Bryan Bardin

SVP, Strategic Program/Portfolio Manager

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Bank M&A integration leader and current Senior Acquisition Leader for Seacoast's M&A program. 9 closed Florida community bank acquisitions: approximately $11B in acquired assets and $1.9B in aggregate deal value. Built Seacoast's first fully in-house data conversion model, now standard across deals.

EXPERIENCE

Bank M&A Integration Leader · SVP, Strategic Programs

2020 – Present

Seacoast Bank (NASDAQ: SBCF), Stuart, FL (based in St. Petersburg)

Currently the Senior Acquisition Leader for Seacoast's M&A program. Seacoast is one of Florida's largest community banks at ~$21B in assets post-Villages. Within the M&A program, accountable to the COO (Acquisition Executive); partner with the Acquisition Program Manager; directly oversee 8 workstream executives and leaders across the Associate, Customer, Data, Operations, Residential Lending, Finance & Accounting, Technology & Facilities, and Wealth Management lanes. Deliver the full transaction lifecycle: due diligence, regulatory approvals, conversion, and trailing remediation. Coordinate with senior leadership, acquired-institution executives, and external advisors including Piper Sandler, Alston & Bird, Ernst & Young, and Raymond James. Graduate of Seacoast's Enterprise Leadership and Mentorship Program (ELAMP, 2025).

Title progression at Seacoast VP, IT Program Manager (2020–2022) ? VP, Program Manager (2022–2023) ? SVP, Program Manager (2023–2024) ? SVP, Strategic Program/Portfolio Manager (2024–present).

Role progression within the M&A program: Workstream Leader, Data & Technology ? Lead Program Manager (Business Bank of Florida onward, 2022) ? Acquisition Lead (Professional Holding Corp., 2023) ? Senior Acquisition Leader (current).

- Built and continue to refine the due-diligence governance, risk-assessment frameworks, and conversion playbooks now standard across Seacoast's M&A program — including the in-house data conversion model that replaces vendor-led conversions.
- Lead trailing-activities remediation across 7+ prior acquisitions, reducing residual cyber, vendor, and operational risk on the inherited portfolio.
- Beyond the M&A program: implementation lead for Dodd-Frank Section 1071 (small business lending data collection compliance) and the NCR ATM-as-a-Service rollout (75 ATMs deployed in approximately 6 months).

SELECT ACQUISITION MILESTONES

Villages Bancorporation, Inc. (Citizens First Bank) (Oct 2025) — Senior Acquisition Leader
Seacoast's largest-ever acquisition. Leading deposit market share (>50%) in the Wildwood–The Villages MSA: approximately $3.5B in deposits and $1.3B in net loans across 19 branches. Projected 22% accretive to 2026 earnings.

Heartland Bancshares, Inc. (Heartland National Bank) (Jul 2025) — Senior Acquisition Leader , *Seacoast's first fully in-house data conversion*
Closed in under 120 working days. The in-house conversion model built for this deal is now Seacoast's standard.

Professional Holding Corp. (Professional Bank) (Jan 2023) — Acquisition Lead , *transition from Lead Program Manager to Acquisition Lead*
Seacoast's largest transaction prior to Villages. This was the deal where my role shifted from Lead Program Manager to Acquisition Lead — owning the transaction end-to-end.

ALL ACQUISITIONS

9 closed transactions · $11.06B in acquired assets · $1.89B in aggregate deal value

CLOSED	TRANSACTION	ASSETS	VALUE	ROLE
Oct 2025	**Villages Bancorporation, Inc.** Citizens First Bank	$4.10B	$829M	Senior Acquisition Leader
Jul 2025	**Heartland Bancshares, Inc.** Heartland National Bank	$777M	$111M	Senior Acquisition Leader *Seacoast's first fully in-house data conversion*
Jan 2023	**Professional Holding Corp.** Professional Bank	$2.59B	$413M	Acquisition Lead *transition from Lead Program Manager to Acquisition Lead*
Oct 2022	**Drummond Banking Company**	$1.02B	$162M	Lead Program Manager
Oct 2022	**Apollo Bancshares, Inc.**	$1.03B	$150M	Lead Program Manager *first deal with due-diligence scope*
Jan 2022	**Sabal Palm Bancorp, Inc.**	$425M	$62M	Lead Program Manager
Jan 2022	**Business Bank of Florida, Corp.**	$192M	$32M	Lead Program Manager *first deal as Lead Program Manager*
Aug 2021	**Legacy Bank of Florida**	$582M	$88M	Workstream Leader, Data & Technology

Deal data sourced from SEC filings and Seacoast press releases.

IT Administrator & Project Manager / Information Security Officer (Interim)

2017 – 2020

Freedom Bank, St. Petersburg, FL

Technology leader at a $350M community bank with about 50 employees. Owned IT systems, managed information security and vendor relationships, ran business continuity, and led strategic technology projects. Led the acquired bank workstream during our acquisition by Seacoast Banking Corporation of Florida.

- Managed the renegotiation of the bank's Jack Henry core banking contract — a $3.1M, 5-year agreement saving approximately $412K (11.7%).

- Ran the bank's information security program: SIEM, NAC, penetration testing, GLBA compliance, and the Cyber Security Assessment Tool.
- Directed business continuity planning and the bank's pandemic response during COVID-19.
- Project-managed the technology transition from the inside during Freedom Bank's acquisition by Seacoast. That experience set up the eight integrations I'd lead from the acquiring side.

Founder & Principal Consultant

2016 – 2024

Troublemaker Technology Solutions, Pleasantville, NY ? St. Petersburg, FL

Founded and ran a digital consulting practice doing web development, digital marketing, and multimedia production. Clients included small businesses, nonprofits, breweries, and a regional library. Expanded into video production and digital-community strategy through a multi-year engagement with connect.faith, a digital worshiping community.

- Designed and built websites for 15+ clients across the full lifecycle: requirements, deployment, and ongoing support.
- Held two roles at connect.faith: volunteer Director of Programming and paid consultant. Built the programming model and served as primary director of photography and lead video editor.
- Built and operated a custom photobooth — hardware, software, and event production.

CREDENTIALS

Enterprise Leadership and Mentorship Program (ELAMP)

2024 – 2025

Seacoast Bank, Stuart, FL

Selected for Seacoast Bank's enterprise-wide leadership development program — cohort-based executive mentorship and strategic leadership curriculum.

Eagle Scout

2004

Boy Scouts of America, St. Petersburg, FL

Eagle Scout, Troop 263, St. Petersburg, Florida. Eagle Scout project completed at Boyd Hill Nature Preserve — designed and built squirrel shelters from fallen trees milled into boards on-site.

EDUCATION

B.S. Psychology

2005 – 2010

University of Florida, Gainesville, FL

Bachelor of Science in Psychology with a focus on Suicidology. Teaching assistant for Psychology of Suicide. Active volunteer with the Crisis Center at the Alachua County Department of Health.