

# EXECUTIVE LEADERSHIP TEAM



**JASE WAGNER** 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 priorities. He previously served as the organization’s Chief Financial Officer.

Additionally, Jase serves on the Board of Directors for SunStream Business Services and is the current Chair of the Farm Credit Foundations Trust Committee.

Jase held prior positions as a Vice President with Allied Capital, a middle market junior capital provider in New York, from 2003-2007, and as a Vice President with Deephaven Capital, a multi-billion-dollar multi-strategy hedge fund, from 2007-2009. He graduated from the University of Northern Colorado with a degree in Accounting and Finance.

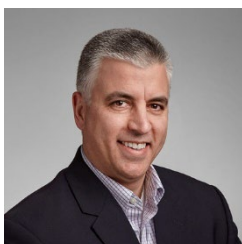
He and his wife, Sarah, live in Minneapolis, Minn., and have one son and two daughters. Jase’s hobbies include golfing, spending time with family and enjoying good food.



**BRUCE FEIST** is 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 received his Bachelor of Science degree in Computer Information Systems from St. Cloud State University in St. Cloud, Minn.

Bruce previously held positions as Vice President of Applications & Analytics at EMC Group and several leadership positions during his more than 20-year tenure at Cargill, including Managing Director of Format Solutions (a Cargill-owned software company serving feed formulation and manufacturing customers) and Enterprise CIO of Cargill Feed & Nutrition. He has a strong background in guiding complex businesses and digital technology organizations, with extensive experience serving agriculture with digital technology solutions.

Bruce and his wife, Diane, live in Woodland, Minn., and have three children. He spends much of his time attending his children’s sporting and theater events, and coached youth travel baseball for the Minnetonka Baseball Association. He also enjoys spending time as a career development mentor and coach, along with mountain biking, traveling, reading and spending time with his family.



**MATT GINDER** is the Chief Marketplace Development Officer at Compeer Financial. He is involved in the organization’s Asset Liability and Data Governance committees. Matt oversees the Ag Lending, Rural Living Solutions, Crop & Livestock Insurance, Tax & Accounting, Digital Client Interface and Digital Product Delivery teams in the sale and delivery of financial products and services. He 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 and structure, and controller divisions at GROWMARK,

Inc. He joined 1st Farm Credit Services in 1999 as a Controller, became the Director of Finance in 2001, Vice President of Financial Services in 2003, Senior Vice President of Marketplace Delivery in 2010, and 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. His hobbies include helping with the family farm, and cheering on the Denver Broncos and St. Louis Cardinals.



**JOHN HEMSTOCK** is the Chief Human Resources Officer at Compeer Financial. John oversees the Human Resources, Corporate Communications and Enterprise Data Management 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 (SPHR).

John has more than 30 years of experience in human resources management working for ATK/Alliant TechSystems, AgriBank FCB, HickoryTech Corporation, AgStar Financial Services and Compeer Financial. He's served in various leadership positions in human resources management since 1998 and previously served in executive leadership positions for marketing and business technology.

John 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 New Markets & Assurance Officer for Compeer Financial. Terry is responsible for leading Compeer's efforts in developing new, emerging and specialty markets along with the young, beginning and small farmer program. He also leads the cooperative's appraisal function and is a member of the Executive Leadership Team, the Asset Liability Committee and the Data Governance Committee. Terry previously served as the organization's Chief Risk Officer and Chief Asset Quality and Assurance Officer. He currently serves on the Farm Credit Council System Risk Committee.

Terry earned a degree in Agricultural Economics from the University of Illinois and is a graduate of the University of Wisconsin's Graduate School of Banking. He has spent more than 45 years in various positions within the Farm Credit System, including AgriBank, Farm Credit Bank of St. Louis and several Farm Credit associations in Illinois.

Terry is very active in his community and church, previously serving as president of his church and school, along with a wide range of youth coaching and leadership of youth clubs. Terry currently serves on the Board of Directors of the Illinois Agri-Food Alliance, which is an independent, multi-stakeholder collaborative network, working to harness the strengths of Illinois' food and agriculture sector. He is also a member of the External Advisory Committee for the University of Illinois Department of Agricultural and Consumer Economics.



**BETSY HORTON** is the Chief Financial Officer at Compeer Financial. Her primary role is to manage the Accounting, Financial Reporting, Budgeting and Asset/Liability Teams. She also leads the organization's internal audit function in coordination with the Board's Audit & Finance Committee. Betsy graduated from the University of Minnesota – Duluth with a degree in Accounting and holds a Master of Business Administration from the Carlson School of Management at the University of Minnesota. She is a Certified Public Accountant and holds a Chartered Financial Analyst designation from the CFA Institute.

Betsy previously held positions as Chief Financial Officer at S&W Seed Company, Chief Financial Officer at Miller Milling Company and several financial positions during her 20-year tenure at Cargill. She has global experience in finance, spanning public, private and family-owned companies.

Betsy and her husband, Ryan, live in Edina, Minn., and have twin daughters. She volunteers her time as a board member with Project SUCCESS, a non-profit that works with all Minneapolis school district middle and high schoolers to plan for their futures and achieve their goals. Betsy also enjoys gardening, reading and spending time with her family.



**PAUL KOHLS** is the Chief Administrative Officer and General Counsel at Compeer Financial. Paul oversees the organization's Lending Operations, Legal and Compliance, and Business Process teams, in addition to working with several other organizational shared services functions. 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 also serves as a member of the Board of Governors for the Farm Credit System Captive Insurance Company and as a member of the Board of Directors for Farm Credit Foundations, which provides health and retirement benefits to Farm Credit team members.

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

Paul and his wife, Kelly, live in Victoria, Minn., and have two sons and one daughter. He is an active volunteer at his church, St. John the Baptist Catholic Parish. His hobbies include cooking, traveling, boating and water skiing. In 2021, Paul fulfilled a life-long dream and obtained his private pilot license.



**JOHN MONSON** is Chief Mission Officer at Compeer Financial. John serves on the Corporate Giving and Legislative committees. As a Compeer executive, John oversees Corporate Giving, Legislative Affairs, Mission Financing and Rural Vitality efforts. He received his Bachelor of Science from Moorhead State University and attended graduate school at North Dakota State University.

Prior to Compeer Financial, John served as a congressional aide to Congressman Arlan Stangeland from 1987-1991, the Dodge County Executive Director for USDA Farm Service Agency (FSA) from 1992-2000 and the Minnesota USDA FSA State Executive Director from 2001-2006. He also served as the National Legislative Chairman for FSA employees. John joined AgStar Financial Services in 2006.

He and his wife, Deborah, live in Cannon Falls, Minn., and have four adult children and one grandson.



**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, Mass. with dual degrees in Accounting and Economics. He holds a Chartered Financial Analyst designation from the CFA Institute.

Bill joined Compeer Financial 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 Information Technology Approval & Prioritization 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 three grandchildren, Collins, Catherine and Caleb. Jim's hobbies include spending as much time as possible with family, working outdoors and following University of Minnesota athletic teams.



**SUSAN SACHATELLO** is the Chief Marketing Officer at Compeer Financial. Her primary role is to manage the Marketing, Sales Enablement, Events & Education and Client Experience teams. Susan graduated from the University of Richmond with a B.A. in Economics and holds an MBA from the College of William and Mary.

With extensive experience in marketing and digital leadership roles, Susan previously held marketing leadership positions at Allianz Life, Principal Financial, Cuna Mutual Group, Lands' End and L Brands. With more than 20 years of executive leadership experience, Susan has deep expertise leading across omni-channel retail and financial services and a strong passion for developing and implementing innovative marketing programs.

Susan and her husband, Steve, live in Fitchburg, Wis., and have two children, Teddy and Sophie. She volunteers her time with the Boys and Girls Club of Dane County and enjoys spending time outside hiking and any activity on the water, traveling and gardening.