

Jay started his credit union career in 1988 as a teller at a Columbus credit union. He worked his full-time job, attended college classes in the evenings, and played the role of husband and father when he wasn't working or attending classes. As a result of hard work and his willingness to learn, Jay's career took him from Teller to Loan Processor, to Accounting Clerk, to Senior Accounting Clerk, to Controller, to Vice President of Finance, and to Senior Vice President of the company. Jay was recruited to Fiberglas Federal Credit Union (now known as TrueCore Federal Credit Union) in 2006 as the President-CEO.

In Jay's 16-year career at TrueCore, he has grown the organization's assets from \$96 million to \$224 million and increased the number of employees by 43%. He oversaw the addition of a corporate office in 2009 which centralized the management team for the first time. He led the organization through the Great Recession, then a merger with Cardinal Federal Credit Union in 2015, followed by a name change. He guided TrueCore through the addition of a new branch in Pataskala in 2021 despite the COVID-19 Pandemic and the Great Resignation. And his most recent accomplishment was securing an expanded charter into not only Licking County but also Fairfield, Knox, Muskingum, and Perry Counties.

It was very important to Jay early in his career at TrueCore to create a family-oriented culture. "We spend a lot of time with our work family, so let's treat each other like family," is Jay's belief, and he's made it a priority to emulate that belief with a passion. In fact, his favorite sound at work is hearing people laugh, knowing they are enjoying each other's company, as family.

One requirement Jay put in place for his management team is volunteer time. He feels it is important to give back to the community that supports the credit union. He has noticed that the staff has followed management's lead over the years and began to create their own volunteer opportunities in an effort to make our community a better place.

Faith and family are first in line of priorities for Jay. He currently serves on the Boards of Licking Memorial Hospital, Food Pantry Network of Licking County, and Fostering Further. He is also is a member of the Newark-Heath Rotary. When he is not working or volunteering, he is spending time with his four grandchildren and his wife Eloise, traveling to Florida, or visiting national parks.