

Stephen G. Morrissette

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Education

PhD, Entrepreneurial Finance, **Union Institute & University**, 2006

MBA, Finance and Strategy, **University of Chicago**, *With Honors*, 1990

BS, Management Information Systems, **University of St. Francis**, *Summa Cum Laude*, 1986

BA, English Literature, **University of St. Francis**, *Magna Cum Laude*, 1983

Professional History

Consulting/Projects (*partial, representative list*)

- Strategic Plan & Exit Plan (Healthcare provider)
- Strategic Plan including M&A Plan (\$3 bil Credit Union)
- Strategic Plan including M&A Plan (\$400 mil privately held firm in SE USA)
- Bank Search & Selection, develop Policy & Procedures (\$300 mil international internet business)
- International Strategic Planning (\$2 bil firm based in Saudi Arabia)
- Acquisition planning and support (200 person medical practice)
- Acquisition support and strategic planning for management buyout (community bank)
- Developed Bank Investment and Acquisition Strategy (family office)
- Mentor new CEO (\$600 mil community bank)
- Plan of Finance and source \$20 mil financing (real estate fund)
- Bid Preparation for FDIC Failed Bank Auction (family office)
- Loan Review/Work-Loan Strategy (community bank)
- Business plan development for money servicing business
- Acquisition Due Diligence (community bank)
- FDIC Management Study (community bank)
- CEO Performance & Board Governance Improvement (community bank)
- Evaluate merger alternatives (community bank)
- Profit improvement plan (community bank)
- Developed branch distribution plan and executed acquisitions (regional bank)
- Developed credit process, underwriting methodology, loan administration process (community bank)
- Evaluate capital structure (debt, equity, etc) and capital sources for manufacturer (manufacturer)
- Feasibility study and preliminary business plan development (start-up bank)
- Develop risk measurement methodology including capital factors/credit costs (large corporate bank)
- Re-engineer product costing policies and methodology (regional bank)
- Design customer profitability methodology using EVA (large corporate bank)
- Develop business strategy with high-tech start-up firm in electronic publishing (tech company)

First Community Bank/First Community Financial Partners (2004-2017)

Director (2004-present), CEO (2004-2009)

- Founding director and CEO of new community bank group (5 banks, assets \$1.1 bil)
- Develop business plan for start-up banks and obtained regulatory approvals
- Recruit and develop bank directors and professional staff
- 6 capital raises totaling over \$100 million
- Took company public in 2015 (NASDAQ), successful exit in 2017

University of Chicago, Chicago IL (2010-Present)

Adjunct Associate Professor, Booth Graduate School of Business

University of St. Francis, Joliet IL (1999-Present)

Professor, College of Graduate Studies (2000-2008, 2010-present)

Interim Dean, College of Graduate Studies (1999-2000)

BankOne Corporation, Chicago IL (1989-2001)

Senior Vice President and Head, Strategy and Planning, Global Commercial Bank (2000-2001)

- Projects include business segment strategy, customer profitability, EVA process, performance comp
- ##### Senior Vice President and Chief Financial Officer, Domestic Commercial Banking (1998-1999)
- Provide financial and strategic services to \$50 billion asset group in 14 states with \$2 bil pre-tax
 - Developed performance planning and measurement system to grow pre-tax 20%
 - Developed middle market business model and participated in design of integrated banker incentive system
 - Member Merger Integration Office for First Chicago-BankOne merger
 - Integrated financial staff (110 FTE in 10 states) and processes of First Chicago NBD and BankOne

- Member of corporate committee responsible for policies and monitoring of global risk (non-credit)
- Member of corporate team to develop quantitative models and policies for interest rate risk, funds transfer pricing, and risk measurement (capital allocations).

Chief Financial Officer and Director of Strategy, American National Bank (1997-1998)

- In addition to ANB (\$9 bil), concurrently served as CFO for First Chicago Retail (\$10 bil)
- Merger-Integration Senior Leadership Team Member for First Chicago-NBD merger
- Directed annual pricing process for fee based products with authority over all customer negotiated prices; responsible for all deposit rate setting
- Led strategic projects including M&A opportunities, product line additions/deletions
- Managed marketing communications function (\$6 million budget)
- Developed balanced scorecard performance measurement system
- Led design of new cost accounting and management accounting policies and systems (SAP/ISB)

President, First Chicago South Community Bank (1995-1997) (AmeriFed Bank prior to merger)

- Line leadership for 25 retail branches with 425 employees
- Merger Integration Manager for AmeriFed merger
- Led team with 8 commercial bankers and chaired credit committee
- Led investment management and trust sales; personally manage several institutional accounts; attracted over \$33 million in assets in first year

Executive Vice President, AmeriFed Bank (1989-1995)

- Chief Line Officer including all retail sales, branch operations and lending as well as staff functions of Marketing Communications, Strategy, Marketing Research, Finance and Mergers/Acquisitions
- Developed product development and pricing process; revamped all product lines
- Developed new sales management system and training
- Developed balanced scorecard performance measurement system and performance compensation system
- Increased sales increased by 45% and profits by 30%
- Responsible for all investor relations including annual reports, investor meetings (New York, Boston) and earnings releases
- Committee Assignments: Board of Directors (non-voting insider), Rate (deposit and loan), Asset-Liability, Investments, Board Building & Facilities, Board Marketing
- Took Company public in 1991, successful exit in 1994

TJ Lambrecht Construction Company, Joliet IL (1988-1989), Assistant Chief Financial Officer

Deloitte & Touche, Chicago IL (1987-1988), Management Consultant

Professional Boards:

Member, Providence Catholic High School Finance Board and Chair of Development Committee
 Director, HRI Inc
 Director, Synergy Surgical

Former/Prior Boards:

Director, First Community Financial Partners, Inc (NASDAQ Listed)
 Board Chair & Trustee, Silver Cross Hospital
 Director, First Community Bank of Joliet
 Director, First Community Bank of Plainfield
 Director, First Community Bank of Homer Glen & Lockport
 Director, Burr Ridge Bank & Trust
 Trustee, University of St. Francis
 Trustee, Diocese of Joliet Finance Committee
 Advisory Director, MSJI, Inc.
 Chair, Joliet Diocesan Education Foundation
 Chair, Will County Center For Economic Development
 Investment Committee, Sisters of St. Francis
 Advisory Director, goReader Corporation
 Treasurer, Joliet Youth Foundation