



Entrepreneurial Resources Group
Senior Executives * Proven Results

BAYS Shelley

shelley_bays@pacbell.net

Shelley has held management positions in a variety of industries (consulting, food and beverage, paper manufacturing). Her primary concentration, however, has been in financial services and has focused on starting up and growing businesses, both within the US and overseas. She has demonstrated skills in building high performance organizations, leading enterprises and achieving bottom line results, especially in strongly competitive markets and multi-cultural environments.

Her specific experience includes Manufacturers Hanover Trust (as VP/CAO of the Branch Banking Division) and Bank of America where she led Finance for the Credit Card Division, the second largest loan portfolio in the country. At Charles Schwab & Co., Inc., she was Chief Administrative Officer for the Retail Division during a time of rapid growth. This role included responsibility for branch and call center expansion, finance, sales incentive programs, technology and customer service quality. As SVP in the Capital Markets Division, Shelley had P&L responsibility for Schwab's listed equity and options trading, and then moved on to be CEO of the Schwab/ TDWaterhouse joint venture in London. Shelley has held director positions on the Boards of the Boston and Pacific Stock Exchanges, as well as advisory roles on pan-European committees (CrestCo/Euroclear MAC).