

EXECUTIVE LEADERSHIP TEAM



JASE WAGNER is the President and CEO of Compeer Financial, a leading member-owned Farm Credit cooperative dedicated to serving the financial needs of agriculture and rural America. Under Jase's leadership, Compeer Financial provides comprehensive financial services, including loans, leases and risk management to nearly 75,000 member-owners across Illinois, Minnesota and Wisconsin.

Since joining the organization in 2009, Jase has been instrumental in advancing the organization's mission to support and strengthen agriculture and rural communities. He previously served as Chief Financial Officer, where he played a pivotal role in shaping the organization's financial strategy before being appointed CEO in 2022.

Jase's career is marked by a robust background in finance, having held strategic leadership positions in private equity investment firms and at a multi-billion-dollar, multi-strategy hedge fund based in New York. This experience provided him with deep financial expertise, which he now leverages to drive growth and innovation at Compeer.

In addition to his role at Compeer, Jase is an active leader in the broader Farm Credit and agricultural communities. He serves on the board of directors for SunStream Business Services and chairs the Farm Credit Foundations Trust Committee. His passion for innovation in agriculture and the food supply sectors is further reflected by his involvement as chair of the MBOLD Coalition, which brings leaders together in accelerating solutions to some of the most critical challenges in food and agriculture.

Jase earned his degree in Accounting and Finance from the University of Northern Colorado. His thoughtful approach to leadership and dedication to the mission of Compeer Financial guide the organization's 1,400 team members as they work together to serve the organization's member-owners and build a future where agriculture and rural communities are dynamic, collaborative and thriving.



BRUCE FEIST is the Chief Information Officer at Compeer Financial, providing leadership for the Business Technology team to create business value through technology-based innovation and digital initiatives.

Bruce holds a bachelor's degree in business computer information systems from St. Cloud State University, where he graduated magna cum laude. He has also completed the Co-Active Leadership Development Program at the Co-Active Training Institute.

He began his career as a software developer at Cargill, eventually holding several leadership roles, including managing director of Format Solutions, a software company focused on animal nutrition. His experience spans agriculture, animal nutrition and technology, enabling him to bring a comprehensive perspective to his role at Compeer.

Bruce is passionate about creating high-performing teams and positive workplace cultures. He has spoken at several technology conferences and regularly volunteers with his family at local community organizations.

Raised in Andover, Minn., Bruce spent summers on his grandparents' farm in Emmons County, North Dakota, where he milked cows, baled hay and learned the values of hard work and resilience. He now resides in Woodland, Minn., with his wife and their three children. In his free time, he enjoys mountain biking, reading, traveling and attending his children's sports and theater events.



MATT GINDER is the Chief Marketplace Development Officer at Compeer Financial. In his role, Matt leads the delivery of Compeer's comprehensive retail products and services, overseeing key areas such as agricultural lending, crop insurance and Compeer Home.

Born and raised on a farm in rural Rochester, Ill., Matt has deep roots in agriculture that have shaped his career. After earning both his Bachelor's degree in Accounting and Master's degree in Agribusiness from Illinois State University, where he graduated cum laude, Matt began his career at GROWMARK, Inc., eventually moving to 1st Farm Credit Services. Over the years, Matt held a variety of leadership roles, including Executive Vice President of Marketplace Delivery at 1st Farm Credit Services.

Matt's career experience has been exclusively in agriculture, allowing him to bring a unique combination of financial and operational expertise to his current role. He is a Certified Public Accountant and was inducted into the Illinois State University CAST Academy of Achievement in 2021, reflecting his professional success and dedication to the agricultural community.

Outside of his professional life, Matt remains actively involved in his community, serving as an elected Village Trustee in Goodfield, Ill., where he resides with his wife, Jill. He also serves on the Illinois State University Department of Agriculture Advisory Board and enjoys helping on the family farm, along with following his favorite sports teams, the St. Louis Cardinals and Denver Broncos.

Matt's thoughtful approach to leadership and his commitment to agriculture and rural vitality guide his work as he leads teams across Compeer Financial in supporting the organization's mission to serve its nearly 75,000 member-owners.



JOHN HEMSTOCK is the Chief Human Resources Officer at Compeer Financial, leading human resources, corporate communications and enterprise data management. As a key executive, John shapes strategy and fosters a workplace culture that aligns with Compeer's mission across 1,400 team members.

Born in Eau Claire, Wis., and raised in various small communities throughout the state, John's agricultural connection stems from his father, a high school agriculture teacher and later CHS employee. John earned a BA in International Management from Gustavus Adolphus College and a Master of Arts in Industrial Relations and Human Resources Management from the University of Minnesota's Carlson School of Management. He holds Senior Professional in Human Resources (SPHR) certification.

John's career began in compensation at Alliant TechSystems (ATK), and has spanned financial services, telecommunications and defense contracting. He held leadership roles at AgriBank and Hickory Tech Corporation and was Vice President of Human Resources at AgStar Financial Services.

At Compeer, John has led initiatives including the successful culture integration during the formation of Compeer Financial. His efforts have helped the organization achieve recognition as a great place to work across Illinois, Minnesota and Wisconsin. John is also a board member of SunStream Business Services and an active member of the Society of Human Resource Management.

Outside of his professional life, John resides in North Mankato, Minn., with his wife, Kris. He enjoys spending time at their lake cabin and traveling. John is actively involved in his church, where he has served on several boards, including as past president of his congregation. His leadership, both at work and in the community, continues to drive meaningful progress toward Compeer's mission of supporting agriculture and rural communities.



TERRY HINDS is Chief New Markets and Assurance Officer at Compeer Financial. He grew up in rural Illinois where he developed a deep connection to agriculture through his family's row crop farm and livestock. He holds a Bachelor of Science in Agricultural economics from the University of Illinois and attended the Wisconsin Graduate School of Banking.

Terry began his career as a credit representative with the Federal Land Bank of St. Louis, later advancing to leadership roles in organizations such as the Farm Credit Bank of St. Louis, AgriBank and 1st Farm Credit Services. He has led teams in risk management, credit, commercial, trade credit, and capital markets, marketing and government affairs. His first leadership role was as VP branch manager at the Federal Land Bank Association of Bloomington-Eureka.

At Compeer Financial, Terry leads the appraisal, new markets and embedded finance and AI work groups. He focuses on creating new market opportunities, developing programs for young, beginning and small farmers, and spearheading sustainability lending initiatives. He is also responsible for modernizing Compeer's appraisal function by incorporating advanced data analytics and exploring innovative financial solutions like electronic digital wallets.

Terry serves on the Illinois Agri-Food Alliance board and the University of Illinois College of Agriculture Advisory Committee. A frequent presenter at Farm Credit System Risk 360 Conferences, he is also active in volunteer and leadership roles within his church and community. Terry resides in Champaign, Ill., and enjoys sports and spending time with his family, which includes five children and five grandchildren.



BETSY HORTON is the Chief Financial Officer at Compeer Financial, where she leads the accounting, financial planning and analysis, and asset/liability teams. She is also responsible for overseeing the internal audit function in collaboration with the Board's audit and finance committee.

Betsy's more than 20-year global career in agriculture spans multiple sectors and ownership structures, including family-owned, private and publicly traded companies. She spent two decades at Cargill in various finance and accounting roles before serving as CFO for both a flour milling company and a sorghum and pasture seed company.

Betsy earned her bachelor's degree from the University of Minnesota-Duluth and holds an MBA from the University of Minnesota. In addition to her academic background, she is a CFA charterholder and holds an inactive CPA license, bringing a wealth of knowledge and expertise to her leadership role.

Betsy is actively involved in her community and the agriculture industry, serving on the boards of Rahr Corporation, S&W Seed Company and Project Success, a Minneapolis-based educational nonprofit.

Betsy and her husband live in Edina, Minn., with their twin daughters. Outside of work, she enjoys spending time with her family and exploring the outdoors.



PAUL KOHLS is the Chief Administrative Officer and General Counsel at Compeer Financial, overseeing lending operations, legal, compliance and business process improvement. His leadership has been vital to key initiatives, including the Paycheck Protection Program (PPP) and technology advancements such as a new loan origination platform and the consolidation of systems following Compeer's 2017 merger, advancing the organization's mission to support agriculture and rural communities.

Born in Elmhurst, Ill., and raised in New Hope, Minn., Paul holds a bachelor's degree in political science from the University of St. Thomas and a Juris Doctor from the University of Minnesota. He began his career clerking for a judge on the Minnesota Court of Appeals before joining the law firm Rider Bennett. Paul later served as Vice President of State Government Affairs at Allianz Life Insurance and spent eight years in the Minnesota House of Representatives.

Paul's leadership journey began at Allianz, where he navigated regulatory challenges and advocated for key initiatives. His experience spans law, government, financial services and agriculture, bringing a well-rounded perspective to his role at Compeer Financial.

Outside of Compeer, Paul serves on the Board of Governors for Farm Credit Captive Insurance Company and the Board of Directors for Farm Credit Foundations. He's also a church volunteer and President of a local flying club. Paul lives in Victoria, Minn., with his wife and their three children. In his free time, he enjoys cooking, traveling, reading, boating and flying.



BILL MOORE is the Chief Risk Officer at Compeer Financial, overseeing all credit underwriting and enterprise risk functions. Bill's role includes promoting a risk-aware culture, developing credit and risk-related policies and leading key committees, including the enterprise risk and credit committees. As a member of the executive team, he advises the CEO and the board and helps shape and lead the organization's strategic direction.

Originally from Boston, Bill holds both a Bachelor of Science degree in Accounting and a Bachelor of Arts in Economics from Babson College in Wellesley, MA. He holds a Chartered Financial Analyst (CFA) designation and has completed advanced programs in bank credit analysis, statistics, and financial management. Bill's early career roles with Greenwich Associates, Fieldstone Private Capital Group and Forum Capital Markets shaped his expertise in investment management and the public financial markets. His leadership skills were acknowledged when he became the youngest partner at Founders Financial Group – a holding company for Forum Capital and its asset management arm. Immediately prior to Compeer, Bill spent 15 years as a hedge fund portfolio manager with specialties in convertible and high-yield bonds for three different funds, including one that brought him to Minnesota.

At Compeer Financial, Bill has been instrumental in leading initiatives that foster a risk/reward culture, creating a new auto-decisioning tool, and managing third-party capital relationships. He chairs multiple management committees and serves as a voting member of the asset liability committee (ALCO), and as a liaison to both the Board's enterprise risk committee and Compeer's regulator, the Farm Credit Administration.

Outside of his professional work, Bill resides just outside of Minneapolis with his wife and has two adult children. He enjoys Minnesota's lakes, playing golf and pickleball and, for a while, moonlighted in alternative sports statistics with a brief stint as a contributing author to a national NFL statistics almanac. Bill is a sought-after speaker for various audiences on economics, finance, and risk

management, and his professional insights have been cited in major publications including CNBC, the Wall Street Journal, Bloomberg News and the New York Times. He has also been involved in volunteer work, including coaching and refereeing youth and high school soccer and served as the chair for Twin Cities YMCA Camps' community board.



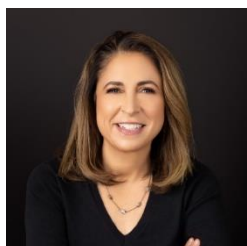
JIM ROBERGE is the Chief Diversified Markets Officer at Compeer Financial. Jim leads a diverse portfolio that includes Agri-Access, animal agriculture, ag tech, capital markets, food & agribusiness, leasing and syndications. His role involves engaging in corporate strategy, promoting Compeer's culture blueprint and driving excellence through innovative financial services.

Jim's career path started as a loan officer and encompasses management positions at Case Credit/CNH Capital, Farm Credit Services of America, and CoBank. Over the course of his professional life, he has occupied executive and high-level leadership roles, such as senior vice president of commercial lending and senior vice president of lending operations, leading up to his present position.

Jim holds a bachelor's degree in financial economics with a minor in political science from Gustavus Adolphus College and a master's degree in business management from Cardinal Stritch University. He has furthered his expertise through executive education programs at Harvard Business School and FCC Services.

Active in the agricultural and business communities, Jim serves as a board member with Minnesota AgriGrowth and as secretary-treasurer for the Center for Food Integrity. His dedication to professional excellence and community service reflects his commitment to advancing the agriculture sector.

Outside of work, Jim is a devoted Minnesota sports fan with a passion for hockey. He enjoys working outdoors and cherishes time spent with his wife, Lisa, their two adult sons, and three grandchildren.



SUSAN SACHATELLO serves as the Chief Marketing Officer at Compeer Financial, overseeing marketing, sales enablement, events & education and client experience teams. She holds a B.A. in Economics from the University of Richmond and an MBA from the College of William and Mary.

Susan brings over 20 years of executive leadership experience in marketing and digital strategy, with a strong background in both omni-channel retail and financial services. Before joining Compeer, she held key marketing leadership roles at Allianz Life, Principal Financial, Cuna Mutual Group, Lands' End and LBrands. Throughout her career, Susan has been passionate about creating and implementing innovative marketing programs that drive growth and client engagement.

Susan and her husband, Steve, reside in Fitchburg, Wis., with their two children, Teddy and Sophie. Outside of work, she is an active volunteer with the Boys and Girls Club of Dane County. In her free time, she enjoys outdoor activities like hiking, spending time on the water, traveling and gardening.