

EXECUTIVE LEADERSHIP TEAM



ROD HEBRINK

is the President and CEO of Compeer Financial. He is responsible for leading the Compeer Financial team in serving member-owners, clients, agriculture and rural America — as outlined by the organization's strategic imperatives. He has been with Compeer Financial and its predecessor organizations since 1985. He was President and CEO of AgStar Financial Services from 2014 until 2017, when the association merged with 1st Farm Credit Services and Badgerland Financial to form Compeer Financial.

Prior to coming to AgStar, Rod held positions in corporate agri-business banking with Norwest and the St. Paul Bank for Cooperatives. He is a graduate of the University of Minnesota, where he obtained a degree in Agricultural Business Administration. He received the Wall Street Journal Award for Academic Excellence. He also completed the Graduate School of Banking at the University of Wisconsin-Madison and the Leadership Development Program from the Center for Creative Leadership in Greensboro, N.C.

He has one daughter and lives with his wife, Carol, in Maple Lake, Minn.



MATT GINDER

is the Chief Core Markets Officer at Compeer Financial. He is also involved in the organization's Young, Beginning, Small Farmer; Asset/Liability; and Information Technology Approval & Prioritization committees. Matt oversees the Core Markets team in the sales and delivery of financial services. Matt received his Bachelor of Science degree in Accounting and Master of Science degree in Agribusiness from Illinois State University. He is also a Certified Public Accountant.

After college, Matt held positions in the Feed & Structures and Controller's divisions at GROWMARK, Inc. He joined 1st Farm Credit Services in 1999 as a Controller, became the Director of Finance in 2001, the Vice President of Financial Services in 2003, the Senior Vice President of Marketplace Delivery in 2010, and the Executive Vice President of Marketplace Delivery in 2014.

He and his wife, Jill, live in Goodfield, Ill., and each have two children. Matt is a Village Trustee for the Village of Goodfield. He also serves in various leadership roles at Trinity Lutheran Church in Bloomington, Ill. His hobbies include watching his children's activities, helping with the family farm, and cheering on the Denver Broncos and St. Louis Cardinals.



JOHN HEMSTOCK

is the Chief Talent and Technology Officer at Compeer Financial. John oversees the Human Resources and Business Technology teams. He received his Bachelor of Arts degree in International Management from Gustavus Adolphus College, and his Master of Arts degree in Industrial Relations from University of Minnesota-Carlson School of Management. John is also a certified Senior Professional in Human Resources.

John has served in various Human Resource leadership positions. From 1993 to 1996 he worked in Human Resources for AgriBank, and from 1996 to 1998 he was the Manager of Compensation for Hickory Tech Corporation. He joined AgStar Financial Services in 1998 as the Director of Human Resources, became the Senior Vice President of Brand and Talent Strategies in 2011, and the Senior Vice President of Talent and Business Technologies in 2014.

He and his wife, Kris, live in Mankato, Minn., and have two sons and one daughter. His hobbies include spending time at his family cabin on Pelican Lake, shade gardening and traveling.



TERRY HINDS

is the Chief Asset Quality and Assurance Officer for Compeer Financial, leading the Risk Asset, Appraisal and Audit Teams. Terry is the chair of the organization's Enterprise Risk and Reputation Risk committees, executive lead for the Audit Finance committee, and member of the Asset/Liability committee. He graduated from the University of Illinois with a Bachelor of Science degree in agricultural economics and is an alumnus of the University of Wisconsin's Graduate School of Banking. He has more than 40 years in various positions within the Farm Credit System including Chief Lending Officer Diversified Credit at 1st Farm Credit Services.

Terry grew up on a farm in Coles County, where he was very active in 4-H and the family farm. His family is deeply rooted in Illinois agriculture and still owns and manages the first Illinois farm the family purchased in 1848. Terry is a board member of FARM Illinois. He and his wife, Robin, have five children.



PAUL KOHLS

is the Chief Lending Operations Officer and General Counsel at Compeer Financial. Paul oversees the organization's Lending Operations, Legal and Compliance, and Security teams. Paul received his Bachelor of Arts degree in Political Science from the University of St. Thomas and attended Law School at the University of Minnesota. He is licensed to practice law in both Minnesota and Wisconsin.

Paul previously served as a Law Clerk to the Hon. Jill Flaskamp Halbrooks of the Minnesota Court of Appeals from 1999 to 2000, an attorney at Rider Bennett LLP from 2000 to 2004, and an attorney at Allianz Life Insurance Company from 2005 to 2010. Paul served as a member of the Minnesota House of Representatives from 2003 to 2010. He joined AgStar Financial Services as an attorney in 2010.

He and his wife, Kelly, live in Victoria, Minn., and have two sons and one daughter. Paul is an active volunteer at his church, St. Victoria Catholic Parish. His hobbies include cooking, traveling, boating, water skiing and swimming.



JOHN MONSON

is Chief Mission and Marketing Officer at Compeer Financial. John serves on the organization's Corporate Giving and Legislative committees. He oversees Corporate Giving, Legislative, Client Education, Mission Financing, Marketing and Emerging Markets teams. John received his Bachelor of Science degree from Moorhead State University, and attended graduate school at North Dakota State University.

John began his career as a Congressional Aide to Congressman Arlan Strangeland from 1987 to 1991, the Dodge County Executive Director for USDA Farm Service Agency from 1992 to 2000, and the Minnesota State Farm Service Agency State Executive Director from 2001 to 2006. He also served as the National Legislative Chairman for NASCOE. John joined AgStar Financial Services in 2006.

He and his wife, Deborah, live in Cannon Falls, Minn., and have three sons and one daughter. John is a member of the National Rural Healthcare Association, Leading Age, and the National Association of Cooperative Business, and serves on the Youth Baseball Board in Cannon Falls. His hobbies include reading, golfing, coaching youth baseball and basketball, jet skiing and driving his pontoon.



BILL MOORE

is the Chief Risk Officer at Compeer Financial. Bill serves on the Executive Leadership and Senior Leadership Committees. His primary role is to manage the Credit, Enterprise Risk, Analytics and Enterprise Security functions for the organization. Bill graduated from Babson College in Wellesley, MA with dual degrees in Accounting and Economics. He holds a Chartered Financial Analyst designation from the CFA Institute.

Bill joined Compeer in 2014 after 15 years as an institutional investment portfolio manager both in New York and Minneapolis. He has significant experience in finance, risk management, statistics, capital markets and credit analysis. Bill, a native of Boston, currently lives with his wife, Alison, on the west edge of the Minneapolis suburbs missing his two daughters who attend Iowa State and Clemson universities. He enjoys spending time on the lake, and rooting for his hometown Red Sox, Bruins and Patriots.



JIM ROBERGE

is the Chief Diversified Markets Officer at Compeer Financial. Jim serves on the organization's Executive Leadership Team and the Asset Liability Committee. Jim received his Bachelor of Arts degree in Financial Economics from Gustavus Adolphus College in St. Peter, Minn., and earned a Master's Degree in Business Administration and Management from Cardinal Stritch University in Milwaukee, Wis.

Jim has worked in the Farm Credit System since 1998, holding previous roles as a Regional Vice President at CoBank and as Senior Vice President of Commercial Lending and Lending Operations at Farm Credit Services of America. Jim joined Compeer Financial in 2021.

He and his wife, Lisa, live in Shorewood, Minn., and have two sons, Cole and Colin. The family has been blessed with two granddaughters, Collins and Catherine. Jim's hobbies include spending as much time as possible with family, working outdoors and following University of Minnesota athletic teams.



JASE WAGNER

is the Chief Financial Officer at Compeer Financial. Jase serves on the Executive Leadership and Senior Leadership committees. His primary role is to manage the Accounting, Financial Reporting, Budgeting, Asset/Liability and Innovation teams. Jase graduated from the University of Northern Colorado with a degree in Accounting and Finance.

Jase previously held positions as a Vice President with Allied Capital, a middle market junior capital provider in New York, from 2003 to 2007, and as a Vice President with Deephaven Capital, a multi-billion-dollar multi-strategy hedge fund, from 2007 to 2009.

He and his wife, Sarah, live in Minneapolis, Minn., and have one son and two daughters. Jase's hobbies include golfing, spending time with family and enjoying good food.



JERRY WIESE

is the Chief Information Officer for Compeer Financial. He provides leadership for the business technology department to create business value through technology-based business innovation and digital initiatives. Jerry began his career with the Farm Credit System in 1997, and has held various leadership positions in the technology department prior to becoming Vice President and Chief Information Officer. Jerry previously worked for Rockwell Automation from 1988 through 1996 as a facility coordinator for manufacturing electronic industrial control equipment.

Jerry graduated from the Farm and Industry Short Course at University of Wisconsin-Madison. He received a Bachelor of Science degree in Information Technology Management from Herzing University. He grew up on his family's dairy and beef farm in Loganville, Wis., and was active in the local 4-H and FFA Chapters.

He and his wife, Christine, live in Lyndon Station, Wis., and have two daughters and one son. He is an active member at Bethany Lutheran Church. Jerry enjoys family activities, hunting, sporting events and watching his children participate in their activities.