



the Shield

of excellence

Equifax Data Breach: What next?

As has been widely reported, during the summer hackers breached security at Equifax, one of the three large credit reporting companies. During this breach, hackers accessed social security numbers, addresses, credit card information, and more. While Paragon was not a victim of this security breach, this could still affect your credit information.

Equifax is now taking measures to protect those who may have been affected by the breach. We recommend that all Paragon customers follow the steps below to determine whether or not your information was compromised.

- Visit the Equifax website to see if your personal information was impacted by this security breach.
- Enroll in the complimentary year of credit monitoring that Equifax is providing whether or not you were impacted. To enroll, follow the prompts and take note of your enrollment date.
- Pull a current credit report free from Equifax, TransUnion, or Experian. Check for any errors or unauthorized activity and keep this credit report for your records.
- Consider placing a fraud alert on your files to warn creditors that you may have been a victim of identity theft.
- Continue to monitor your accounts for unauthorized activity.

If you have any questions, please contact us at 901.273.2900.

Fraud Prevention Tips

Positive Pay for Business

Positive Pay is a fraud detection service that protects against altered or counterfeit checks.

- Through internet banking, your business provides a list of all checks cut.
- Paragon compares all checks presented for payment against this list.
- If a check is not on the list, we will notify you, and you can determine if the check is legitimate or fraudulent.

To learn more about this service, contact our Cash Management department at 901.322.0610.

Paragon Fraud Center

Our fraud prevention service strives to notify you as quickly as possible when potential fraud is detected. Here's how it works:

- When potential fraud is detected, you will first receive email alerts, then text alerts with the option to reply "fraud" or "no fraud."
- If you do not respond, you will receive automatic phone calls to confirm or deny fraud.

TIP: Add the Fraud Center phone number to your contacts so that "Fraud Center" will display whenever you get a call from 1-800-417-4592.

Guardian Text Alerts

Detect fraudulent activity on your debit card the moment it happens with text alerts.

- Every time you swipe your debit card you will receive a text message listing the merchant, amount, and fraud confirmation code.
- If the charge is fraudulent, simply reply with the confirmation code to block your card.
- If the charge is valid, you do not need to reply.

For more information or to sign up, visit bankparagon.com/guardian.

SPOTLIGHT: FRASE PROTECTION

Frase Protection got its start with one man and an idea. In this case, it was Robert A. Frase, Jr., “Robin,” who came to the rescue of an uncle who owned AMRO Music and was frustrated by break-ins. Robin took it upon himself to design and install an alarm – from scratch – to guard against future burglaries. And thus, Frase Protection was born. Under the leadership of Robin’s son, Jonathan, current owner of the company, Frase Protection has grown by leaps and bounds to become one of the most prominent security companies in the Memphis area.

It is hard to imagine now, but Jonathan Frase never saw himself becoming an integral part of his dad’s company. Jonathan pursued a degree in aviation, working as a flight instructor and then flying with a regional airline for four years. Eventually Jonathan began looking for another career path as flying kept him away from his wife and children. It wasn’t until his friends asked about his dad’s business and succession plan that Jonathan considered sitting down with his dad and discussing the future of Frase Protection. “I told him that I wanted to talk to him about an opportunity to buy the company from him over time,”

Jonathan said. “He was very open to that. So, I actually resigned as a captain with a regional airline and came to work here.” The timing of this move ended up being very fortuitous for Frase Protection. After just three-and-a-half years working with his son, Robin was diagnosed with pancreatic cancer, and he died a few months later. Consequently, Jonathan took the reins at Frase Protection during the worst part of the recession but still managed to grow it into the successful business it is today.



Jonathan Frase

While Jonathan has slowly expanded the business over the last decade, he is proud to still be a small business in the Memphis area. With fewer than 20 employees, Jonathan raves about his unbelievable staff that can accomplish so much while wearing multiple hats within the company. Limited resources could prove to be a challenge to a small business, but, for Jonathan, the benefits far outweigh the challenges. “We’re small enough that if we need to make a change or shift, it doesn’t take much to do that,” he says. “If there is a major change in the economy or in technology, we can react quickly and stay ahead of our big competitors who take longer to adapt.”

And reacted they have. As with many other industries that depend on technological advances, the technology surrounding home and business security has grown faster and faster over the last decade, becoming more robust and more refined with time. What started as Robin’s homemade alarm systems to prevent break-ins has evolved into an entire connected home system controlled by a smart phone. Individuals can still have a basic alarm system, but they can also control their thermostat, lights, door locks, and alarm system with a touch of a button in an app. Small businesses can manage alarm codes, generate reports, and feel safer about leaving opening or closing their business in another’s hands. Jonathan believes that advances in technology in the future will lead to fewer false alarm calls and therefore quicker response time from the police. Cameras installed in a home or business can be viewed from a smartphone and will show whether the alarm is for a legitimate security issue so that the police will be dispatched. Frase Protection has stayed on the front lines of the technology shift and will continue to do so as technology continues to evolve.

Jonathan and Frase Protection made their way to Paragon Bank in a way that many others have – being frustrated by the inflexibility and lack of consistent service at a large bank. Referred by a former Paragon board member, Jonathan moved the company’s business over immediately and over time added more accounts and services, such as Paragon’s lockbox service, which allows for some of their payments to be handled by Paragon instead of in-house at Frase. Jonathan is glad he made the switch. “The thing I love about Paragon is that if I call or if I go into the branch, they know who I am,” he says. “It makes me feel really good that I have that benefit of a small-town bank feel and that I’m dealing with a bank that can handle all of my needs.”

So, what is in store for the future of Frase Protection? Jonathan states that they are currently committed to the Memphis market and looking forward to honing the new technologies that come along. “We love Memphis, and we’re here to offer customers in the Memphis area a hometown security provider where they know the technicians coming into their home, and they can get the technology and service they need at a great price.”

Make-A-Wish Mid-South

Paragon grants wish of 3-year-old Layken!



This year we had the privilege of granting Layken's wish to go to Walt Disney World! Team Paragon turned the Fountain Place location into an island paradise. Then Layken went on a treasure hunt themed after the Disney movie "Moana." Her grand prize was that her wish had been granted, and she and her family were headed to Walt Disney World!

Lifblood Blood Drive



During our annual Employee Appreciation Week, Paragon brings Lifblood to host a blood drive. Pictured here is Rita Fiduccia getting ready to give blood.



Memphis Child Advocacy Center Bear Wall



When children enter the Memphis Child Advocacy Center, they pick a teddy bear from the bear wall. During a few weeks in August, Paragon employees collected new teddy bears to refill the wall. Several employees visited to deliver the new bears. Pictured here is Teresa Garner adding Paragon's bears to the wall.

Community Involvement

Habitat for Humanity



The Small Business Capital Group partnered with the Habitat for Humanity Dekalb County's A Brush With Kindness program to bring home repairs and cleanup to a family in need. In this photo, Daniel Vo and Charles Yorke work on repairing the fence in the family's yard.

March of Dimes March for Babies



The "Paragon Pacers" walked for March of Dimes earlier this year at Shelby Farms as a part of the "March for Babies." Donna Bain and Jonelle Middlebrook (pictured above) were two members of Paragon's team.



Hawkins Mill Elementary



Paragon has been visiting Ms. Martin's 3rd grade classes for more than a decade, bringing treats, playing games, and making crafts with the students. Recently, Lea Carr, Sean Eschelweck, Nancy Walls, Will Cooper, and Haley Overcast met Ms. Martin's new class of 3rd graders.

Director's Corner: Rudi Scheidt, Jr.

Talking with Rudi Scheidt Jr., it is easy to see where his passions lie. While his career and interests span the industries of banking, investments, medicine, and politics, the central theme of all those endeavors is one thing – people. Whether it is influencing his employees or caring for a patient, Rudi excels at leading and helping the people he comes across in his life.

As a Paragon board member, Rudi brings extensive expertise in the banking and investment industry. His early career started with National Bank of Commerce (NBC) in the management training program. He then spent time at NBC in the Commercial Lending Department and then a decade in the Investment Banking Division. After a time, it became clear to Rudi that it was time to take a leap forward. “I realized that I wanted to get involved in management at the bank,” Rudi says. “I told the head of the bank that my dreams and aspirations were to run the department and not be a salesperson.” Shortly after that, a change in the department led to Rudi’s taking over the Bond Division at NBC. From the mid-80s until the bank was sold in 2007, Rudi led his team to grow to 200 employees and more than \$100 million in revenue.

After the bank was sold, Rudi joined with another investment manager to form Commisum Capital Management – a hedge fund that managed more than \$500 million. But it was the Great Recession that brought him to his current position at Bridge Capital Asset Funding. As the strength of the dollar dropped, many foreign investors became interested in purchasing rental homes in the United States. For many, the recession was a time of strain and cutting back, but Rudi and a few other partners wanted to find a way to get involved in this business and provide an untraditional source of funding for these investors, and Bridge Capital was born. Rudi still serves as chairman and partner of the organization which has now grown to serve in ten states.

When asked what his proudest accomplishment was over his varied career, one might expect Rudi to respond with one of his financial successes



Rudi Scheidt, Jr.

or entrepreneurial efforts. But without hesitation Rudi responds, “One of my accomplishments was what I was able to create for employees and their families. Until we sold the bank, I never realized how I affected people’s lives as head of a company, and when I lost that responsibility, it became apparent to me how much I enjoyed positively affecting and impacting other people’s lives.” Whether it’s helping employees provide for their families or walking beside them through crises, it is clear that Rudi truly enjoys being a part of the lives of those around him.

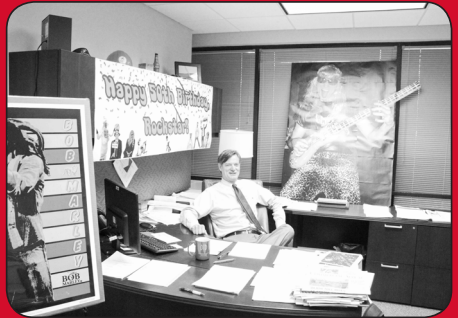
But his care for others around him doesn’t stop with those with whom he works. For Rudi and his wife, Caryn, community service and volunteer work are crucial. In fact, the two of them currently volunteer in the emergency room of a hospital in Aspen (where he splits his time with Memphis), and both are working toward their EMT licenses to be able to be more involved. Eventually they hope to be on the national EMT list so they can be called to natural disaster areas in need of medical care. They were led to seek out volunteering at the hospital when they cared for Rudi’s father after a major surgery. It was

then that they both “realized that we were really good at this and enjoyed doing it. We went to the hospital and asked where we could get most involved without a medical license.”

Rudi joined Paragon’s Board of Directors in February of 2016 after Paragon approached him with the opportunity. He is on the Asset Liability Committee and the Director’s Loan Committee and brings a wealth of banking and investment knowledge to Paragon’s board. When describing what makes Paragon different, two things come to mind for Rudi. The first is the commitment to the community and volunteer work, and the second is Paragon’s entrepreneurial spirit. “From a management perspective, Paragon is unique in the entrepreneurship of trying different things within the banking world,” Rudi says. “Whether it’s the LPO in Oxford or adding the Small Business Capital Group, in today’s changing market traditional banking has to be creative and think outside of the box.” Paragon is very grateful to have Rudi’s expertise and knowledge on Paragon’s Board of Directors. Thank you for your commitment and service to Paragon, Rudi!



Milestone Birthdays at Paragon!



It has been a busy season of milestone birthday celebrations at Paragon! Mike Edwards (left), Chris Platania (center), and Andy Taylor (right) were each surprised with decorations and gag gifts from their co-workers. Happy birthday to each of you!

Happy Trails!

Recently we had to say "Goodbye" to two of our co-workers on their retirement from the bank. Donna Bain (left) and Sue Ann Boehme (right) each had retirement celebrations at our Fountain Place location with co-workers, friends, and family. Congratulations to each of you!



Locations:

Grove Park

Poplar at Grove Park
4515 Poplar Avenue, Suite 108
Memphis, TN 38117

Fountain Place

Poplar at Valleybrook
5400 Poplar Avenue, Suite 150
Memphis, TN 38119

Paragon Place

Poplar at Massey
6300 Poplar Avenue, Suite 117
Memphis, TN 38119

Saddle Creek

Poplar at Germantown
7600 Poplar Avenue
Germantown, TN 38138

Oxford Office

P.O. Box 2606
Oxford, MS 38655
662.816.8356

Paragon Small Business Capital Group

2970 Clairmont Road NE,
Suite 700
Atlanta, GA 30329
(404) 419-1856
paragoncapitalsolutions.com

Telephone:

901.273.2900

Branch Hours:

8:30 am–5:00 pm, Mon–Thu
8:30 am–6:00 pm, Fri

ATM:

24 Hours/7 days a week

Paragon Direct:

901.333.0260
24-Hour Voice Response Unit

Online Banking:

bankparagon.com

Mailing Address:

P.O. Box 2022
Memphis, TN 38101-2022

Where to Follow Us

Want to stay informed on the latest happenings such as events and community service at Paragon? You can find us across social media by searching for "Paragon Bank" on the websites below.



MEMBER FDIC



Anniversaries

Congratulations and thanks to the following employees who have celebrated ten-year and five-year anniversaries with Paragon!

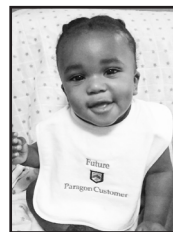
Five-Year Anniversary

Haley Overcast	May 14, 2012
Sue Ann Boehme	June 4, 2012

Future Paragon Customers



Willa Reed Massey
Daughter of Tye Massey, Small Business Capital Group



Aaden Ameche Gullede
Grandson of Sharon Gullede, Credit Operations



Aria Denise Ray
Granddaughter of Chondrea Black, Compliance



Lucy Brooks Roskos
Daughter of Jon Roskos, Paragon Place Manager

New Smiles at Paragon:



Jenna Cox
Financial Services Associate Paragon Place



Crystal Derrick
Financial Services Associate Grove Park



Sam Dunn
Financial Services Associate Fountain Place



Jeanine Gipson
Deposit Operations



John Griffith
Private Banking Associate



Sean Waybright
Vice President Small Business Capital Group