



ridgewaypartners

2018

BANKING / FINTECH
BOARD REPORT

About Ridgeway Partners

Ridgeway Partners is a global advisory firm specializing in executive search, board appointments and succession planning for a select group of multi-sector, domestic and international companies. With offices in New York, Boston and London, and research support across the world, our network is truly global.

Our success is driven by our access, experience and judgment. We differentiate ourselves by our completion rates and the positive experiences clients and candidates have working with Ridgeway. Our focus on a limited number of clients gives Ridgeway the widest pool of candidates from the best companies. A partner leads each assignment which brings wisdom and experience to the table. Finally, given our substantial access at the executive level, we receive candid insights resulting in better assessments which allows for better judgments of candidates.

Our clients range from privately held companies to Fortune 100 companies. We ensure that our retained clients receive a premium level of service to optimize the performance and capabilities of their people. We have built long standing relationships with our clients because of the exclusivity of the relationship we offer, our responsiveness, our discretion and our track record of success.

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Introduction

The following study compares the Board structure and other key attributes of the 24 Banking and FinTech Companies listed below against the Boards that make up the S&P 500. We are hopeful that the results will provide guidance on Board trends in the financial services sector, as well as the broader market.

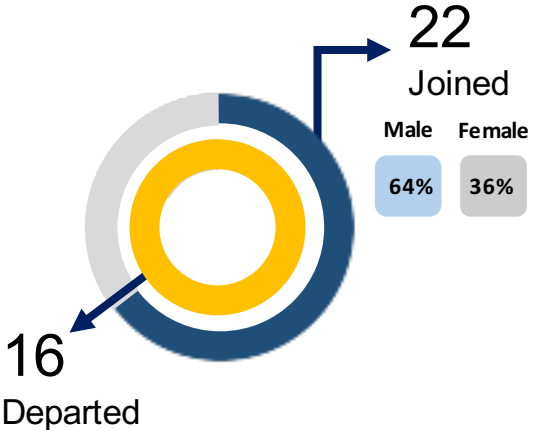
We welcome any comments and would be open to deeper conversations regarding more specific Board trends.

Banking & FinTech Sample Group

- Ally Financial
- Bank of America
- Bank of New York Mellon
- Capital One
- Citigroup
- Citizens Financial Group
- Evercore
- First Data
- FIS
- Fiserv
- Goldman Sachs
- Houlihan Lokey
- JPMorgan Chase
- Mastercard
- Moelis & Company
- Morgan Stanley
- Paychex
- Piper Jaffray
- Raymond James Financial
- State Street
- Stifel Financial Corporation
- Suntrust Bank
- Visa
- Wells Fargo

New Director Background

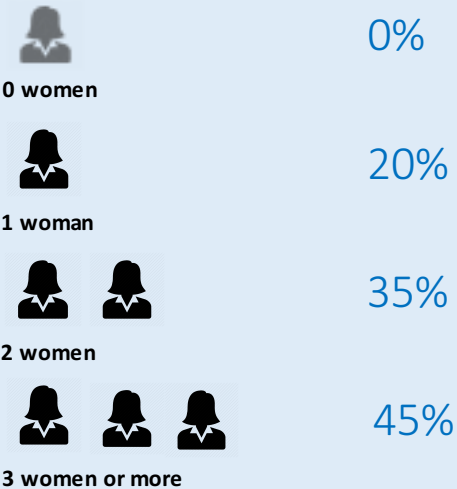
- The 22 newly elected Directors cover a wide range of expertise, from retail, to tech and media, to public policy.



Expertise	# of Directors
Banking / Financial Services	9
Tech / Media	4
Retail & Consumer Products	2
Risk / Compliance	2
Tax / Audit / Accounting	2
Aerospace	1
Public Policy	1
Utilities / Energy	1

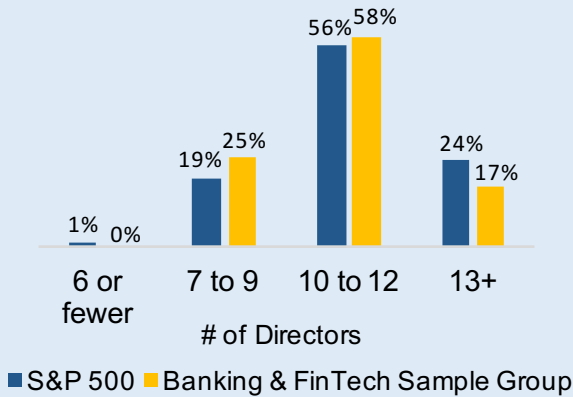
Female Directors

- All 24 of the sample Banking and FinTech companies have at least one female Director on their Boards.



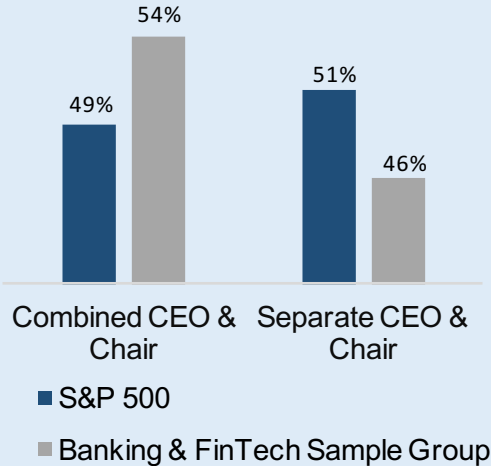
Board Size

- Our Banking and FinTech sample group shows a high correlation with the S&P 500 with regards to Board Size.



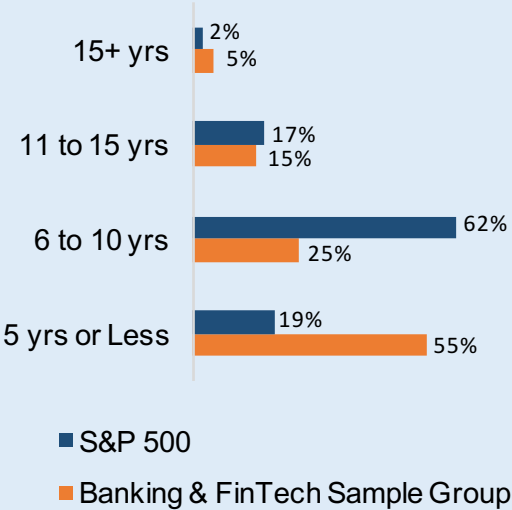
Board Leadership

- In recent years, companies have moved towards separating the Chairman and CEO roles. Approximately 50 percent of the S&P 500 companies have separate Chairman and CEO roles, **down from 77 percent 15 years ago.**



Director Tenure

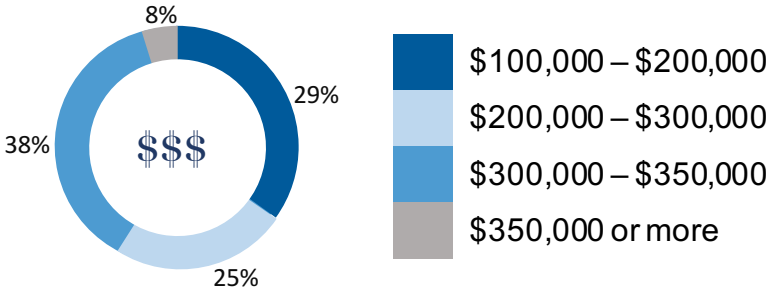
- The majority of S&P 500 Directors have served on their respective Boards for **6 to 10 years.**



Compensation

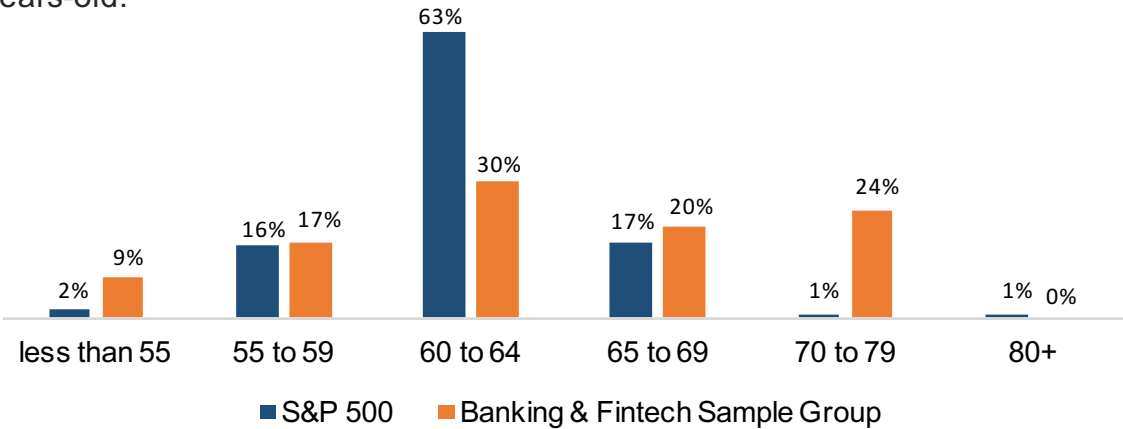
- The average total compensation for Directors in the sample group is **\$266,600, 6 percent lower** than the S&P 500 average.

Total Director Compensation Value Breakdown



Director Age

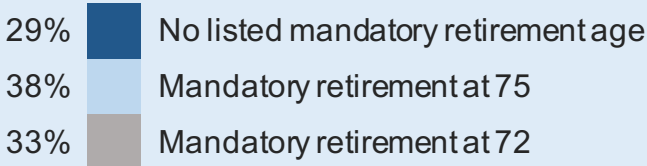
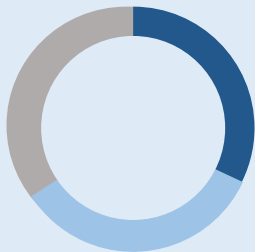
- S&P 500 Boards have a very high concentration, 63 percent, of Board members in the 60 to 64 year-old range. In contrast, the 24 company Banking and FinTech sample group has a much wider spread of ages.
- Compared to the S&P 500 Boards, the sample group has a larger percentage of Directors less than 55, and a significantly larger percentage of Directors over 70-years-old.



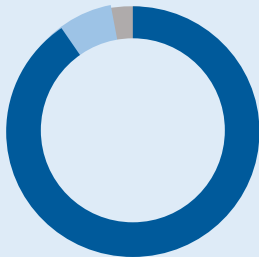
Age and Tenure Practices

- 80 percent of US Public Company Boards have an age limit. The median age limit of this group is 72.
- Nearly 90 percent of the 24 Banking and FinTech firms do not have a tenure limit.

Age Limit Breakdown of Sample Group



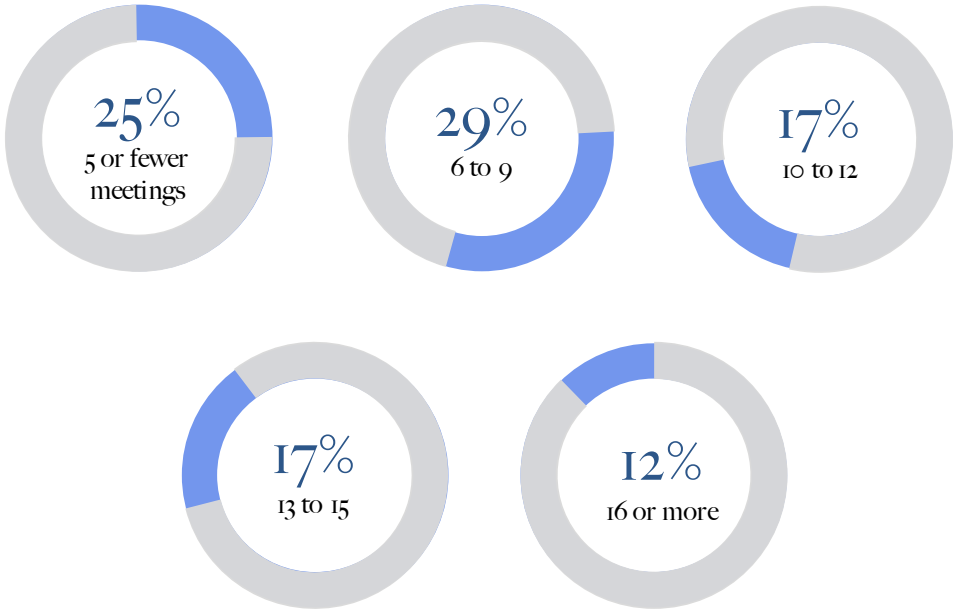
Tenure Limit Breakdown of Sample Group



Number of Board Meetings

- The Boards of the Banking and Fintech sample companies met (in person and remotely) **an average of 10 times in 2016**.
- The NACD reported that the average number of Board meetings per year is 5 in-person and 4 remote, for a total of 9 meetings.

Distribution of Board Meetings / Calls












































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I Largest US Banks

Key: **NAME** **Year of joining board**  Business background **Green highlights female** **Orange highlights CEO & Chairman**

	BANK OF AMERICA	CITIGROUP	GOLDMAN SACHS	JP MORGAN CHASE	MORGAN STANLEY	WELLS FARGO
CHAIR	BRIAN MOYNIHAN 2014  Banking/Financial Services	MICHAEL O'NEILL 2012  Banking/Financial Services	LLOYD BLANKFEIN 2006  Banking/Financial services	JAMES (JAMIE) DIMON 2004  Banking/Financial Services	JAMES GORMAN 2012  Wealth/Investment Management	ELIZABETH A. DUKE 2018 (Governance Chair)  Banking
DIRECTOR	SHARON ALLEN 2012 (Audit Chair)  Audit/Tax/Financial Advisory	ELLEN COSTELLO 2016  Banking/Financial Services	M. MICHELE BURNS 2011 (Risk Chair)  Professional Services/Finance	LINDA BAMMANN 2013  Risk/Banking	ERSKINE BOWLES (LEAD DIRECTOR) 2005  Investment Management/Government/Education	JOHN BAKER 2009  Real Estate
DIRECTOR	SUSAN BIES 2009  Banking/Management Consulting	DUNCAN HENNES 2013  Investment/Asset Management	MARK FLAHERTY 2014  Investment Management	JAMES BELL 2011  Aerospace	ELIZABETH CORLEY 2018  Asset Management	JOHN CHEN 2006  Technology
DIRECTOR	JACK BOVENDER, JR. (LEAD DIRECTOR) 2014  Healthcare	PETER BLAIR HENRY 2015  Education/Banking	WILLIAM GEORGE 2002 (Public Responsibilities Chair)  Medical Technology	CRANDALL BOWLES 2006 (Public Responsibility Chair)  Manufacturing	ALISTAIR DARLING 2016  Government	CELESTE CLARK 2018  Public Policy
DIRECTOR	FRANK BRAMBLE, SR. 2007 (Enterprise Risk Chair)  Financial Services	FRANZ HUMER 2012 (Ethics & Culture Chair)  Healthcare	JAMES JOHNSON 1999 (Compensation Chair)  Financial Services/Investment Management	STEPHEN BURKE 2004  Media/Communications	THOMAS GLOCER 2013 (Operations & Technology Chair)  Media/Financial Technology	THEODORE CRAVER 2018  Utilities/Energy
DIRECTOR	PIERRE J.P. DE WECK 2013  Banking/Financial Services	RENEE JAMES 2016  Technology	ELLEN KULLMAN 2016  Financial Services/Investment Management	TODD COMBS 2016  Investment Management	ROBERT HERZ 2012 (Audit Chair)  Professional Services/Accounting	LLOYD DEAN 2005 (Human Resources Chair)  Healthcare
DIRECTOR	ARNOLD DONALD 2013  Consumer/Agriculture	EUGENE MCQUADE 2015  Banking/Financial Services	LAKSHMI MITTAL 2008  Industrials/Steel & Mining	JAMES CROWN 2004 (Risk Chair)  Investment Management	NOBUYUKI HIRANO 2015  Banking/Financial Services	ENRIQUE HERNANDEZ 2003 (Finance and Risk Chair)  Security Services
DIRECTOR	LINDA HUDSON 2012  Defense/Aerospace/Security	GARY REINER 2013 (Operations & Technology Chair)  Private Equity/Financial Services	ADEBAYO OGUNLESI (LEAD DIRECTOR) 2014 (Governance Chair)  Financial Services/Private Equity	TIMOTHY FLYNN 2012  Audit/Tax/Financial Advisory	JUDITH (JAMI) MISCIK 2014  Financial Services	DONALD JAMES 2009  Industrials
DIRECTOR	MONICA LOZANO 2006 (Compensation Chair)  Media/Communications	ANTHONY SANTOMERO 2009 (Risk Chair)  Banking	PETER OPPENHEIMER 2014 (Audit Chair)  Technology/Software	LABAN JACKSON 2004 (Audit Chair)  Real Estate	DENNIS NALLY 2016  Professional Services/Accounting	MARIA MORRIS 2018  Insurance
DIRECTOR	THOMAS MAY 2004 (Governance Chair)  Energy	DIANA TAYLOR 2009 (Governance Chair)  Energy/Government/Banking	DAVID VINIAR 2013  Financial Services/Audit and Risk	MICHAEL NEAL 2014  Financial Services	HUTHAM OLAYAN 2006 (Compensation Chair)  Investment Management/Oil/Steel/Food & Beverage	KAREN PEETZ 2017  Financial Services
DIRECTOR	LIONEL NOWELL 2013  Consumer/Food&Beverage	JAMES TURLEY 2013 (Audit Chair)  Tax/Advisory Services	MARK WINKELMAN 2014  Financial Services	LEE RAYMOND 2001 (Compensation Chair)  Oil/Gas	JAMES OWENS 2011 (Governance Chair)  Industrials/Oil&Gas/Manufacturing	FEDERICO PEÑA 2011 (Corporate Responsibility Chair)  Government/Private Equity
DIRECTOR	MICHAEL WHITE 2016  Technology/Media	DEBORAH WRIGHT 2017  Banking		WILLIAM WELDON 2005 (Governance Chair)  Healthcare/Pharmaceuticals	RYOSUKE TAMAKOSHI 2011  Banking/Financial Services	JUAN PUJADAS 2017  Audit/Tax/Financial Advisory
DIRECTOR	THOMAS WOODS 2016  Banking/Financial Services	ERNESTO ZEDILLO 2010  Education/Government			PERRY TRAQUINA 2015 (Risk Chair)  Investment Management	JAMES QUIGLEY 2013 (Audit Chair)  Audit/Tax/Financial Advisory
DIRECTOR	R DAVID YOST 2012  Healthcare/Pharmaceuticals				RAYFORD WILKINS 2013  Technology/Information Services	RONALD SARGENT 2017  Retail
DIRECTOR	MARIA ZUBER 2017  Geophysics					TIMOTHY SLOAN 2016  Wholesale Banking
DIRECTOR						SUZANNE VAUTRINOT 2015  US Armed Forces/Cyber Security
CEO	BRIAN MOYNIHAN 2014  Banking/Financial Services	MICHAEL CORBAT 2012  Banking/Financial Services	LLOYD BLANKFEIN 2006  Banking/Financial Services	JAMES (JAMIE) DIMON 2004  Banking/Financial Services	JAMES GORMAN 2012  Wealth/Investment Management	TIMOTHY SLOAN 2016  Wholesale Banking

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2 Large US Banks

Key: **NAME** Year of joining board  Business background **Green highlights female** **Orange highlights CEO & Chairman**


































































	ALLY FINANCIAL	BANK OF NEW YORK MELLON	CAPITAL ONE	CITIZENS FINANCIAL GROUP	STATE STREET	SUNTRUST BANK
CHAIR	FRANKLIN HOBBS 2009  Banking	CHARLES SCHARF 2017  Financial Services	RICHARD FAIRBANK 2003  Financial Services	BRUCE VAN SAUN 2013  Banking	JOSEPH HOOLEY III 2011 (Executive Committee Chair)  Financial Services	WILLIAM ROGERS 2012 (Executive Chair)  Banking
DIRECTOR	KENNETH BACON 2015  Real Estate	LINDA COOK 2016  Energy	ANN HACKETT (LEAD DIRECTOR) 2011 (Governance Chair)  Consulting	MARK CASADY 2014  Financial Services	KENNETT BURNES (LEAD DIRECTOR) 2003 (Technology Chair)  Law/Corporate Finance	AGNES BUNDY SCANLAN 2017  Risk/Compliance
DIRECTOR	ROBERT BLAKELY 2009 (Audit Chair)  Financial Services	JOSEPH ECHEVARRIA (LEAD DIRECTOR) 2015 (Audit Chair)  Professional/Financial Services	LEWIS HAY III 2003  Energy	CHRISTINE CUMMING 2015  Banking	PATRICK DE SAINT-AIGNAN 2009  Financial Services/Risk	DALLAS CLEMENT 2015  Communications/Media
DIRECTOR	MAUREEN BREAKIRON-EVANS 2015  Audit/Risk	EDWARD GARDEN 2014 (Human Resources Chair)  Food & Beverage/Banking	BENJAMIN JENKINS 2013  Financial Services	ANTHONY DI IORIO 2014  Financial Services	LYNN DUGLE 2015  Technology/Cyber Security	PAUL GARCIA 2014  Financial Technology
DIRECTOR	JEFFREY BROWN 2015  Financial Services	JEFFREY GOLDSTEIN 2014 (Finance Chair)  Private Equity/Government	PETER KILLALEA 2016  Technology	WILLIAM HANKOWSKY 2006  Real Estate	AMELIA FAWCETT 2006 (Risk Chair)  Legal/Risk/Financial Services	M. DOUGLAS IVESTER (LEAD DIRECTOR) 2009  Audit/Finance/Food & Beverage
DIRECTOR	WILLIAM CARY 2016  Finance/Risk/Capital Markets	JOHN HINSHAW 2014  Technology	PIERRE LEROY 2015  Financial Services	HOWARD HANNA 2009  Real Estate	WILLIAM FREDA 2014 (Audit Chair)  Audit/Risk/Financial Services	KYLE LEGG 2011 (Compensation Chair)  Investment Management
DIRECTOR	MAYREE CLARK 2009 (Compliance & Risk Chair)  Financial Services/Asset Management	EDMUND KELLY 2007 (Risk Chair)  Insurance/Risk/Audit	PETER RASKIND 2012 (Risk Chair)  Financial Services	LEO HIGDON 2014  Education/Investment Banking	LINDA HILL 2000  Academics/Governance	DONNA MOREA 2012  IT/Software/Services
DIRECTOR	KIM FENNEBRESQUE 2009 (Compensation Chair)  Banking	JOHN LUKE 2007  Paper/Packaging	MAYO SHATTUCK 2003 (Compensation Chair)  Energy	CHARLES KOCH 2004 (Risk Chair)  Banking	SEAN O'SULLIVAN 2017  Financial Services/Technology	DAVID RATCLIFFE 2011 (Risk Chair)  Energy
DIRECTOR	MARJORIE MAGNER 2010  Financial Services/Private Equity	JENNIFER B. MORGAN 2016  Technology/Software	BRADFORD WARNER 2008 (Audit Chair)  Banking	ARTHUR RYAN (LEAD DIRECTOR) 2009 (Compensation Chair)  Financial Services/Insurance	RICHARD SERGEL 1999 (Executive Compensation Chair)  Energy/Audit/Compliance	FRANK SCRUGGS 2013  Law/Government
DIRECTOR	JACK STACK 2014  Banking	MARK NORDENBERG 2007 (Governance Chair)  Education/Research	CATHERINE WEST 2013  Financial Services	SHIVAN SUBRAMANIAM 2005 (Governance Chair)  Insurance	GREGORY SUMME 2001 (Governance Chair)  Finance/Investments	BRUCE TANNER 2015  Technology/Aerospace
DIRECTOR	MICHAEL STEIB 2015  Technology	ELIZABETH ROBINSON 2016  Investment Banking/Risk		WENDY WATSON 2010 (Audit Chair)  Banking		THOMAS WATJEN 2010 (Audit Chair)  Insurance/Finance/Audit
DIRECTOR		SAMUEL SCOTT 2007 (Social Responsibility Chair)  Food & Beverage		MARITA ZURAITIS 2011  Financial Services/Insurance/Education		PHAIL WYNN 2004  Education
DIRECTOR						
DIRECTOR						
CEO	JEFFREY BROWN 2015  Financial Services	CHARLES SCHARF 2017  Financial Services	RICHARD FAIRBANK 2003  Financial Services	BRUCE VAN SAUN 2013  Banking	RONALD O'HANLEY 2018  Financial Services	WILLIAM ROGERS 2012 (Executive Committee)  Banking

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3 Mid-sized US Banks

Key: **NAME** **Year of joining board**  Business background **Green highlights female** **Orange highlights CEO & Chairman**

	EVERCORE	HOULIHAN LOKEY	MOELIS & COMPANY	PIPER JAFFRAY	RAYMOND JAMES FINANCIAL	STIFEL FINANCIAL CORP.
CHAIR	JOHN WEINBERG 2016  Investment Banking	IRWIN GOLD 2015 (Governance Chair)  Investment Banking/ Financial Advisory	KEN MOELIS 2014  Investment Banking	ANDREW DUFF 2003  Investment Banking	PAUL REILLY 2017  Financial Services	RONALD KRUSZEWSKI (CO-CHAIRMAN) 2014 (Executive Committee Co-Chair)  Investment Banking
DIRECTOR	ROGER ALTMAN 2016  Investment Banking	SCOTT ADELSON 2015  Investment Banking/ Corporate Finance	ERIC CANTOR 2014  Government/Public Policy	WILLIAM FITZGERALD 2014  Technology/Media/ Communications	THOMAS JAMES (CHAIRMAN EMERITUS) 2017  Financial Services	FREDERICK HANSER 2003  Law/Banking
DIRECTOR	RICHARD BEATTIE 2010  Law	SCOTT BEISER 2015 (Compensation Chair)  Investment Banking/ Infrastructure	RICK LEAMAN III 2014  Investment Banking	MICHAEL FRAZIER 2016  Investment Banking/ Energy	CHARLES VON ARENTSCHILD 2015  Financial Services	THOMAS WEISEL (CO-CHAIRMAN) 2010 (Executive Committee Co-Chair)  Investment Banking
DIRECTOR	GAIL HARRIS (LEAD DIRECTOR) 2012 (Governance Chair)  Law	RON BARGER 2015  Financial Services	NAVID ALI MAHMOODZADEGAN 2014  Investment Banking	KRISTINE JOHNSON (LEAD DIRECTOR) 2012 (Governance Chair)  Healthcare	SHELLEY BROADER 2008  Retail	KELVIN WESTBROOK 2007  Advisory Services/Digital Media
DIRECTOR	ROBERT MILLARD 2012 (Compensation Chair)  Financial Services/ Technology	DAVID PREISER 2015  Investment Banking/ Financial Restructuring	JEFFREY RAICH 2014  Investment Banking	ADDISON (TAD) PIPER 2006  Investment Banking	JEFFREY EDWARDS 2014  Investment Advisor/ Wealth Management	MICHAEL BROWN 2010  Technology/Finance
DIRECTOR	WILLARD OVERLOCK 2014  Investment Banking	JACQUELINE KOSECOFF 2016  Healthcare	JOHN ALLISON 2015  Banking/Public Policy	SHERRY SMITH 2016  Food & Beverage/ Accounting	BENJAMIN ESTY 2014 (Audit & Risk Chair)  Education/Finance	MICHAEL ZIMMERMAN 2013  Investment Banking
DIRECTOR	SIMON ROBERTSON 2017  Corporate Finance	ROBERT LENHARDT 2015  Financial Services	YVONNE GREENSTREET 2015  Healthcare/ Pharmaceuticals	PHILIP SORAN 2013  Technology	FRANCIS GOBOLD 2002  Financial Services	JOHN DUDINSKY 2003  Financial Consulting/ Research/Technology
DIRECTOR	RALPH SCHLOSSTEIN 2009  Investment Banking/ Management	HIDETO NISHITANI 2015  Financial Services	KENNETH SHROPSHIRE 2014  Law/Education	SCOTT TAYLOR 2014 (Audit Chair)  Technology/Software	GORDON JOHNSON 2010  Government/Specialty Contractor	MAURA MARKUS 2016  Banking
DIRECTOR	WILLIAM WHEELER 2015  Insurance/Financial Services	ROBERT SCHRIESHEIM 2015 (Audit Chair)  Technology/Software/ Finance		MICHELE VOLPI 2010 (Compensation Chair)  Energy/Oil & Gas	RODERICK MCGEARY 2015  Accounting	KATHLEEN BROWN 2016  Law/Financial Services
DIRECTOR		BEN VAN DE BUNT 2015  Solar Energy			ROBERT SALTZMAN 2007 (Governance Chair)  Insurance	ROBERT GRADY 2010 (Risk Chair)  Private Equity
DIRECTOR		PAUL EDWARD WILSON 2015  Financial Services			SUSAN STORY (LEAD DIRECTOR) 2016  Energy/Power	JAMES OATES 1996 (Compensation Chair)  Financial Services
CEO	RALPH SCHLOSSTEIN 2009  Investment Banking/ Management	SCOTT BEISER 2015 (Compensation Chair)  Investment Banking/ Infrastructure	KEN MOELIS 2007  Investment Banking	ANDREW DUFF 2003  Investment Banking	PAUL REILLY 2017  Financial Services	RONALD KRUSZEWSKI (CO-CHAIRMAN) 2014 (Executive Committee Co-Chair)  Investment Banking


































































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Financial Technology – US

Key: **NAME** Year of joining board  Business background **Green highlights female** **Orange highlights CEO & Chairman**

	FIRST DATA	FIS	FISERV	MASTERCARD	PAYCHEX	VISA
CHAIR	FRANK BISIGNANO 2014  Banking/Technology	FRANK MARTIRE 2017 (Executive Chair)  Financial Services	GLENN RENWICK 2017  Information Technology	RICHARD HAYTHORNWAITE 2006  Risk/Audit/Finance	B. THOMAS GOLISANO 2004  Payroll Services	ROBERT MATSCHULLAT 2013  Consumer Products/ Investment Banking
DIRECTOR	JOSEPH PLUMERI (VICE CHAIRMAN) 2014  Insurance	ELLEN ALEMANY 2014  Banking	JEFFREY YABUKI 2005  Financial Services	AJAY BANGA 2010  Payments/Retail Banking	THOMAS BONADIO 2017  Accounting	LLOYD CARNEY 2015  Information Technology/ Software
DIRECTOR	HENRIQUE DE CASTRO 2017  Technology/Media/Retail	THOMAS HAGERTY 2011  Private Equity	ALISON DAVIS 2014  Financial Services/ Technology	SILVIO BARZI 2008  Payments/Retail Banking	MARTIN MUCCI 2010 (Executive Committee Chair)  Telecommunications/ Operations	MARY CRANSTON 2008 (Audit & Risk Chair)  Law
DIRECTOR	HENRY KRAVIS 2015  Private Equity	KEITH HUGHES 2002 (Governance Chair)  Financial Services	JOHN KIM 2016  Financial Services/ Insurance	DAVID CARLUCCI 2006  Healthcare/ Pharmaceuticals	JOSEPH DOODY 2010  Retail	FRANCISCO FERNANDEZ-CARBAJAL 2008  Investment/Wealth Management
DIRECTOR	HEIDI MILLER 2014 (Risk Chair)  Financial Services	DAVID HUNT 2001  Financial Services/ Payments	DENNIS LYNCH 2012  Payments	STEVEN FREIBERG 2006  Payments/Retail Banking	DAVID FLASCHEN 1999 (Audit Chair)  Information Services	GARY HOFFMAN 2016  Insurance/Retail Banking
DIRECTOR	JAMES NEVELS 2015  Securities/Investments	STEPHAN JAMES 2009 (Risk Chair)  Financial Services/ Professional Services	DENIS O'LEARY 2008 (Audit Chair)  Banking	JULIUS GENACHOWSKI 2014  Media/Technology	PHILLIP HORSLEY 2011  Private Equity	ALFRED KELLY 2016  Financial Services/ Consumer Products
DIRECTOR	SCOTT NUTTALL (LEAD DIRECTOR) 2015 (Governance Chair)  Asset Management	LESLIE MUMA 2013  Financial Technology	KIM ROBAK 2003 (Governance Chair)  Law/Education/Public Service	MERIT JANOW 2014  Law/Finance	GRANT INMAN 1983 (Investments Committee Chair)  Investment Management	SUZANNE NORA JOHNSON 2008  Investment Banking
DIRECTOR	TAGAR OLSON 2015  Financial Services/ Private Equity	LOUISE PARENT 2017  Corporate Governance/ Risk	JD SHERMAN 2015  Finance/Software	NANCY KARCH 2007  Marketing/Consulting	JOSEPH TUCCI (LEAD DIRECTOR) 2009 (Governance Chair)  Technology	JOHN LUNDGREN 2017  Consumer Products
DIRECTOR	BARBARA YASTINE 2016 (Audit Chair)  Risk/Compliance/ Technology	JAMES STALLINGS 2015  Technology	DOYLE SIMONS 2007 (Compensation Chair)  Financial Services/Law	OKI MATSUMOTO 2016  Financial Services	JOSEPH VELLI 2007 (Corporate Development Chair)  Financial Services	JOHN SWAINSON 2013 (Governance Chair)  Information Technology
DIRECTOR				RIMA QURESHI 2011  Information Technology	KARA WILSON 2017  Marketing/Technology	MAYNARD WEBB 2014  Information Technology
DIRECTOR				JOSE OCTAVIO REYES LAGUNES 2008  Food & Beverage		
DIRECTOR				JACKSON TAI 2008  Payments/Retail Banking		
CEO	FRANK BISIGNANO 2013  Banking/Technology	GARY NORCROSS 2015  Financial Services	JEFFREY YABUKI 2005  Financial Services	AJAY BANGA 2010  Payments/Retail Banking	MARTIN MUCCI 2010 (Executive Committee Chair)  Telecommunications/ Operations	ALFRED KELLY 2016  Financial Services/ Consumer Products