



BIOGRAPHY – PAUL P SCHAUS

Paul Schaus is the President, Chief Executive Officer and Founder of CCG Catalyst a highly respected financial services industry management consulting firm. He leads a team of banking subject matter experts spread across North America. Paul has been a banker, management consultant and strategist for over 35 years, which includes over 10 years in consulting, and more than 25 years of executive management experience in the banking industry. He has advised clients and led major engagements globally including: strategy and business planning; tactical performance and profitability improvement; and governance and management development. He has advised hundreds of banks and vendors on business and technology strategies.

Paul is frequently featured as a speaker at industry events, addressing diverse topics such as systems modernization, merger & acquisition, channel development and bank strategies. He has written numerous columns for publication and maintains an active agenda focused on bank strategies, innovation and the future of banking.

Specific Expertise Includes

- **Strategic Advisory** – technology, retail, branches, finance, operations, lending, credit risk management, regulatory risk and compliance, strategic planning, business line strategy, M&A

Representative Work Includes

- Managed the development of a strategy with an emphasis on organic branch growth of bank's current branch network in order to enhance the franchise it has accumulated via acquisition.
- Lead the Bank in adopting a "Best Run Bank" strategy with a clear vision of the future state and assisted in the execution of the multi-year year roadmap
- Created a virtual branch strategy in a profitable manner and in a way that supported the bank's strategic objectives and leveraged the Bank's brand in a domestic market
- Managed the strategic initiative for a bank to implement a high-performance culture to match its objective to be a high-performance bank
- Advised two banks through a merger of equals to bring value to existing shareholders. Designed and implemented an approach to consolidation that fit within the overall corporate vision
- Directed and facilitated various corporate strategic planning and analytical sessions
- Developed financial models for product and customer profitability, pricing and M&A analysis
- Managed the development of technology strategy, solution definition, vendor evaluations and selections; implementation planning and Program Management for a large national bank

- Established the strategy and implementation of an ECM system for a global bank
- Developed strategic framework, models and analytical tools to optimize performance of retail delivery network
- Guided a commercial bank out of regulatory issues caused primarily by deterioration in asset quality
- Negotiated hundreds of contracts that have saved clients millions of dollars in pricing, terms and service levels

Education

- BA Business Administration, Management and Operations, University of Maryland and
- PCBS Graduate School of Banking, specializing in Corporate Banking

Professional Affiliations

- Board of directors and Chairman of the Southwest Business Financing Corporation
- Professional Risk Managers International Association (PRMIA)