

2 | Page

NOMINEE'S NAME: Kirk Callwood Sr.

SECTION I: BIOGRAPHICAL DATA

[illegible]

NOMINEE'S NAME: Kirk Callwood Sr.

10. EMPLOYMENT RECORD: Please list, in chronological order, your complete employment record for the past ten (10) years, beginning with the present or most recent position.
[Attach additional sheet(s), if necessary, and reference this question number]

Employer	Dates of Employment	Position	Address/Phone #	Supervisor
Merchants Commercial Bank	2020 - 2024	VP and COO	Tutu Park Mall Suite 100 St. Thomas, VI 00802	James Crites
United States Virgin Islands Government	2019 - 2020	Commissioner of Finance	2314 Kronprindsens Gade Charlotte Amalie, VI 00802	The Honorable Governor Albert Bryan
International Capital & Management Company	2012 - 2018	COO	1600 Kongens Gade St. Thomas, VI 00802	Cornel Williams

11. GOVERNMENT EXPERIENCE:

A. List all federal, state, territorial or local government services, giving dates and type of service such as employee, boards, commissions, executive, legislative or judicial branches, consultant, voluntary service, part-time or honorary. [Attach additional sheet(s), if necessary, and reference this question number]

B. List and attach a copy of all service contracts you have held independently or been a party to with the Government of the Virgin Islands. None.

<p>Throughout my career, I have served in several significant roles within the Virgin Islands Government, contributing to the oversight and advancement of public institutions and finances. As a member of the Territorial Hospital Board (Virgin Islands Government Hospitals and Health Facilities Corporation) from January 2019 to October 2020, I provided strategic oversight and guidance for hospital operations and fiscal management, ensuring financial accountability and effective service delivery.</p>

See the attachment for additional information.

NOMINEE'S NAME: Kirk Callwood Sr.

12. BUSINESSES AND FINANCIAL INTEREST: List all businesses (for profit or not for profit), real estate and trusts in which you have at least a 10% interest or control of assets or serve as an officer or member of a board with voting rights. [Attach additional sheet(s), if necessary, and reference this question number]

Alpha Alpha Management, LLC - Member Manager
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My Brother's Workshop - Board of Director

13. QUALIFICATIONS: What in your opinion qualifies you to serve the People of the Virgin Islands in the position which the Governor has nominated you?

With over 23 years of experience in finance, banking, and government leadership, I bring a well-rounded perspective to serving the People of the Virgin Islands. My career began in banking at Wachovia, where I held progressive leadership roles, culminating in the position of Banking Operations Manager. During my tenure, I managed specialized corporate accounts, implemented performance-enhancing initiatives, and identified significant cost savings. Later, as Chief Operations Officer and Vice President at Merchants Commercial Bank, I led core banking system transformations, regulatory compliance initiatives, and risk mitigation strategies. See the attachment for additional information.

SECTION II: HONORS AND ACCOMPLISHMENTS

14. MEMBERSHIPS: List all memberships and offices held in professional, fraternal, scholarly, civic, charitable, and other organizations.

Rotary Club of St. Thomas II, Past President, Past Treasurer
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My Brother's Workshop (MBW), Executive Board Member and Treasurer.
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15. BOARDS, COMMISSIONS, TRUSTS, ETC.: List all government or private sector boards, trusts, or fiduciary responsible positions on which you have served or are now serving.

Rotary St. Thomas II, My Brother's Workshop, Virgin Islands Banking Board, Board of Tax Review, VI Lottery Commission, Public Finance Authority Board, Virgin Islands Government Hospitals and Health Facilities Corporation, Virgin Islands Tax Study Commission, Dekalb Academy of Technology and the Environment

16. HONORS AND AWARDS: List all scholarships, fellowships, honorary degrees, honor society memberships, and any other special recognition for outstanding service or achievement.

NOMINEE'S NAME: Kirk Callwood Sr.

Organized election forums to engage citizens in governance.
Actively participated in RT Park Round Tables on economic development.
Instructor for Certified Public Manager (CPM) courses at the University of the Virgin Islands.

17. PUBLISHED WRITINGS: List all titles, publishers and dates of books, articles, reports, or other published materials you have written.

SECTION III: CHARACTER

18. Have you ever been the subject of a grand jury, police, and department of justice or any legally constituted government authority, investigation anywhere or at anytime?

☐ YES ☒ NO

If your answer is yes, please explain with details including date and location. [Attach additional sheet(s), if necessary, and reference this question number]

19. Have you ever been arrested in any geographical location for any offense, including traffic violations? ☐ YES ☒ NO

If yes, please explain with details including offense, date of location and disposition. [Attach additional sheet(s), if necessary, and reference this question number]

Office of the Governor
Questionnaire for Nominees to Departments, Agencies, Boards & Commissions
6 | Page

NOMINEE'S NAME: Kirk Callwood Sr.

20. Have you ever been convicted of a felony or a misdemeanor? ☐ YES ☒ NO
If yes, please explain with details including offense, date, location, and current status. [Attach additional sheet(s), if necessary, and reference this question number]

21. Is there now or has there ever been a judgment entered against you? ☐ YES ☒ NO
If the answer is yes, please explain with details on date, location and disposition or current status. [Attach additional sheet(s), if necessary, and reference this question number]

22. Have you ever been a respondent in any labor dispute or discrimination proceeding?
☐ YES ☒ NO

If the answer is yes, please explain with details on date, location and disposition or current status. [Attach additional sheet(s), if necessary, and reference this question number]

23. Have you ever been named as a party in any hearing, administrative, civil, and criminal, including Equal Employment Opportunity or sexual harassment? ☒ YES ☐ NO

If yes, please explain in detail, giving date, venue, agency, and the names of the other parties and the disposition. [Attach additional sheet(s), if necessary, and reference this question number]

Yes, I have been named as a defendant in a civil case during my tenure as Commissioner of Finance for the Government of the Virgin Islands.

NOMINEE'S NAME: Kirk Callwood Sr.

In 2016 the Government Employees Retirement System of the Virgin Islands (GERS) filed a lawsuit against the Government of the Virgin Islands (GVI) in the District Court of the Virgin Islands to enforce a 1981 consent judgment. GERS alleged that GVI had failed to remit the employer contributions mandated by statute, leading to significant underfunding of the retirement system. The lawsuit sought to recover unpaid contributions to address this financial shortfall.

In April 2021, the U.S. Court of Appeals for the Third Circuit affirmed in part and vacated in part the District Court's judgment. The Third Circuit upheld an award of \$18.9 million in principal and \$6.1 million in interest to GERS but vacated an additional \$43 million payment, stating that the consent judgment did not require GVI to fund GERS to the point of actuarial soundness. The court emphasized that resolving GERS's underfunding issues required legislative action. See the attachment for additional information.

24. Have you now or have you ever been a member of an organization or an associate of an individual advocating terrorism, overthrow of a government by force or the advocacy or subordination of any ethnic group or individuals? ☐ YES ☒ NO

If the answer is yes, please give details of dates, names of organizations, names of individuals and all pertinent circumstances. [Attach additional sheet(s), if necessary, and reference this question number]

25. Do you know of any individual, organization or group, which can be expected to oppose your nomination? ☐ YES ☒ NO

If the answer is yes, please list the individuals, organizations or groups by name and give the details of your belief for their opposition. [Attach additional sheet(s), if necessary, and reference this question number]

26. Do you have any outstanding and delinquent monetary obligations to the Government of the Virgin Islands or any other public or private entity, including but not limited to, personal income taxes, business taxes, real property taxes (commercial or residential), business license renewals, trade name renewals, annual reporting fees, professional organization dues, child support, judgments, debt

NOMINEE'S NAME: Kirk Callwood Sr.

Government of the Virgin Islands, includes but is not limited to the following departments, agencies and instrumentalities: the Bureau of Internal Revenue, Tax Assessor, Department of Justice Division of Paternity and Child Support, Board of Education, Economic Development Authority, U. S. Small Business Administration, Small Business Development Center, Police Department, Department of Licensing and Consumer Affairs, the Water and Power Authority, the Waste Management Authority, Department of Health, Department of Human Services

____ YES X NO

If the answer is yes, please attach a detailed explanation of what outstanding and delinquent monetary obligations are owed, the reason for the delinquency, and the intended plan to bring the matter current.

SECTION IV: CONFLICT OF INTEREST

27. Please explain your understanding of "Conflict of Interest" as it applies to the position to which you have been nominated to serve the People of the Virgin Islands.

I see conflict of interest as a relationship or situation that has a direct or indirect influence on decision-making. It occurs when personal, financial, or professional interests could potentially interfere with the objectivity and impartiality required to perform my duties effectively. To uphold the trust and integrity of the position, I believe in identifying and addressing any potential conflicts proactively. This includes recusing myself from discussions or decisions where my involvement might give the appearance of bias or compromise the public interest. I am fully committed to maintaining transparency and ensuring that all decisions are made solely in the best interest of the people of the Virgin Islands. Should any potential conflict arise, I would follow established protocols to manage or eliminate it, ensuring that the board's work remains fair, impartial, and aligned with its mission.

28. Do you own a business or real estate, or are you a partner or shareholder or affiliated in any way to sell or provide goods or services to the Virgin Islands Government?

____ YES X NO

If the answer is yes, please explain and give the name and location of these interest(s) and how you promise to remove yourself from any possible conflict. [Attach additional sheet(s), if necessary, and reference this question number]

Office of the Governor

Questionnaire for Nominees to Departments, Agencies, Boards & Commissions

9 | Page

NOMINEE'S NAME: Kirk Callwood Sr.

29. Does any close relative or spouse have a business or real estate interest(s) as described in question 25? ☐ YES ☒ NO

If the answer is yes, please explain and give the name and location of these interest(s) and how you propose to remove yourself from any possible conflict. (Attach additional sheet(s), if necessary.)

SECTION V: JOB PERFORMANCE

30. In no more than 150 words, please outline in priority order your four (4) specific short-term and four (4) specific long-term goals and objectives you would employ to achieve the entity's purpose and improve its service delivery system if your nomination is confirmed for this position.

Short-Term Goals:
I aim to strengthen regulatory compliance and oversight to ensure accountability and transparency. Expanding financial services for underserved communities and small businesses is a priority, with a focus on financial literacy and partnerships with local banks. Streamlining board operations with modern tools to improve decision-making is essential. Addressing emerging risks, such as cybersecurity, will enhance the sector's resilience. See the attachment for additional information.

31. Is there any additional information that you believe would assist the Committee on Rules and the Judiciary in processing your nomination expeditiously?

I believe my extensive background in finance, banking, and government leadership provides the Committee on Rules and the Judiciary with a strong foundation to assess my nomination. Having served as Commissioner of Finance, Vice President of Banking, and Chief Operations Officer, I bring a unique blend of strategic, operational, and regulatory expertise that aligns with the responsibilities of this role. My demonstrated ability to navigate complex challenges, including improving fiscal accountability, restructuring debt, and managing financial crises during my tenure, highlights my capability to contribute effectively to the Virgin Islands Banking Board. Additionally, my leadership roles in civic and charitable organizations, such as Rotary and My Brother's Workshop, demonstrate my commitment to the community and a holistic understanding of its needs. I am fully prepared to provide any further documentation or clarification that the Committee may require and am committed to ensuring a smooth and transparent nomination process. Thank you for your consideration.

NOMINEE'S NAME: Kirk Callwood Sr.

CERTIFICATION:

This is to certify and affirm that all the statements contained herein and in any supporting documents or schedules or other such supporting documents or schedules executed at a later date as a part or addendum to this document are true and correct to the best of my knowledge and are made in good faith.

Signed this 20 day of DECEMBER 2024

Kirk Callwood Sr.

Nominee's Name [Print Clearly]

Signature of Nominee

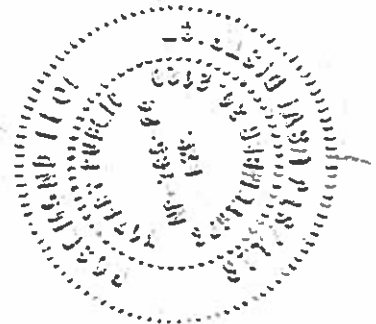
Sworn and subscribed before me this 20th day of December, 2024

Rosemond Elai
Notary Public of the U.S. Virgin Islands

[seal]

My commission expires: 11/30/2028

Rosemond Elai
Notary Public
NP-785-24
My Commission Expires: September 30, 2028
St. Thomas/St. John, U.S. Virgin Islands



Kirk Callwood Sr.

Office of the Governor, Office of Legal Counsel

Question 11 continue:

- A. During the same period, I was a member of the Public Finance Authority, where I oversaw public finance and capital projects, contributing to the successful management of critical infrastructure initiatives. Additionally, as a member of the Virgin Islands Lottery Commission, I provided governance and regulatory oversight for lottery operations, ensuring compliance and fiscal stability. My expertise also extended to tax policy, serving on the Virgin Islands Tax Study Commission, where I provided actionable recommendations to improve the tax system's efficiency and revenue generation. These roles demonstrate my commitment to public service and my ability to navigate complex governance challenges, balancing fiscal accountability with the delivery of essential services to the community.
- B. None.

Question 13 continue:

I hold a Bachelor of Science degree in Banking and Finance from Norfolk State University, which provided a strong foundation for my expertise in financial systems, risk management, and fiscal policy. As Commissioner of Finance, I achieved critical milestones, including securing a Moody's credit upgrade, leading public-private fundraising initiatives, and overseeing the territory's fiscal operations. My governance experience includes serving on key boards such as the Virgin Islands Banking Board, the Lottery Commission, and the Tax Study Commission, where I provided oversight and strategic guidance.

In addition to my professional accomplishments, I am deeply committed to community and economic development. I have organized election forums, taught Certified Public Manager (CPM) courses, and participated in RT Park Round Tables to foster collaboration and drive growth. As a Certified Treasury Professional (CTP), I bring advanced expertise in treasury management, liquidity optimization, and risk mitigation. By combining my banking expertise, academic foundation, and leadership skills, I am well-prepared to the mission of the Virgin Islands Banking Board.

Question 23 continue:

In April 2022 the parties reached a settlement agreement, which resulted in the dismissal of all pending actions related to the funding of the retirement system. This resolution was facilitated by legislation authorizing GVI to refinance bonds and use the savings to restore GERS's solvency for at least 30 years.

As Commissioner of Finance during this period, I was named in my official capacity as a defendant in the lawsuit. The case was ultimately resolved through legislative measures and settlement agreements designed to ensure the long-term stability of the Government Employees Retirement System.

Kirk Callwood Sr.
Office of the Governor, Office of Legal Counsel

Question 30 continue:

Long-Term Goals:

My long-term goals include advocating for policies that support sustainable economic growth and innovation. Expanding digital banking and mobile payment systems will improve financial access for individuals and businesses. Building collaborations with public and private entities to attract investment and diversify the economy is key. Finally, aligning the Virgin Islands' regulatory frameworks with global standards will help position the territory as a financial hub.