



November 2nd, 2021

Recruiting & Bench Strength Panel

\$25

by the RMA Puget Sound Chapter

Register Now!

Tuesday, November 2nd | 12:00 - 1:00 PM | on Zoom

Finding, retaining, and developing talent in today's banking industry seems as difficult as ever before. Join the RMA Puget Sound Chapter on November 2nd for our next virtual education event, Recruiting & Bench Strength Panel. Our panelists will discuss the challenges they're facing, why they exist, and how they are overcoming them. Featuring panel and moderator:



Amanda Sell-Sande

Chief Executive Officer
Julison Sell Search Team



Eric Seidenberger

Director of Homebuilder Finance, WA
WaFd Bank



Matt Marr

CRE Income Property Director
Banner Bank



Nabil Instafanous

Senior Vice President
Celtic Capital

This event can count towards a Continuing Education Credit for credit risk certified members.

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Amanda Sell-Sande

CEO | Julison Sell Search Team

Amanda had finished graduate school in Organizational Leadership and Human Resources and spent a year running an industrial staffing firm, where she had turned it from a bottom performing branch to a top performing branch, when she was approached by a recruiting firm. She took tests and spent hours interviewing and was told "You are highly extroverted, a non-conformist, impatient, and aggressive, and we want you. If you do what you are told and don't fight the system, you will succeed." She went on to break records and rank #1 in the Western Region and #4 globally in her rookie year and had no idea she was in a recession.

She grew a high performing team and after eight years with her employer decided it was time to open her own shop. She also decided that she should have a baby join her at the same time, because overachieving is her thing.

Eric Seidenberger

Director of Homebuilder Finance, WA | WaFd Bank

I earned a BBA in Finance from Angelo State University (Texas) in 2005. After graduation, I began my banking career as a Commercial Credit Analyst with First Horizon. In 2008, prior to the Great Recession grabbing hold, my then CRE team manager brought me along to help energize the North Texas Division for Patriot Bank in Dallas, Texas. This community bank out of Houston had a myriad of issues related to CRE loans booked by predecessors, so I earned "battlefield" promotions to Portfolio Manager and Relationship Manager in 2008/2009. The years from 2008-2011 were spent resolving Special Credits and managing Real Estate Owned by Patriot Bank. By the end of 2011, Texas had turned the corner and CRE lending began its ascension in our North Texas Division.

Washington Federal hired me in 2013 as a CRE Relationship Manager (Vice President), and I held that post since Day 1 up through January 2020 when WaFd Bank promoted me to a 'Director' role. Within the state of Washington, our Homebuilder Finance team offers construction solutions for all "for-sale" housing product. This includes single family detached homes and attached townhomes. Loan facilities include guidance and committed construction revolvers, borrowing base revolvers, all containing sub-limits that allow for models, speculative units, and finished developed lots. Land development projects are considered when developer has capacity to build on those lots.

Matt Marr

CRE Income Property Director | Banner Bank

Matt Marr is the SVP and Income Property Director at Banner Bank, a ~\$17B regional commercial bank operating in five western states (WA, OR, CA, ID & UT). Matt oversees the Income Property Division which is comprised of a team of CRE professionals focused on providing financing to developers and owners of commercial income-producing properties. Loans include construction and term loans for the purpose of acquiring, developing or renovating any number of commercial property types including multifamily, office, retail, industrial and others. Matt has a BS in Economics/Finance, is a graduate of Pacific Coast Banking School, and is currently a candidate in the University of Washington Foster School of Business Executive MBA program.

Nabil Istafanous

Senior Vice President | Celtic Capital Corporation

Nabil Istafanous, JD serves as senior vice president of Client Development and covers the Pacific NW for Celtic Capital Corporation. Celtic Capital works with companies looking for working capital to cover operating expenses, fund growth, increase buying power and take advantage of vendor discounts and rebates. With an appetite for the more complex transactions, Celtic Capital has a history of success in crafting creative, flexible asset based financing solutions from \$500,000 to \$5 million with no financial covenants. Nabil has been a member of the region's business community for over twenty years as a business owner, lawyer, financial advisor, company executive and non-profit board member. Nabil received his BS in Biology, minor in Economics from MIT and his JD from Stanford Law School.

Nabil brings his wealth of experience and education across many disciplines to bear in structuring creative debt solutions for clients.

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