THE CREDIT COURIER

From Your Chapter President

Welcome to our winter newsletter.

I would like to thank everyone for their continued support of our chapter. Recently, we have had a successful Golf Tournament, Past President luncheon and looking forward to our upcoming classes and YP events.

As the chapter president I had the honor of attending the RMA Annual Risk Conference and chose to take the code of ethics pledge. I encourage everyone to read Sarah Cowan's article in this newsletter and consider taking the pledge themselves.

Chapter President
Jason McArthur

An Update from Young Professionals Chair, Sarah Chadburn

The YP group held a Hemp Forum in November 2019 which was highly attended. Speakers from various agencies discussed the most recent developments and congressional action concerning hemp.

Upcoming YP events include a Credit Analyst Roundtable being held at NBT Bank in Burlington on 3/19/20. Chris Carpenter, VP Credit Administration Manager from the National Bank of Middlebury, will be the moderator for the event.

A Careers in Banking event will be held at Spaulding High School in February. This event is one of several that will be held to expose students to potential careers in the banking industry. A panel of professionals from different areas of the bank will tell their stories on how they got into banking.

Team building event at Escape Room

RMA Member Benefits Reminder

RMA Members have access to:

- The Member Forum on the RMA Xchange, an exclusive online community for real-time discussions with other members.
- Free Web Seminars On-Demand on a variety of topics.
- Free downloads of RMA's Enterprise Risk Management Workbook Series.
- Updates on industry best practices.
- Career development/leadership and networking opportunities.
- Free downloads of Journal articles and Industry Study Packs.
- Discount on courses offered by RMA.

To access these benefits, visit:
https://www.rmahq.org/member-benefits/

NOTE: RMA Vermont Chapter Support Notifications went out in November. Be sure to renew your membership to continue to receive these benefits and support our local chapter.

2020 Open Enrollments

Please put these open enrollments on your calendar. Register on https://www.rmahq.org/Default.aspx or 800-677-7621

February 3, 2020
Structuring Commercial Loan 1 Community National Bank, Barre

March 10, 2020
360° Negotiating Skills
People's United Bank, Burlington

April 22, 2020
Asset Based Lending
National Bank of Middlebury, White River Jct

April 10, 2020
Women in Banking Event
Davis Studio, S. Burlington

Annual Meeting

May 15, 2020

Delta Hotel Marriott Burlington

Commercial Lending School

May 5, 6, 13, 14,19 and 20, 2020
Mascoma Savings Bank, White River Jct

Instructors: Philip Hatch & Tom MacDonald

This comprehensive lending school has been designed to serve the fundamental commercial credit analysis training needs of community bankers. The course consists of a review of basic financial accounting concepts and the presentation of basic financial statement credit analysis theory rooted in industry adopted “best practices”. The use of specifically designed case studies enables course participants to take a “hands-on” approach when applying the analytical concepts discussed. The case studies have been specifically designed to allow participants to work within an information framework that is strikingly similar to that actually experienced in the field.

The course begins with needed background in financial accounting for those individuals who have had no previous financial accounting classroom training, or as a refresher for those who have had previous financial accounting training. That is followed by a curriculum which focuses on interpreting information typically contained in accountant prepared financial statements, personal financial statements, and more particularly, U.S. federal income tax returns.

Who Should Attend?

- Junior Commercial Credit Analysts
- Junior Commercial Lenders
- Small Business Development Officers
- Loan Review Staff
- Commercial Loan Administrative Assistants
- Branch Managers
- Mortgage Lenders
- Consumer Lenders
- Other credit staff who face the underwriting challenges associated with self-employed individuals and closely held companies

GCOR XIV: RMA's Governance, Compliance, and Operational Risk Conference

April 22-23, 2020

575 Memorial Drive, Cambridge, MA

RMA's Governance, Compliance, and Operational Risk Conference (GCOR) is the only conference of its type developed by practitioners for practitioners, and features plenary panels and sessions designed to help you better understand emerging operational risks and best practices in governance and compliance. You'll enjoy panels and sessions featuring timely topics such as:

- **Bank M&A transactions**
- **Developing an emerging risk framework**
- **Effective change management**
- **Ensuring consistency and cross division controls**
- **Managing the risks in the digital space**
- **Integrated risk management**
- **Transformation risk**
- **Culture and conduct**
- **Human capital risk**
- **Fintech acquisitions and partnerships**
- **Managing technology risk**
- **Aligning G20 infrastructure investment with climate goals**
- **Interpretable Machine Learning Models**
- **AI and Strategic Risk, Compliance, and Operational Risk**
- **Agile Risk Management**

For more information and to register, please visit:
https://www.rmahq.org/MeetingDetail.aspx?productId=684434211

Code of Ethics

By Sarah A. P. Cowan, SVP- CCO, National Bank of Middlebury

RMA has recently issued "Principles of Ethical Conduct" for the financial services industry. These were drafted by RMA's Operational Risk and Enterprise Risk Management councils and they were introduced at this past year's annual conference. The Principles are the first-ever uniform set of ethical principles for the banking industry. They are not intended to replace your bank's Code of Conduct but instead, compliment it. They are principles that we, as individual professionals in the financial services industry, should live by and be proud of. They are intended to benefit your institution and the whole banking industry by building trust from the public and in restoring confidence in our profession which was sorely damaged as a result of the financial crisis and Great Recession.

In the September 2019 edition of The RMA Journal, RMA President & CEO, Nancy Foster, and Spyro Karetsos, chair of RMA's Operational Risk Council, each wrote about the Principles and are encouraging all of us to TAKE THE PLEDGE. You can do so by logging into RMA's website:

https://www.rmahq.org/principles-of-ethical-conduct/

RMA has set the ambitious goal of getting all 18,500 of its members to do so. So here's what it is about: According to Karetsos' article, "The Banking industry is a noble industry, based on the principal of trust, which trace its roots to the founding of the Medici Bank in Florence in 1397. Banking is based on the principle of trust. While the financial services industry is rich in history, it does not operate under a uniform series of industry norms grounding the principle of trust, whether prescriptive or principles-based. Given the increased focus on industry issues emanating from and following the Great Recession, it is time for the industry, acting through RMA, to promote Principles of Ethical Conduct. The following principles are intended to encourage honest conduct, fair dealing, and proper handling of conflicts of interest, full disclosure, compliance, and the protection of institutions' legitimate business interests."

Please ask yourself.
"Do I live by these principles?"

- Do I act with integrity?
- Do I report wrongdoing?
- Do I not make or solicit any gift or other payment that has an improper purpose under any applicable law and you should avoid any actual or perceived conflicts of interest and appearance of impropriety?
- Do I accurately and fairly report and disclose information?
- Do I maintain the confidentiality of all proprietary and other nonpublic information about your organization, clients, and other companies?
- Do I compete through fair and honest business practices?
- Do I promote a diverse, respectful, inclusive and collaborative workplace?
- Do I seek the advice of legal counsel in the event that you are unsure whether any action or omissions illegal, or violates your institution's code of conduct, code of ethics or applicable policies?

If you do all these things already or if you strive to do this in your work every day, take The Pledge. I have taken it, and I encourage all of you to do so. Perhaps the Vermont Chapter should take the lead by setting its own goal of having all of our members take it.

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THE RISK MANAGEMENT ASSOCIATION

MISSION

RMA is a member-driven professional association whose sole purpose is to advance sound risk principles in the financial services industry.
TIME WELL SPENT
READ THE DECEMBER-JANUARY ISSUE OF The RMA Journal.
If reading The RMA Journal is not part of your routine, you should make it one. Written by risk practitioners for risk practitioners, the award-winning magazine provides news and practical ideas regarding all risk disciplines, plus updates on regulatory matters to help professionals stay abreast of industry changes and trends.