

Yasmin T. Bates-Brown

Former EVP
BMO Harris Bank

EXPERIENCED CORPORATE LEADER

Highly experienced in creating and operating profitable business units for multi-billion dollar financial institution.

Thirty-four (34) years of experience in strategic decision-making with extensive involvement in identifying new opportunities, launching corporate initiatives and managing risk resulting in increased productivity and profitability.

AREAS OF EXPERTISE

- Integration Leadership
- New Business Development
- Sales Initiatives
- Financial
- Operations Management
- Employee Engagement
- Change Management
- Board Experience
- Strategic Vision
- Compliance - CRA
- Marketing
- Rebranding

PROFESSIONAL EXPERIENCE

BMO HARRIS, CHICAGO, IL

1976 to 2010

Executive Vice President, Community and Economic Development

- Served as a highly respected member of the Executive Leadership Team.
- Created and staffed the Banks first Community Investment Unit. Established relationships with private equity firms focused on small and mid size businesses resulting in an Outstanding rating from regulators for this portion of Community Reinvestment Act requirements.
- Established the Banks first Government Relations Unit resulting in stronger ties and new business opportunities with governmental bodies.
- Restructured Community Affairs and Hispanic Banking business units to operate more strategically which led to increased business for the bank.
- Represented bank at high profile events including executive award ceremonies, keynote speaking engagements, political and social affairs, etc.
- Executive Vice President, South Division



- Co-led the U.S. Community Banking operation reporting to the CEO and serving as a member of the Executive Management Team.
- Operating role with oversight of 5 Regions.
- Worked with government regulators and gained public company investor relations experience.
- Led the expansion of the bank's distribution network, increasing the footprint by 30%.
- Successfully managed 3 major bank acquisitions, including the first bank outside of Harris' market with minimal client disruption.
- Led team to identify and resolve enterprise wide issues resulting in improved client service delivery.
- Senior Vice President, Regional President, City Region
- Operating role responsible for Commercial, Retail, Private Banking, Trust and Investment businesses covering Metropolitan Chicago.
- increased revenue double digits annually, and consistently ranked #1 in regional growth.
- Oversaw development of comprehensive marketing strategy to obtain new clients, enhance existing relationships and procure additional market share.
- Successfully built a collaborative work environment during a period of significant corporate and industry change.

Vice President, Harris Chicago Community Bank (HCCB)

- Created and operated Harris' first Community Bank focused on urban markets.
- Developed a strategic vision and plan to address needs of prospective inner city clientele. Focused on Retail, Community Development Real Estate and Small Business.
- Built a strong team to address banking needs of underserved clients creating and utilizing innovative programs and products, including SBA, IHDA, etc.
- Aligned HCCB with Legal, Audit, Compliance and Risk infrastructures of the bank.
- Created marketing programs and established partnerships to successfully broaden the reach of BMO Harris' voice and garner new clients in its new territory.

Vice President, Division Administrator, Metropolitan Banking

- Developed and implemented strategy resulting in Harris being recognized as one of the top SBA lenders in its market.
- Created and operated Harris' Neighborhood Lending Program which became a nationally recognized business unit and one of the most profitable units per FTE.
- Worked with City and State officials to develop a successful public/ private partnership.
- Director Cash Management Sales and Consulting
- Led and operated the combining of Harris' Cash Management Sales and Consulting businesses. Actions included setting a clear strategy, improving processes, talent and product offerings.



BOARDS

Served on five BMO Harris Boards: Financial Corp, Naperville, Northwest Indiana, New Lennox and Joliet. Currently, serve on the Board of Blue Cross-Blue Shield of Illinois. Other board roles have included:

- Comprehensive Housing Affordability Strategy – Mayoral Appointment
- UCAN – Presidents Board and Co-chair of CITY Project
- Network of Real Estate Professionals – Founder
- Black Ensemble Theater Gala – Chair and Co-chair
- Proviso Leyden Council for Community Action – Chair and Co-chair
- Neighborhood Housing Services – Chair, Resource Development Committee
- Metropolitan Planning Council – Co-chair Housing and Community Development
- American Bankers Association – Community Development Committee

EDUCATION AND PROFESSIONAL DEVELOPMENT

Northwestern University and University of Toronto, Toronto School of Management – Chicago, IL and Toronto, CA

Advanced Leadership Program, 2009

University of Western Ontario – Ontario, CA

Advanced Executive Program 1997

University of Illinois – Urbana, IL

Business Administration Degree, 1977

RECOGNITIONS

As a business leader, Yasmin T Bates-Brown has earned numerous and prestigious community service awards during her career, as well as sustained recognition for leadership abilities: A few are:

- Chicago United's Business Leader's of Color
- United Way, Gold Award
- Crain's Top Women to Watch
- Chicago Housing Authority Award
- American Bankers Lifetime Achievement Award

A stellar career as a Harris Executive led to the creation of the Yasmin T. Bates-Brown Award for "Outstanding Community Service." This annual award represents the highest level of recognition that can be bestowed upon BMO Harris Executives for exceptional community service.