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Guild Mortgage – Depth and Breadth of Skills, Experience, Longevity Define the Management Team

Leadership Team Backgrounder

Guild Mortgage's leadership team sets the tone for an organization that embraces the latest in technology and innovation – characteristics of a fast-growing, nationally known company – while providing personalized customer service. Guild's executives have extensive experience in the mortgage industry, along with expertise in finance, accounting, information technology, entrepreneurship and quality assurance. Together, they share a vision for growing the company while maintaining its core strengths, culture and values developed over more than 50 years in business.

As a result, Guild has grown from a single office in San Diego in 1960 to become one of the top independent mortgage banking companies in the U.S. with more than 250 branch and satellite offices in 27 states. The company has been named one of San Diego's Top Workplaces by The San Diego Union-Tribune for five straight years. Its other recent honors include: San Diego Business Journal, Largest Private Companies; Mortgage Executive Magazine, Top 100 Mortgage Companies in the U.S.; and San Diego Metropolitan, Most Admired Companies in San Diego.

Guild's growth strategy is focused on hiring and retaining the best talent. Its senior management team leads the way.

Mary Ann McGarry, President and Chief Executive Officer, Partner

Mary Ann McGarry has been a member of Guild's board of directors since 1988. She was named president in 2005 and CEO in 2007, when she led a management buyout of the company from its founder. She leads the development and execution of the company's strategic plans and objectives, and has been one of the driving forces in formulating and executing Guild's financial, operational and technology strategies.

She began her career with Guild in 1984 as a supervisor in internal audit and within three years was promoted to senior vice president of loan administration and information technology. Her experience within Guild is broad and deep. Her career also includes serving as chief financial officer, chief production operations officer, and chief operating officer.

She has received multiple awards and accolades for her leadership including: San Diego Business Journal, 'Most Admired CEO of the Year'; HousingWire Magazine, 'Women of Influence'; Mortgage Banking Magazine's profile of '20 Leading Industry Women'; Mortgage Professional America Magazine, 'Elite Women in Mortgage'; San Diego Business Journal's 'Women Who Mean Business'; San Diego Magazine's 'Women Who Move the City'; San Diego Metropolitan's 'Women Who Impact San Diego'; San Diego Magazine's 'Women of the Year'; Mortgage Professional America Magazine, 'Hot 100'; San Diego Metropolitan's 'Metro Movers'; and the E&Y Entrepreneur of the Year in Financial Services in San Diego.

Prior to joining Guild, Mary Ann worked for the public accounting firm Peat, Marwick, Mitchell. She trained as a certified public accountant and serves on the investment and servicing committees of the Mortgage Bankers Association (MBA), the Residential Board of Governors for the MBA and on the Federal National Mortgage Association's (FNMA) advisory council. Mary Ann received a B.B.A. degree in accounting with a minor in computer science in 1980 from the University of San Diego.

Terry Schmidt, Executive Vice President and Chief Operating Officer, Partner

Terry joined the company in 1985 and was named to the board of directors in 2006. She is responsible for financial and investor reporting, budgeting, cash management, warehouse lending and human resource functions. She also plays a fundamental role in the continuing evolution of the company's business strategy. She has developed sophisticated reporting systems for measuring branch performance as part of Guild's entrepreneurial approach to profit-sharing at the branch level. Her range of versatility extends from the financial aspects of the business to product development, advertising and systems design.

Terry has been named by the San Diego Business Journal as one of the top CFOs in San Diego for two straight years for her contributions to Guild becoming one of the fastest growing independent mortgage banking companies in the U.S. She was also selected as a finalist for the San Diego Business Journal's Women Who Mean Business Awards, which recognize female business leaders who make a significant difference in the community.

Terry graduated from the University of San Diego in 1984 with a B.B.A. in accounting and has earned the following professional certifications: certified public accountant candidate, 1989; certified financial professional, 1992; and certified mortgage banker, 2005. Terry is a member of the Mortgage Bankers Association Financial Management Committee and the Board of Governors for the California Mortgage Bankers Association, since 2011.

Catherine Blocker, Executive Vice President, Production Operations, Partner

Catherine joined Guild in 1998 with a background rooted in both wholesale and retail sales, and operations at Weyerhaeuser Mortgage Company. Within two years, she was promoted to vice president

with responsibility for production training. In 2001, she was promoted to lead production operations and assumed the leadership of underwriting and the branch operations service center. She was instrumental in reshaping the corporate culture with a goal of balancing prudent underwriting with effective customer service. She graduated from San Diego State University in 1980 with a B.A. in English.

Recognized nationally for her leadership in production operations, she has been a featured contributor to Scotsman Guide Magazine's Residential Edition, where she wrote about the keys to growth in the mortgage industry.

Barry Horn, Executive Vice President, Retail Production Manager

Barry joined Guild in 2008, when the company acquired Liberty Financial Group, a full-service mortgage banking company based in Bellevue, Wash., and founded by Barry in 2001. His leadership skills kept his team strong before, during and after the transition to Guild.

Barry brought more than 30 years of experience in executive management and entrepreneurial business operations, including his history with Liberty Financial Group.

His executive management includes service as assistant to IBM's chairman of the board, as executive vice president of worldwide sales of Attachmate Corporation, a \$400 million software company, and as CEO of Saltmine LLC, an e-business web development and consulting company. His entrepreneurial experience includes forming New Link Corporation, a security software company, which he later sold to a public company in Great Britain.

Mortgage Executive Magazine recognized him as one of the 'Most Influential Mortgage Executives' in 2013 and 2014 for his ongoing achievements in the mortgage industry. Barry received a B.A. degree in economics and finance from Taylor University.

David Battany, Executive Vice President, Capital Markets

David joined Guild in 2015 and is responsible for risk analysis, trading, hedging, and new product strategy as the executive vice president of capital markets.

He has more than 30 years of experience in the mortgage industry, most recently at PennyMac, the largest non-bank correspondent lender in the U.S., and before that was an executive with Fannie Mae for more than a decade, where he led strategy for single-family business and managed lender relationships.

At PennyMac, David was responsible for relationships with Fannie Mae, Freddie Mac and other government agencies, mortgage insurance companies and trade associations. He led new product

strategies and successfully implemented 12 major new products to support company retail and corporate business objectives.

David rose through the ranks during his 22 years at Fannie Mae where he last served as its director of single-family business and managed lender relationships. He has been active in industry organizations, including serving on the board of the California Mortgage Bankers Association and the Mortgage Bankers Association, and on the board for the Residential Board of Governors for the MBA. He is currently the chair of the MBA's Secondary and Capital Markets Committee. In 2016, he was one of 40 professionals honored with the annual Vanguard Award by HousingWire magazine, which recognizes C-level industry professionals and business unit leaders of organizations contributing to the growth of the housing economy and its various sectors. David is committed to the community and is now a board member of Habitat for Humanity (San Gabriel Valley). He earned a B.S. degree in finance from the University of Colorado in 1985.

Gabe Minton, Executive Vice President, Chief Information Officer

Gabe Minton joined Guild Mortgage in 2017 and leads its continued advances in the use of technology to position the company for future growth. This includes developing next generation platforms and services to enhance Guild's customer experience through its MyMortgage digital mortgage and maximizing operational efficiencies.

Gabe has more than 25 years of experience in leadership roles with mortgage and technology companies in a variety of settings. He specializes in creating software systems, products and standards and has been responsible for strategy and execution, communications and vendor relations throughout his career. He has been a visionary in advancing the digital mortgage from concept to reality.

Prior to joining Guild, Gabe served as senior vice president and chief information officer at PHH Mortgage from 2014-17, where he transformed the information technology division to meet growing regulatory and customer needs.

Gabe also served in senior management, strategy and technology positions with Black Knight's ServiceLink, Motivity Solutions, Accenture Mortgage Cadence and the Mortgage Bankers Association. He was one of the leading architects and founding members of MISMO, the Mortgage Industry Standards Maintenance Organization (a subsidiary of the MBA).

Gabe holds a Bachelor of Science with a double-major in Computer Science and Statistics, and minor in Mathematics from Radford University in Virginia, and a Master of Software Engineering degree from the University of Maryland. He has designed and taught Computer Science and Mortgage Banking technology curriculum for the MBA, George Washington University and Hood College.

James Madsen, Executive Vice President, Loan Administration

Jim joined Guild in 2014 and is responsible for the loan administration division, managing operations and loan accounting from customer service through default.

He has more than 25 years of experience in the financial services industry, including mortgage and auto finance. Most recently, he worked for GMACM/Ocwen Financial in a lead project and compliance role. His experience includes operational roles, special servicing, investor reporting and financial reporting.

Long considered an expert in financial services, he is often sought by national media as a source, most recently appearing in an American Banker feature on mortgage servicing trends. He graduated from Colorado College with a B.A. in economics in 1981 and earned his M.B.A from San Diego State University in 1986.

Mike Rish, Senior Vice President, Secondary Marketing, Partner

Mike joined Guild Mortgage in 1986. He started his mortgage career in internal audit, performing branch and investor compliance audits and was soon promoted to manage all aspects of the secondary marketing function, including branch and investor commitments, pipeline and inventory hedging and agency securitizations. He facilitated the design of Guild's proprietary hedging model, which has added fundamental value to the company.

He is also a valued member of the product development team and designed various tools to facilitate the loan origination process, including Guild's electronic loan finder and web based loan lock systems. He is in constant communication with branch originators and investors to expand Guild's product offerings and maintain competitive pricing. Mike is a graduate of the University of San Diego in 1984 with a B.B.A. in accounting with an emphasis in computer science.

Theresa Cherry, Senior Vice President, California Coastal Regional Manager, Partner

Theresa manages the California coastal region retail production division, which encompasses 17 counties in the southern and western regions of California.

Theresa began her career with Guild in 1989 in loan servicing and has held diverse management positions with the company. Theresa is recognized as a leading presence at Guild, versatile and dynamic, with well-rounded industry knowledge, including inside and outside sales.

In 1997, Theresa was promoted to vice president while serving as the default manager in the company's foreclosure department. She later returned to production management responsibilities within Guild's direct lending division, and in 2001 joined Guild's corporate loan production department where she assumed responsibilities in recruiting and managing branches. In early 2008, Cherry became a partner in Guild's ownership structure. Additionally, she has helped guide the company's design of web-accessible systems based on her extensive experience as both a loan officer and in working with Guild's branch managers.

In 2009, she was promoted to senior vice president, production. She was selected to be the regional manager of the California coastal region in 2015, overseeing new recruitment and managing more than 45 locations and 350 employees.

In addition to her new duties as regional manager, she is a key member of the Guild production management team and builds communications with regional, district and branch managers throughout the company. She received a B.B.A. degree in 1987 from the University of San Diego.

Linda Scott, Senior Vice President, Chief Information Officer, Partner

Guild is one of the few mortgage banking firms to develop a custom-built information technology system as part of its dedication to provide high levels of customer service, manage risk and maximize operational efficiency.

Linda oversees the company's core business systems, infrastructure and services. She led the evolution of Guild's information technology systems through key growth stages and provides leadership and project management in support of all Guild systems.

Starting in software development in 1985 as a programmer-analyst, Linda worked on a wide range of critical enterprise applications. She led the efforts on EDI (Electronic Data Interchange), the Year 2000 Project, web development, and many hardware and software upgrades.

Currently, Linda plays a central role in driving the strategy relative to product and services technology, architecture and infrastructure with a focus on improving organizational efficiency and effectiveness as the company grows.

In May 2016, Linda was recognized as a 'Top Tech Exec in San Diego' by the San Diego Business Journal for her leadership in the mortgage lending process. San Diego Magazine also honored Linda as a 'Top Tech Exec' in 2015 for her leadership in creating proprietary systems, speeding the mortgage lending process, and for managing systems growth as Guild went from 75 offices in 16 states in 2010 to more than 234 in 25 states in 2015. She is a graduate of Coleman College with honors in software development.

Rhona Kaninau, Senior Vice President, Loan Administration, Partner

Rhona joined the company in 1985 and is responsible for the overall operations of loan administration, managing bulk acquisition and sale of servicing as well as portfolio retention strategies. Rhona was the project coordinator in the design and implementation of an interactive voice response system and streamlined refinance program to increase portfolio retention levels. Prior to coming to Guild, she worked for Bank of America in retail branch operations for 12 years. She is able to adjust to the needs of an ever-changing portfolio and maintain high service levels and low costs per loan. Her ability to

organize, problem-solve and effectively execute company objectives are vital to Guild. She is a member of the Mortgage Bankers Association Loan Administration Committee and the Diversity Task Force.

Lisa Klika, Senior Vice President, Chief Compliance Officer

Lisa is responsible for Guild's risk management, compliance, quality assurance and legal matters. She manages state and federal regulatory agency filings, licensing, inquiries and audits, and analyzes regulatory changes and areas of risk to assess impact to the company.

She began her career with Guild in 2003 as a compliance analyst and held several positions including quality assurance analyst and quality assurance manager, before being promoted to vice president in 2007 and senior vice president in 2014.

In addition to leading the compliance effort at Guild, she is heavily involved in trade association events, Mortgage Business Association events, conferences and educational opportunities, making her a recognized national leader in the intricacies of regulatory compliance. She graduated from the MBA's Future Leaders Program in 2007 and participated in the California MBA's Future Leaders Program in 2009. She served on the MBA residential board of governors' advisory committee in 2010, and has served as chairperson of the MBA's regulatory compliance sub-committee since 2010. She has spoken at a number of industry events on complex compliance topics including strategies for small to mid-size mortgage bankers, FACTA red flags, SAFE Act, FHA compliance strategies, third party monitoring, loan officer compensation, state issues and vendor management.

Before joining Guild, Lisa worked at the Challenge Center, helping rehabilitate individuals with debilitating diseases and long-term disabilities. She graduated from Oregon State University, Corvallis, with a B.S. in health and human performance.

Carolyn Frank, Senior Vice President and Chief Human Resources Officer

Carolyn provides direction to the company's HR and learning management functions, executing strategic key initiatives focused on building capabilities within Guild's workforce. This includes creating a strong HR foundation to effectively support the organization's workforce strategy, driving competitive compensation and benefit initiatives and leading a successful corporate university training mode through Guild University.

Carolyn's efforts have helped support the company's rapid growth, as well as Guild's recognition as a Top Workplace by the San Diego Union Tribune for four consecutive years. In 2016, she was honored by the San Diego Human Resource Forum for her contributions to the HR community and her ability to transform Guild's HR function into a strategic partner by leading and implementing several new innovative programs.

Prior to joining Guild, Carolyn held progressively responsible human resources positions at diverse industries such as Genoptix, Amylin and Johnson Outdoors Inc. With almost 20 years of HR experience, she has a strong background in employee relations, talent development and strategic relationship building. Her leadership style has always emphasized the benefits of building strong partnerships to understand the business challenges and opportunities in order to drive transformational programs and services.

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For additional information, see GuildMortgage.com

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