

BIOGRAPHY



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Kenneth F. Derks began his career with Clark Consulting in 2003 as a senior vice president in the Compensation Group. Prior to joining the company, Mr. Derks was a partner with RSM McGladrey Inc., where he specialized in strategy, operational effectiveness, organizational analysis and compensation-related issues within the financial services industry for 16 years. As managing director of RSM McGladrey's National Financial Institutions Consulting Group, he led the implementation of various services for bank executives and boards, including profit-improvement strategies; compensation strategies; management and organizational analysis; process improvement studies; strategy and market assessment; and risk management services. In addition, he served on the firm's National Strategic Advisory Committees for Consulting Services and Financial Institutions. Early in his career, he was employed at a commercial bank where he performed various operational and lending functions. As a result, he is uniquely qualified to address banker concerns, as he brings a banker's perspective and more than 20 years of related experience to his consulting role.

Mr. Derks leads a team of consultants in the south central United States in the design and implementation of compensation and nonqualified benefit plans for officers and directors of financial institutions. He works with banks to develop an understanding of current and long-term needs; provides an analysis of existing compensation and benefit practices; and then prepares recommendations that address impact on cash flows, earnings, shareholder value and other bank objectives to facilitate board approval. Mr. Derks also works with bank accountants, attorneys and consultants to provide a coordinated financial strategy utilizing bank-owned life insurance (BOLI) to minimize the impact of plan costs on earnings. Moreover, he serves as a liaison between bankers and industry trade organizations in the south central United States.

Mr. Derks has presented numerous seminars to the banking industry on strategy, compensation and profit-improvement issues. In addition, he has written articles that have been published in *Texas Banking*, *Western Banking* and several other banking publications. He has also co-authored three manuals published by Sheshunoff Information Services, Inc.

Mr. Derks graduated from the University of Wisconsin in Eau Claire with a bachelor's degree in finance. While at RSM McGladrey, Mr. Derks participated in the Business Advisor program offered through the University of Chicago Graduate School of Business. Developed specifically for RSM McGladrey, this program was designed to train consultants to effectively advise CEOs and other top executives in critical areas of strategy, operations, organization, leadership and marketing. In addition, Mr. Derks has also attended the American Bankers Association's Stonier Graduate School of Banking. He has also passed the series 6 and 63 qualifying exams with the Financial Industry Regulatory Authority (FINRA) and is a licensed insurance representative.