



## A passion for teaching

The naysayer. The hammer. The nitpicker. Tammy Sawvel is familiar with the stereotypes of compliance officers. So when she became First Bank Financial Centre's chief compliance officer in 2007, her goal was to be the "business partner that a compliance officer should be," she says.

For Sawvel, this meant making a long-term commitment to personally training bank employees on compliance issues and procedures, spending countless meetings helping department managers prepare for audits and exams, and keeping her door open so that she could be "the go-to person for regulatory information."

According to Stacy Grafenauer, First Bank Financial Centre's vice president, Sawvel, who turns 44 this month, succeeded in all those goals. Today, managers routinely seek out Sawvel's compliance expertise. "People trust her and don't perceive her as an obstacle to doing their jobs."

For First Bank Financial Centre, this means employees at all levels are attending to necessary compliance requirements, an important aspect to helping the community bank grow in a safe and sustainable fashion, Grafenauer says. "No one is worried or afraid when it's exam time."

As a compliance officer, Sawvel's success stems from her gifts as a student of regulations and a teacher to others. "She'll take regulations, break them down and help everyone from tellers to middle management to board members understand them," Grafenauer says. "There aren't too many people in the financial world with her level of knowledge who can provide that kind of support."

Sawvel's talents are shared beyond First Bank Financial Centre's eight branches and two loan offices. She also regularly teaches compliance and information security courses at industry conferences outside the bank.

"Teaching is a passion of mine," Sawvel admits. "I want to help my co-workers and fellow bankers do their jobs well."

While compliance and teaching are her specialties, Sawvel's other vocational passion is community banking. She worked for big banks for more than a decade "and got tired of the mergers and the lack of community focus," she says. First Bank Financial Centre's motto - "One Bank, One Family" - and its long-term commitment to the communities of Waukesha and Washington counties sums up her own approach to her work.

"I belong in a community bank," she says.



**Tammy Sawvel**

Chief Compliance Officer

First Bank Financial Centre

Oconomowoc, Wis.

### TAMMY SAWVEL KEYS TO CAREER SUCCESS

#### BECOME AN EXPERT:

*"Strive to find the right balance between compliance and servicing your clients by being a resource for your financial institution."*

#### SERVE THE MISSION:

*"In this environment of regulatory uncertainty, we need to remain committed to our community bank model. Our customers and our communities are counting on us to continue the tradition of safe, profitable growth."*