountains Wine Cellars, Spring Mills PA

May 22, 2018

Regulator Panel

Featured Panelists:

Catherine H. Goñi – Assistant Regional Director
Federal Deposit Insurance Corporation, New York
Regional Office

Robert Ilik – Senior Supervisory Manager –
Supervision, Regulation, and Credit
Federal Reserve Bank of Philadelphia

Robert Lopez – Director, Bureau of Bank
Supervision

Pennsylvania Department of Banking and
Securities

Moderator:

Louis J. Dunham- Ardmore Banking Advisors

Location: Marzoni's, Altoona PA

Open Enrollment Classes:

May 15, 2018

Advanced Real Estate Cash Flow and Valuation **State College, PA**

This course allows commercial loan officers and other lending or credit professionals the ability to:

- Recognize when discounted cash flow models should be applied to property valuation.
- Quantify different property performance assumptions and calculate the changed property value.
- Reconcile commercial lease terms to the property appraisal and assess the value repercussions upon possible bank foreclosure.
- Quantify how changes in lease terms can affect property value and when to order a new appraisal.
- Employ techniques to structure a real estate loan to protect cash flow and value.

May 15, 2018

Commercial Real Estate Lending II: Underwriting **State College, PA**

This course allows commercial loan officers and other lending or credit professionals the ability to:

- Name inherent risks to CRE loan performances and apply strategies to discover and quantify these risks.
- Interpret the economic and business characteristics of a lease and explain how those characteristics influence both expected net cash flow and lending risks.
- Describe an appraiser's valuation process for commercial real estate property, including variances that can be caused by property performance, and the challenge in using market valuation for owner-occupied properties.
- Analyze extraordinary lease terms and apply effective-rent analysis to quantify their impact on cash flow and value.
- Perform breakeven, stress, and sensitivity analyses to test loan performance under adverse conditions.
- Apply best practices for loan structure terms and covenants to support the primary drivers of CRE performance.

Women in Financing Event:

On April 11th, the Chapter held Your #timesup To Do Something About Sexual Harassment at Work in State College. Those in attendance learned more about the risk harassment in the workplace creates, what harassment in the workplace looks like and the best practices to prevent and address harassment at work. A BIG thank you to our speaker, Tina Welch from Welch Performance Consulting for taking time to share her expertise with the group. The Chapter would also like to thank Jeffrey Krauss from The HR Office for sponsoring this event. **Please see below for more information on The HR Office, Inc. and their employment services.**



Tina Welch, Welch Performance Consulting pictured above speaking to the group about Sexual Harassment.

Reducing the Costs of the Employment Process

By: Jeffrey M. Krauss- The HR Office, Inc.

Using temporary employees for short-term or long-term work assignments, provides a company with great flexibility in scheduling its workforce. When it becomes necessary to quickly add experienced and skilled temporary employees for a special project or a rapid increase in business levels, or to quickly reduce the workforce, using temporary employees provides a cost effective approach to responding to varying business conditions. When using temporary employees, the ultimate result is that businesses quickly get employees with the experience and skills they need without incurring the costs of recruiting and employing regular full-time employees.

Hiring temporary employees is also a great way to evaluate their work and make sure they are the right fit

before offering them regular employment status. Called Temporary-To-Hire, this has become a widely used technique in the hiring process. The staffing company recruits, interviews, tests and completes reference checks, saving the company a significant amount of time and effort.

For temporary employees, a temporary work assignment becomes an entrance into the company whereby regular full-time employment will be offered upon satisfactory performance. In the meantime, the temporary employee is gaining valuable experience and work history for future temporary and regular employment opportunities.

Staffing agencies that provide temporary, short-term or long-term employees to companies, often become an extension of that company's human resource department. Because of that, it will deliver temporary employees that will fit in and excel at the company without the company utilizing time and resources that it would use if it internally recruited those employees.

A growing number of companies, both large and small, have come to rely on outside staffing agencies to assist them in matching their labor force and requested work skills with their current business needs. By using temporary employees, companies maximize their employment flexibility while reducing their costs of employment.

National Events:

April 18-19, 2018

**GCOR (Governance, Compliance and Operational Risk)
Cambridge, MA**

June 21-22, 2017

**Chapter Leaders Conference
Charlotte, NC**

November 4-8, 2018

**2017 RMA Annual Risk Management Conference
National Harbor, MD**



Our chapter presents opportunities for individuals to get involved. Chapters rely on the talents of volunteers to stage many of their programs, conduct membership development efforts, and promote the ideals of the Association. To find out more about how you can get involved in our chapter, call Elizabeth Kelly at 1-800-572-6972 Ext: 18220 or Ekelly@nwbcorp.com.

RMA ANNOUNCES ITS FIRST WILLIAM F. GITHENS SCHOLARSHIP RECIPIENTS

By Frank Devlin for the March 2018 *RMA Journal*

The Risk Management Association Foundation announced in January that it had awarded 90 new RMA Scholarships. This year's group of winners includes the first two recipients of The RMA Foundation's highest honor, the new William F. Githens Scholarship.

The Githens scholarships, named for RMA's recently retired president and CEO, went to Macey Noon of Texas A&M University and Sam P. O'Brien of the University of Massachusetts Boston.

Githens is a champion of RMA's efforts to attract top students to the financial industry and an active member of The RMA Foundation.

Most of this year's RMA Scholars are first-time winners, while others had their scholarships from last year renewed. Most RMA Scholars receive awards ranging from \$2,000 to \$5,000. In total, The RMA Foundation is awarding \$246,000 this year. Over the three-year history of the Scholarship Program, \$579,000 has been awarded.

The RMA Foundation scholarships are intended to address banking's talent gap by supporting students on their journeys into the financial services industry. The Risk Management Association, whose mission is to advance the use of sound risk management principles in the industry, created the Foundation in 2014 and seeded it with \$5 million. It has since provided another \$2 million.

Applications for the next round of RMA Foundation scholarships will be accepted in the fall. In addition to applying for scholarships, banking-focused students are encouraged to take advantage of free RMA student memberships.

RMA Scholars are selected based on academic achievement, participation in school or community activities, work experience, demonstrated interest in the banking industry, and their career goals. Financial need is not considered.

To see the full list of scholarship winners, please visit our website:

<http://landing.rmahq.org/SRC/scholarships>

Follow *The RMA Journal* on **Facebook** or **Twitter**.

<http://landing.rmahq.org/SRC/scholarships>

Credit Risk Certification (CRC)

Why CRC?

In today's rapidly changing financial services industry, you need practical, day-to-day knowledge that will help you excel in your profession. You need the latest skills—skills that are current and complete. And you need the demonstrated ability to serve a diverse base of clients. Plus, you need all of your knowledge, skills, and abilities to be validated by a respected organization like RMA.

For more information, visit <http://www.rmahq.org/crc>.

Credit Risk Management Audio Conference Series

May 8, 2018 - Talent Management, Training and Retention Issues

June 12, 2018 - Business Continuity Challenges and Strategies

Time: All audio conferences will be held at 1:00 p.m. Eastern Time (10:00 a.m. Pacific Time).

Fees*

RMA Associate members: \$120 for each audio conference (per phone line).

RMA Professional members: \$130 for each audio conference (per phone line).

Nonmembers at RMA member institutions: \$130 for each audio conference (per phone line).

Nonmembers: \$180 for each audio conference (per phone line).

*Additional listeners cost \$0.

Visit www.rmahq.org for the complete list of upcoming Credit Risk Management, Enterprise Risk Management (ERM), Operational Risk, and Regulatory Audio Conferences.