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Photo attached as JPG file

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Debbie Ray Joins Weaver's Advisory Services Financial Institutions Compliance Team

DALLAS (September 26, 2013) – Debbie Ray, CRP, AMLP, CRCM recently joined [Weaver](#), the largest independent accounting firm in the Southwest, as director of fair lending compliance, a specialty service in the firm's [financial institutions](#) practice. She will be resident in Weaver's Dallas office.

Ray's appointment signals an expansion of Weaver's advisory practice serving financial institutions. Ray will focus on fair lending risk assessments, comparative file testing, training and consulting. These services help financial institutions assess potential fair lending risk and also identify and correct perceived bias in practices that may be deemed discriminatory or unfair by federal agencies and other third parties.

Ray brings more than 20 years of financial institution regulatory compliance experience to Weaver, including a strong combination of experience as a U.S. Office of the Comptroller of the Currency (OCC) bank examiner, a regulatory compliance executive with several large banks and most recently as an independent consultant through her own firm, AIIZ (A II Z) Compliance Consulting Inc.

"Debbie's depth of fair lending knowledge and experience are significant in helping us accomplish our client service objectives," said Bruce Zaret, partner in Weaver's advisory services and leader of the firm's financial institutions compliance practice. "Fair lending has become a point of focus for regulators. We believe our clients will greatly benefit by having Debbie's guidance in navigating through a challenging compliance environment."

Ray is designated by the Bank Administration Institute (BAI) as a Certified Risk Professional® (CRP) and holds a BAI Anti-Money Laundering Professional Certification®, and is certified by the American Bankers Association (ABA) as a Certified Regulatory Compliance Manager (CRCM). She has been published in the *ABA Bank Compliance* magazine on the subject of fair lending testing and attorney-client privilege. Ray has served as a faculty member and panelist of ABA schools and conferences and a speaker at various trade groups including the Texas Bar Association and Texas Association of Bank Counsel. She graduated from The University of Texas at San Antonio with a Bachelor of Business Administration degree in finance.

About Weaver

Originally founded in 1950, Weaver currently has approximately 500 employees and Texas offices in Austin, Dallas, Fort Worth, Houston, Midland, Odessa and San Antonio. The firm also has locations in Denver, Colo., and Stamford, Conn. Weaver is ranked the largest independent

accounting firm in the Southwest by *Accounting Today* magazine. The firm is also ranked the 37th largest firm in the United States by *INSIDE Public Accounting* and the 42nd largest firm by *Accounting Today*.

Weaver serves a broad range of clients including large national and international companies, public and privately-held businesses, nonprofit organizations and governmental entities. In addition to traditional assurance and tax services, Weaver also provides numerous advisory services, including risk advisory; transaction advisory; IT advisory; forensic accounting; litigation support; international; property tax; state and local tax; and wealth management services. Learn more at www.weaver.com.