

## ARNOLD T. GRISHAM

### Administrative Experience

#### **CIVIC BANCORP and CIVIC BANK OF COMMERCE**

Oakland, California

*President and Chief Operating Officer*

1/99 – Present

*Chief Lending Officer and Board of Directors Member*

- Manage eight-office, 60-person commercial banking staff. Responsible for credit policy, credit department, loan approvals and loan portfolio consisting of 1,000 relationships and 2,000 loans. Manage cash management and Small Business Administration departments. Responsible for elevating cash management to a core business and growing non-interest income. Supervise strategic-planning process. Meet with investment bankers and security analysts in New York and Chicago to discuss strategic direction of the bank. Director of both bank and holding.

#### **WELLS FARGO BANK**

San Francisco, California

*Executive Vice President*

4/96 – 1/99

- Managed the National Financial Services Division, including eight offices with 100 employees who handled 1,500 banking relationships with large corporate and financial-institution customers nationwide. Board member of Wells Fargo Bank (Texas) and Chairman of Wells Fargo Limited and Wells Fargo Central Bank. Managed system-wide middle-market cash management and business development sales offices, government services, title/escrow services and minority lending programs.

*Executive Vice President*

1994 – 4/96

*East Bay Regional Commercial Bank Office*

- Managed staff and middle-market lending portfolio consisting of \$750 million in commitments, \$600 million in outstanding loans, 350 client relationships and \$20 million in pre-tax, pre-provision income. Managed the minority lending program.

*Senior Vice President*

1989 – 1994

*Oakland Regional Commercial Banking Office*

- Grew middle-market lending portfolio to \$450 million from \$200 million in outstanding loans.

*Committee Chairperson – Cultural Diversity*

1990 – 1992

*Reported to Chairman, Carl E. Reichardt*

- Created Bank's first cultural-diversity committee. Established cultural diversity as a core value within Bank's culture. Elevated diversity to a business issue through educational programs.

***Vice President/Regional Vice President***  
*Midwest and East Bay Regional Offices*

1981 – 1989

- Held various managerial positions in corporate and commercial banking.

**CONTINENTAL ILLINOIS NATIONAL BANK, N.A.**  
***Vice President***

Chicago, Illinois  
1975 – 1981

- Marketed bank products and services, evaluated financing proposals and assessed client financial performance. Managed loan portfolios, middle-market and Fortune 500 customers.

### **Affiliations**

- Faculty Member, UCLA Anderson School African-American Leadership Institute
- Past President, Marcus Foster Educational Institute
- Member, United Negro College Fund's East Bay Advisory Committee
- Member, Executive Leadership Council (Washington, DC)
- Member, East Oakland Youth Development Center Advisory Board
- Past Co-Chair, Morehouse College Parents' Council (Atlanta, GA)

### **Education**

**DE PAUL UNIVERSITY**

Chicago, Illinois

- Masters of Business Administration, Finance
- Bachelor of Science, Management