



Bill J. Kacal

Deloitte & Touche LLP (Ret)

Director – U.S. Silica Holdings, Inc., Integrity Bancshares, Inc.,

Goodwill Industries of Houston,

NACD Texas TriCities Chapter

Mr. Kacal has over 40 years of accounting and management experience with Deloitte & Touche LLP ("Deloitte"), most recently serving as a partner from 1981 until his retirement in May, 2011. Mr. Kacal also served as a member of the Board of Directors from 2004 to May 2011 and as a member of the executive committee from 2004-2008. During his time with Deloitte, Mr. Kacal worked extensively with companies in the Oil & Gas, Financial Services and Retail Industries. Mr. Kacal has consulted with and advised not-for-profit and public company Boards of Directors on Governance and Enterprise Risk Management best practices.

He currently serves as the Chairman of the Audit Committee of U.S. Silica Holdings, Inc., the Chairman of the Board of Goodwill Industries of Houston and the Chairman of the Audit Committee of the Boy Scouts of America (SHAC). He is Past Chairman of the Board of Goodwill Industries International. Mr. Kacal has served on numerous Compensation Committees, Nominating and Governance Committees, Audit Committees and Finance Committees during his board service. He is a graduate of Texas A&M University and is a licensed Certified Public Accountant in Texas.