NORTH DAKOTA BANKERS ASSOCIATION

# BULLETIN

A publication for members of the North Dakota Bankers Association.

Volume 26 • Issue 1

January 15, 2026

# The Bank Performance Report: Quarter 2 Report Available

**The Bank Performance Report** is a state-specific quarterly reporting service that ranks key indicators of banking performance. Utilizing data from the quarterly FFIEC Call Reports, the BPR ranks overall bank performance across eight different categories – Net Interest, Non-Interest Income, Non-Interest Expense, Efficiency, NPA's/Equity & Reserve, Asset Quality Index, Return on Assets and Return on Equity.

Bank Performance Report

Whether you're on track or looking to refine your strategy, the newly released Q3 2025 Bank Performance Report (BPR) will help you measure progress, uncover opportunities, and position your bank to reach your 2025 benchmarks — setting the stage for an even stronger 2026.

Utilizing data from the quarterly FFIEC Call Reports, the BPR provides comprehensive benchmarking insights for in-depth analysis so you can clearly see where your bank excels — and where untapped potential lies.

**For more information about BPR, including how to order, view a sample report (PDF & Excel) and see the BPR Top 10 Banks by state, visit www.BPR.services.**

A versatile tool, the BPR can be used for strategic profit planning, setting performance incentives, preparing board reports, analyzing competitors and identifying emerging market trends.

*For modification or cancellations, send email to info@bankperformancereport.com.*

# Upcoming NDBA Events

**FEBRUARY 2026**

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**MARCH 2026**

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**APRIL 2026**

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**MAY 2026**

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**JUNE 2026**

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**JULY 2026**

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**AUGUST 2026**

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**SEPTEMBER 2025**

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**OCTOBER 2026**

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## February 2026

13-14 **Bank Management Conference -** Scottsdale, AZ
25 **BIB 101:** Fundamentals of Commercial Lending

## March 2026

3-26 **GSB Digital Banking School**
9-11 **ABA Washington Summit -** Washington DC
25 **BIB 201:**Analyzing Repayment Sources

## April 2026

7-10 **Dakota School of Lending Principles -** Ramkota Hotel, Pierre SD
13-17 **GSB Bank Technology Management School**
20-24 **GSB HR Management School**
27-29 **Tri-State Trust Conference -** Holiday Inn, Fargo

## May2026

19 **FDIC Directors College,** Radisson Hotel, Bismarck

## June 2026

May 31- Jun 5 **Dakota School of Banking -** University of Jamestown, Jamestown ND
15-17 **NDBA/SDBA Annual Convention -** Bismarck ND

## July 2026

19-31 **Graduate School of Banking at Colorado**
26-Aug 6 **Graduate School of Banking -** Madison WI

## August 2026

18-20 **Virtual Fraud Academy**

## September 2026

14-17 **Regional Member Meetings -** 4 Locations!
21-25 **GSB Financial Managers School**

## October 2026

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12-16 **GSB Bank Cybersecurity School**
14 **Peer Group Consortium** - Bismarck

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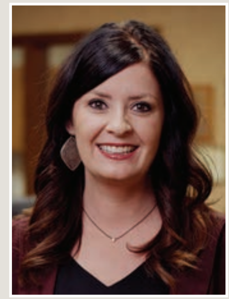
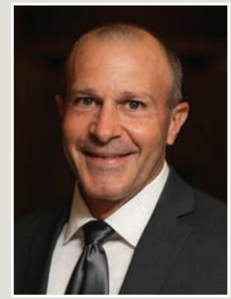
## Mission Statement

Extraordinary Leadership for North Dakota Banks

NORTH DAKOTA BANKERS ASSOCIATION

## EXECUTIVE COMMITTEE





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TruCommunity Bank
Washburn

TREASURER
**Duane Bowman**
Dakota Western Bank
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# BANKING ARTICLES

## Former Fed Chairs Stress Need for Independent Central Bank

The Federal Reserve's independence and the public's perception of that independence are critical for U.S. economic performance, a group of former Treasury secretaries and Fed chairs, including Ben Bernanke and Alan Greenspan, said in a joint statement.

Current Fed Chairman Jerome Powell announced that the Department of Justice had launched an investigation into his testimony before Congress about cost overruns of renovations at the Fed's headquarters in D.C. Powell said the administration is targeting the Fed's independence because President Trump is unhappy that the central bank has not lowered interest rates at a faster pace.

"This is about whether the Fed will be able to continue to set interest rates based on evidence and economic conditions – or whether instead monetary policy will be directed by political pressure or intimidation," Powell said.

In an interview, President Trump told NBC News that he knew nothing about the DOJ investigation.

In their statement, the former Fed chairs said the DOJ investigation is "an unprecedented attempt to use prosecutorial attacks to undermine [Fed] independence." They warned of negative consequences for the U.S. economy should the Fed lose that independence.

"This is how monetary policy is made in emerging markets with weak institutions, with highly negative consequences for inflation and the functioning of their economies more broadly," they said. "It has no place in the United States, whose greatest strength is the rule of law, which is at the foundation of our economic success."

**Read more:** https://jointstatement.substack.com/p/statement-on-the-federal-reserve

## Treasury Issues Order, Alert to Minnesota Institutions on Alleged Fraud Rings

The Financial Crimes Enforcement Network has issued an alert urging financial institutions to identify and report fraud associated with federal child nutrition programs in Minnesota, and it released a geographic targeting order directing banks and money transmitters in two Minnesota counties to report additional information about certain funds transferred outside the U.S., according to a Treasury Department announcement.

Treasury Secretary Scott Bessent announced several actions in response to allegations of fraud involving public assistance programs in the state. They are:

- FinCEN issued four notices of investigation to money services businesses located in Minnesota, requesting information for examination and investigative purposes under the Bank Secrecy Act.
- The IRS civil enforcement will audit financial institutions involved in the allegations, and the agency has formed a task force to further investigate the use of federal funds in the state.
- FinCEN released a geographic targeting order requiring banks and money transmitters located in Hennepin and Ramsey counties, which include Minneapolis and St. Paul, to report additional information for transactions of $3,000 or more to recipients outside the U.S. (https://www.fincen.gov/system/files/2026-01/Minnesota-Fraud-GTO-Order.pdf)
- FinCEN published an alert with "red flags" to help financial institutions identify specific types of fraud involving child nutrition programs and report the activity to law enforcement. (https://www.fincen.gov/system/files/2026-01/FinCEN-Alert-Federal-Child-Nutrition-Programs.pdf)

- FinCEN will provide on-the-ground training for Minnesota-based federal, state and local law enforcement on how to utilize financial data, such as suspicious activity reports.

## Banking Associations Respond to President's Call for Credit Card Rate Cap

President Trump's proposal for a one-year cap of 10% on credit card interest rates would harm consumers and small businesses by reducing credit availability, the ABA, ICBA and three other banking associations said.

In a post on Truth Social, Trump called for a one-year 10% cap starting Jan. 20, to coincide with the anniversary of his second inauguration. The president did not say whether he intends to implement the cap through executive action or if he expects Congress to pass legislation to make it effective.

The associations issued a joint statement saying that they share Trump's goal of expanding access to affordable credit.

"At the same time, evidence shows that a 10% interest rate cap would reduce credit availability and be devastating for millions of American families and small business owners who rely on and value their credit cards, the very consumers this proposal intends to help," they said. "If enacted, this cap would only drive consumers toward less regulated, more costly alternatives.

"We look forward to working with the administration to ensure Americans have access to the credit they need," they added.

**Read more:** https://www.aba.com/about-us/press-room/press-releases/rate-caps-statement

## Fed To Resume Penny Deposits

The Federal Reserve has announced that it will resume accepting pennies from banks and credit unions at commercial coin distribution locations on Jan. 14, providing services that were previously suspended.

President Trump last year directed the Treasury Department to stop producing pennies. The U.S. Mint produces coinage but the Fed distributes coins to banks and credit unions. Lawmakers from both parties said they were concerned about the Fed's decision to stop accepting penny deposits or orders at many coin terminal locations across the U.S.

In its announcement, the Fed said that while it continues to support penny deposits, local inventory constraints had limited activity at some locations. "Our monitoring of the flow of penny deposits from financial institutions as these changes take effect will determine whether some subsequent expansion of ordering options for pennies is feasible, given that penny production has ended," it said.

**Read more:** https://www.frbservices.org/news/press-releases/01082026-penny-deposits-update

## NDBA Joins Letter Urging Congress to Close Stablecoin Interest Loophole

NDBA has joined with ABA and the other 51 state bankers associations in sending a letter to Congress urging lawmakers to clarify and enforce the statutory prohibition on payment stablecoin issuers and affiliated platforms offering yield, rewards or interest to stablecoin holders – a core provision of the GENIUS Act – because of the potential harm to economic activity.

Certain exchanges and other digital platforms are exploiting a loophole to offer yield-like incentives on stablecoins, a practice that "risks disintermediating core banking activity, including deposit taking and lending, which harms local communities," the associations warned.

"The GENIUS Act envisioned payment stablecoins as a payments instrument, not an investment product. Congress barred issuers from paying interest for precisely that reason," they said. "Closing the current loophole by clarifying that the prohibition extends to partners and affiliates would restore parity, protect consumers, and align practice with legislative intent."

The associations emphasized that banks operate under strict regulatory frameworks, using deposits to fund lending that supports economic growth. Exchanges, by contrast, "do not perform similar regulated lending activity" and often fund rewards through marketing arrangements or high-risk strategies such as rehypothecation and speculative investments.

"Reducing deposits at banks will impair banks' ability to make loans," they said. "Requiring banks to increase deposit rates to compete with those offered by exchanges will make credit more expensive, directly affecting the economy – including for small businesses, farmers, homebuyers, students, and local governments."

The letter also includes a graphic that provides a snapshot of key similarities and differences between banks, issuers and exchanges:

**Read more:** https://www.aba.com/-/media/documents/letters-to-congress-and-regulators/jointltrstablecoinsreward20251218.pdf

## FCC Strengthens Robocall Mitigation Database

The Federal Communications Commission has issued a final rule that requires voice service providers to provide more timely updated information to the Robocall Mitigation Database and provides increased penalties for non-compliance. The rule is effective Feb. 5.

The FCC requires all voice service providers to file certifications in the database regarding their efforts to fight illegal robocalls on their networks, including the extent to which they have implemented the "STIR/SHAKEN" call authentication framework. Information in the database is used by downstream providers, which rely on the database to determine the permissibility of traffic carried on their networks, as well as by federal and state law enforcement bodies for their own investigations of suspected illegal calls.

Voice service providers must refuse call traffic sent directly from any provider that does not appear in the database. However, the FCC's review of filings in the database found a "lack of thoroughness and diligence by some providers and, in some cases, malfeasance by bad actors."

In the final rule, the FCC requires entities that submit filings to the database to update any information within 10 business days of any change to that information. The previous rule provided no deadline for submitting updates. The rule also establishes a base forfeiture of $10,000 for entities that submit false or inaccurate information to the database, up from the existing $3,000 base forfeiture amount.

**View the rule:** https://www.govinfo.gov/content/pkg/FR-2026-01-06/pdf/2026-00010.pdf

**View the Robocall Mitigation Database:** https://www.fcc.gov/robocall-mitigation-database

## CFPB Issues Report on Credit Card Market

Purchase volume on consumer credit cards increased to $3.6 trillion in 2024, up from $3.2 trillion two years prior, according to the CFPB's recently released report on the credit card market.

The CFPB is required by law to prepare a report on the credit card market every two years. The most recent report analyzed data from 2024 and found that annual growth in credit card spending was around 5%. Nearly all that growth was attributable to cardholders with credit scores in the range of 720 to 799.

Credit card balances exceeded $1.2 trillion in 2024, according to the report. Annual growth in credit card balances was about 6% at the end of 2024, closer to pre-pandemic levels, after having reached 17% in the first quarter of 2022. The CFPB also found that credit card delinquencies and charge-offs reached historically high levels in early 2024 but have since fallen to pre-pandemic levels. By year's end, delinquency rates for both general-purpose and private-label cards were 3% and 3.8%, respectively.

Cash back credit cards now make up the leading share of all general purpose accounts. Also, in 2024, cardholders disputed $9.8 billion in credit card charges, resulting in $5.9 billion in chargebacks.

**Read more:** https://www.consumerfinance.gov/data-research/research-reports/the-consumer-credit-card-market-2025/

## CRA Small-Bank Asset-Size Thresholds Updated For 2026

The Federal Reserve and FDIC have released the updated Community Reinvestment Act "small-bank" and "intermediate small-bank" asset-size thresholds for 2026. The thresholds ticked up slightly for the coming year.

CRA regulations establish the criteria by which relevant agencies assess a financial institution's record of meeting the credit needs of its entire community, including low- and moderate-income neighborhoods. The asset-size thresholds are adjusted annually based on the average change in the Consumer Price Index for Urban Wage Earners and Clerical Workers, which is a measure of inflation. The CPI-W for the period ending in November increased 2.51%.

The small-bank asset-size threshold is for an institution that, as of Dec. 31 of either of the prior two calendar years, had assets of less than $1.649 billion. The threshold for 2025 was $1.609 billion. The updated threshold for an intermediate small bank is for an institution that, as of Dec. 31 of either of the prior two calendar years. had assets of at least $412 million and less than $1.649 billion. The 2025 threshold was at least $402 million and less than $1.609 billion.

The updated thresholds took effect Jan. 1.

**Read more:** https://www.fdic.gov/federal-register-notice.pdf

## CFPB Opens Filing Period For 2025 HMDA Data

The filing period for Home Mortgage Disclosure Act data collected in 2025 began on Jan. 1, according to the CFPB.

Banks can use the HMDA platform to upload their loan/application registers, review edits, certify the accuracy and completeness of the data, and submit data for the filing year in compliance with the reporting requirements. CFPB said submissions will be considered timely if received on or before March 2. Users will receive a confirmation email upon submission of their data, which will be sent to the email account of the user that sent the submission.

CFPB said that the beta platform to test submissions will remain available but that no data submitted on the beta platform will be considered for compliance with HMDA data reporting requirements.

**Read more:** https://ffiec.cfpb.gov/filing/2025/

## Federal Home Loan Banks Play 'Key Role' In Supporting Small Banks

Federal Home Loan Banks "can play a key role" in the health of small banks as a source of funding, according to a report released by the Government Accountability Office. The agency also concluded that FHLBanks have improved coordination with federal banking agencies in times of stress.

The GAO was asked by the House Financial Services Committee to review the FHLBanks during times of stress. The agency examined FHLBank borrowing during the COVID-19 pandemic in 2020 and following the failures of Silicon Valley Bank and other institutions in 2023. It found that overall reliance on FHLBanks remained unchanged during those periods.

The GAO analysis also found FHLBank borrowing was associated with increases in real estate lending and a lower likelihood of being flagged as a problem bank, failing or closing voluntarily. The results were largely driven by banks with less than $10 billion in assets, which made up 97% of banks in the analysis.

"This has been the case despite concerns raised in some academic and other literature that FHLBank lending could exacerbate periods of financial stress – for example, by masking problems at troubled member banks or increasing resolution costs when a member bank fails," GAO said.

The report also cited several examples of banking agencies increasing their lines of communication with FHLBanks following the 2023 bank failures. "Continued commitment to these coordination efforts will be important to ensure readiness for future financial stress, when member banks may need to reallocate collateral to access additional liquidity," the report said.

**Read more:** https://www.gao.gov/products/gao-26-107373

## President Directs Agencies to Ease Federal Marijuana Restrictions

President Trump has issued an executive order to federal agencies to quickly implement an existing proposal to reclassify marijuana to expand the availability of cannabis for medicinal purposes.

Biden administration officials in 2024 proposed reclassifying marijuana so it is no longer a strictly controlled Schedule I drug but instead a Schedule III drug, which has fewer restrictions. Examples of Schedule III drugs are Tylenol with codeine and testosterone.

In the order, President Trump directed the attorney general's office to expedite the rescheduling. In light of the new legal restrictions recently placed on cannabidiol products, he also directed White House officials to work with Congress to expand access to cannabidiol products and ordered the Department of Health and Human Services to develop research models to improve access to the products "in accordance with federal law."

**Read more:** https://www.whitehouse.gov/presidential-actions/2025/12/increasing-medical-marijuana-and-cannabidiol-research/

## Senate Confirms Hill as FDIC Chairman

The Senate has confirmed Travis Hill to be FDIC chairman.

Hill has served as acting chairman of the FDIC since January. Since then, Hill has launched what he said is a wholesale review of agency regulations, guidance and manuals "to ensure our rules and approach promote a vibrant, growing economy." Among other things, the FDIC has removed reputational risk from supervision and plans to revise its approach to resolution planning and de novo bank formation.

Hill was confirmed as part of a block of nominations taken up by the Senate. Senators also confirmed Joseph Gromley to be president of the Government National Mortgage Association, or Ginnie Mae, and several nominations for positions within the Treasury Department and Department of Housing and Urban Development.

## FDIC Proposes Application Process for Banks Seeking to Issue Stablecoins

The FDIC has proposed rulemaking to establish a process under which banks and savings institutions can seek agency approval to issue stablecoins through a subsidiary, as allowed by the GENIUS Act passed by Congress earlier this year.

According to a staff summary of the proposal, institutions would be required to submit applications with a description of the proposed payment stablecoin and the proposed activities of the subsidiary of the applicant. The applications must list relevant financial information of the subsidiary; a description of its ownership and control structure; and relevant policies, procedures and customer agreements, including for custody and safekeeping. Institutions must also submit an engagement letter with a registered public accounting firm.

The FDIC would notify an applicant as to whether the application is considered substantially complete no later than 30 days after it was submitted. The agency must make a determination on whether to approve the request no later than 120 days after an application is deemed substantially complete.

"This proposed rule is the FDIC's first action to implement the GENIUS Act," FDIC Chairman Travis Hill said in a statement. "In the months ahead, we expect to issue a proposed rule to establish the statutorily mandated capital, liquidity and risk management requirements for subsidiaries of FDIC-supervised institutions that are approved to be [permitted payment stablecoin issuers], among other GENIUS Act-related workstreams. We will also continue to explore ways to provide regulatory clarity regarding activities related to digital assets and tokenized deposits more broadly."

Comments on the proposal are due 60 days after publication in the Federal Register.

**View the proposed rule:** https://www.fdic.gov/board/federal-register-notice-approval-requirements-issuance-payment-stablecoins-subsidiaries-fdic

**View the staff summary:** https://www.fdic.gov/board/board-memo-approval-requirements-issuance-payment-stablecoins-subsidiaries-fdic-supervised

## NIST Releases Draft Guidelines for AI Cybersecurity

The National Institute of Standards and Technology has released draft guidelines for applying the agency's cybersecurity framework to the adoption of artificial intelligence technologies by businesses and other organizations.

The Cybersecurity Framework Profile for Artificial Intelligence helps organizations think about how to strategically adopt AI while addressing emerging cybersecurity risks that stem from the technology, according to NIST. The guidelines focus on securing AI systems, conducting AI-enabled cyber defense and thwarting AI-enabled attacks.

The preliminary draft release is intended to seek feedback from the public to inform an initial public draft, which is scheduled for release next year. Comments on the draft are due Jan. 30, 2026.

**Read more:** https://www.nist.gov/cyberframework

## NDBA Joins Letter Supporting Narrower Focus for Small-Business Data Collection Rule

NDBA has joined the ABA and the other 51 state bankers associations in support of the proposed revisions to the CFPB's small-business lending data rule to scale back the scope of data collection.

The CFPB released a final rule in 2023 to implement Section 1071 of the Dodd-Frank Act, which requires financial institutions to report data on small-business lending. Several lawsuits followed, including one brought by the Texas Bankers Association and ABA. In response, the CFPB last month released a revised rule that scales back its scope to "more modest requirements" focused on core lending products, lenders and data.

In the letter, the associations said they agree with the narrower focus, and that the bureau should maintain that focus unless there is compelling evidence that the rule needs to be expanded, with due consideration of the costs to small businesses. They also approved of the revised Jan. 1, 2028, compliance date, although they asked for more flexibility for the years that lenders may use to determine if their loan volume meets the rule's 1,000-loan threshold, given the new date.

**Read more:** https://www.aba.com/-/media/documents/comment-letter/jointltr1071dated20251215.pdf

## Fed Releases Report on Debit Card Interchange Fee Revenue

U.S. payment card networks processed 100.7 billion debit and general-use prepaid card transactions valued at $4.7 trillion in 2023, representing an annual 4.6% increase in both value and volume over the two years studied, the Federal Reserve said in its biennial report on interchange fee revenue.

The Dodd-Frank Act requires the Fed to regulate debit card interchange fees – which it does through Regulation II – as well as report on the costs incurred by issuers and payment card networks. The report noted that while both value and volume grew in the most recent time period studied, it was "significantly slower" than the average annual growth rates from 2009 to 2021, which were 7.8% by volume and 9.5% by value.

Interchange fees across all debit and general-use prepaid card transactions totaled $34.12 billion in 2023, representing an average increase of 3.9% per year since 2021, according to the report. For transactions covered by Reg II, the average level of interchange fees has not changed materially since the regulation took effect in 2011. The average interchange fee for covered transactions processed over single-message networks was $0.24 in 2023, while the fee for covered transactions processed over dual-message networks was $0.22.

Across all transactions for covered issuers, fraud losses to all parties as a share of the transaction value were 17.6 basis points in 2023, or $17.63 per $10,000 in transaction value, the Fed said. The value reflects a steady increase in fraud losses from 7.8 basis points in 2011.

**Read more:** https://www.federalreserve.gov/paymentsystems/files/debitfees_costs_2023.pdf

## CFPB Finds Growth in Buy Now, Pay Later Use

Consumers are using buy now, pay later services more frequently and taking on larger loan amounts each year, according to a CFPB analysis of the BNPL sector.

CFPB collected data from 2022 to 2023 from the six largest BNPL firms. In a recent report on its findings, the bureau said BNPL loan volumes continued to grow during the time period studied, although at a slower pace than in preceding years. However, the number of BNPL users reached 53.6 million in 2023 among the firms studied, a 12% increase from the previous year.

BNPL users took an average of 6.3 loans per lender in 2023, an 11% increase from an average of 5.7 loans in 2022, according to the report. In addition, the annual dollar amount of BNPL loans that consumers took from a lender per year increased by 14%, from $745 in 2022 to $848 in 2023 when adjusted for inflation. The CFPB also found that in 2023, 4.1% of BNPL loans were assessed a late fee.

**Read more:** https://files.consumerfinance.gov/f/documents/cfpb_bnpl-market-report_2025-12.pdf

## Justice Dept Announces Indictments in Alleged Nationwide ATM Jackpotting Scheme

A federal grand jury in Nebraska has returned two indictments charging 54 individuals for their alleged roles in stealing millions of dollars from bank and credit union ATMs across the U.S., the U.S. Department of Justice announced.

The alleged conspiracy developed and deployed a variant of malware known as Ploutus, which was used to hack into ATMs and then force the machines to dispense cash in a crime commonly known as "ATM jackpotting," according to a DOJ statement. The suspects would travel in groups, using multiple vehicles, to the locations of targeted banks and credit unions. They would conduct initial reconnaissance and take note of external security features at the ATMs. Following their reconnaissance, the groups would open the hood or door of ATMs and then wait nearby to see whether they had triggered an alarm or a law enforcement response.

The DOJ said the defendants were connected to the criminal organization Tren de Aragua. They were charged with a range of crimes, ranging from fraud to bank burglary, and could face a maximum prison terms ranging between 20 and 335 years.

# From the CORNER CHAIR

**Bernie Sinner** | NDBA CHAIR | BankNorth, Casselton

In North Dakota, we are used to unpredictable winters, but this January is competing with Washington for who can deliver more surprises. Between shifting signals from the Federal Reserve and nonstop activity out of the White House, it already feels like a year that will keep all of us on our toes. In some ways, that makes this a fitting way to start what is shaping up to be a fast-moving and important year for community banking.

While our state legislature is not in session this year, there has been no shortage of activity at the federal level. Several issues are moving quickly, and they have real consequences for community banks and the customers we serve. One proposal would place a nationwide cap on credit card interest rates, a policy that history has shown can limit access to credit for the very people it is meant to help. Another involves stablecoin regulation, where a loophole could attract large amounts of money to move out of banks and away from local communities, weakening lending for families and small businesses. These issues may originate in Washington, but their impact would be felt in every town across North Dakota.

That is why advocacy matters, and why it is not just a responsibility for bank leadership. Every voice in every bank makes a difference. When frontline staff, lenders, operations teams, and executives all understand what is at stake and share their experiences, policymakers get a clearer picture of how their decisions affect real people. Our state and national associations are actively engaged in these issues, and they rely on participation from bankers at every level.

January is also a great time to strengthen relationships with our local legislators. When we are not asking for a specific vote, it gives us the opportunity to build trust, explain what community banking really looks like, and share what matters most in our communities. Those conversations make a difference when complex issues come forward down the road.

This month is also about preparation. Plans are set for the Bank Management Conference in Scottsdale, where we will hear from industry experts and learn from one another. At the same time, banks across the state are finalizing employee development plans that include NDBA schools, webinars, and training programs. In a time of rapid change, investing in our people is one of the best ways to position our industry for success.

> "Investing in our people is one of the best ways to position our industry for success."

As we begin the year, I encourage every bank and every banker to stay connected and engaged through the North Dakota Bankers Association. Whether that means participating in advocacy, attending education programs, or being part of our statewide peer network, your involvement matters. When we engage together through NDBA, our collective voice is stronger, our relationships are deeper, and our ability to serve our customers and communities is even greater. I look forward to working alongside you in the months ahead.

Warm regards,

Bernie Sinner

Bernie Sinner

**Rob Nichols**
President and CEO
American Bankers Association
nichols@aba.com



# Opportunities ahead: The outlook for banks in 2026

It's been a truly remarkable year for America's banks. After spending the past several years grappling with a tsunami of regulation, the tide has finally turned.

With new leadership in Washington, our industry has seen a busy and very productive twelve months of regulatory right-sizing. We've secured significant rewrites of several rules that stand to significantly affect the way banks do business, and succeeded in getting several of ABA's legislative priorities over the finish line, including key tax provisions, a bill banning "trigger leads," a overturn of the CFPB's controversial overdraft rule, and, for the first time ever, a version of the Access to Credit for our Rural Economy (ACRE) Act.

As we turn the calendar page to 2026, bankers are energized and ready to seize the opportunities before us and work constructively to address the novel challenges that face our sector.

After years of playing defense on so many issues, we now have new opportunities to work alongside policymakers with whom we share strong alignment on the need for well-tailored and sensible regulations governing the banking sector. With the continued support and engagement of bankers like you, we will leverage these constructive working relationships to bring about positive changes, not just for our sector, but for businesses and families, women and men, all across America.

We'll do this using the same formula that has guided our policy work for decades: by working with anyone and everyone who shares our goal of a thriving American economy, and a vibrant, competitive banking sector. As the leading voice of the nation's banks, ABA will continue to seek consensus on the critical issues – working with other trade groups, with our partners in the State Association Alliance, and with policymakers from both parties in Washington.

While the regulatory tides have certainly turned, we also recognize that it won't be all smooth sailing ahead. At this moment in time, we have more battles with other industrial sectors on the horizon than we have had in recent memory, and it will take our entire industry standing up and speaking up to call attention to some of these important issues.

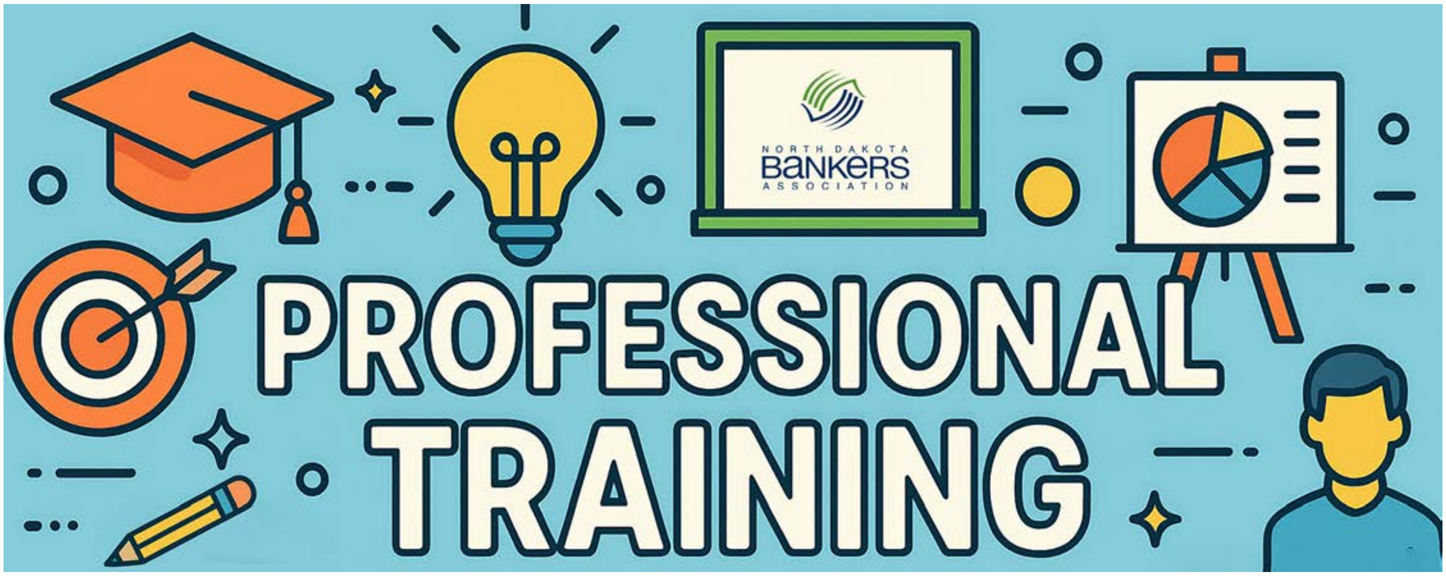
With interest in cryptocurrencies and digital assets intensifying, ABA is standing up to the crypto firms looking to undermine traditional financial service providers without having to meet the same rules and requirements. As 2025 drew to a close, we were hard at work urging policymakers to close a loophole in stablecoin legislation that could lead to deposit flight and a drop in bank lending and economic activity.

Elsewhere, we face challenges from credit unions that have grown far beyond their intended scope and scale; telecom companies that are failing to do their part to stop illegal spoofing and scams on their platforms leading to millions of American at risk of fraud; and big-box retailers attempting to ram through misguided policies like the so-called Credit Card Competition Act (essentially the Durbin Amendment for credit cards). Rest assured, ABA and our members will be doing everything we can in 2026 to safeguard the integrity of the traditional banking system and protect our customers from these threats.

But we need your help.

With so many opportunities – and no shortage of challenges – on the horizon, we need your help to tell our industry's positive story. We need you engaged in advocacy, at the local, state and federal level, to help lawmakers understand the vital role banks play in their communities. I encourage you all to mark your calendars to attend ABA's Washington Summit in March. It will be a valuable opportunity to make your voice heard by the people who have direct say over the laws and regulations governing our sector.

We can move the industry forward in 2026 to an even brighter future, but we will need to work together.




# Education Events

For more information regarding these educational opportunities, visit www.ndba.com or contact Dorothy Lick, SVP of Education, North Dakota Bankers Association, 701.223.5303.

| EVENT | DATE | LOCATION | WHO SHOULD ATTEND? |
|---|---|---|---|
| **NDBA Bank Management Conference** | February 13-14, 2026 | Fairmont Scottsdale Princess, Scottsdale AZ | Presidents, CEOs, senior management and directors. |
| **Breaking into Banking 101: Fundamentals of Commercial Banking** | February 25, 2026 | Virtual Event | New credit analysts, lenders, and underwriters, as well as bankers who don't do credit analysis but need a working knowledge of the process. |
| **Breaking into Banking 201: Analyzing Repayment Sources** | March 25, 2026 | Virtual Event | Credit analysts, lenders, portfolio managers and others who need skills in financial statement analysis and writing credit documents. |
| **Dakota School of Lending Principles** | April 7-10, 2026 | Ramkota Hotel, Pierre SD | Loan officer trainees, loan support personnel and personal bankers. |
| **Tri-State Trust Conference** | April 27-29, 2026 | Courtyard by Marriott, Bismarck | Trust officers, trust attorneys, CTFAs, and CFPS. |
| **FDIC Directors College** | May 19, 2026 | Radisson Hotel, Bismarck | Presidents, CEOs, senior management staff, lenders, marketing team members and sales managers. |
| **Dakota School of Banking** | May 31-June 5, 2026 | University of Jamestown | Attendees are generally first-or mid-level managers seeking advancement in their banks and careers. However, others who would benefit from exposure to the banking industry and increased familiarity with the individual components that make up a bank are also encouraged to attend. |
| **NDBA/SDBA Annual Convention** | June 15-17, 2026 | Bismarck | Presidents, CEOs, senior management staff, lenders, marketing team members and sales managers. |
| **Regional Member Meetings** | September 14-17, 2026 | Grand Forks, Fargo, Bismarck, Minot | All NDBA Members! |
| **Ag Credit Conference** | October 1-2, 2026 | Hilton Garden Inn, Fargo | Both entry-level and experienced ag lenders will gain valuable information. |


# OnCourse Learning Webinars

| EVENT | DATE |
|---|---|
| Instant Payments Compliance OFAC Reg E and Beyond | 1/20/2026 |
| Bank Accounting Boot Camp 5 Part Series | 1/20/2026 |
| Bank Accounting Boot Camp Part 1 | 1/20/2026 |
| IRA Annual Update 2026 | 1/21/2026 |
| Electronic Payments 101 A Guide to Electronic Payment Channels and Processing | 1/21/2026 |
| Community Reinvestment Act CRA Regulations Current Requirements Succeeding Today While Planning for the Future All Day Streaming | 1/22/2026 |
| Commercial Lending Training Program | 1/22/2026 |
| Commercial Lending Training Program Part 2 | 1/22/2026 |
| Handling Legal Documents POAs Trusts Estates and Guardianships | 1/22/2026 |
| Bank Accounting Boot Camp Part 2 | 1/23/2026 |
| Financial Statement Analysis Reading the Numbers Correctly | 1/26/2026 |
| HMDA Checkup Ensuring Proper Data Collection and Recording All Day Streaming | 1/27/2026 |
| Opening New Accounts Compliance Legal Documents and IRS Reporting All Day Streaming | 1/27/2026 |

| EVENT | DATE |
|---|---|
| Canva for Trainers An Impactful Designs Workshop | 1/27/2026 |
| Bank Accounting Boot Camp Part 3 | 1/28/2026 |
| Audit Report Writing | 1/28/2026 |
| BSA Risk Assessments | 1/29/2026 |
| CRE Appraisals Regulations and the Review Process | 1/29/2026 |
| Bank Accounting Boot Camp Part 4 | 1/30/2026 |
| ACH Basics Understanding the ACH Network | 2/3/2026 |
| Creating the Right ERM Program for Your Community Bank | 2/3/2026 |
| Bank Accounting Boot Camp Part 5 | 2/4/2026 |
| Adverse Action Notices Workshop | 2/4/2026 |
| Regulation CC Compliance | 2/5/2026 |
| FedNow Fundamentals Instant Understanding of What It Is How It Works and Where Its Headed | 2/5/2026 |

NDBA offers convenient bank training and access to timely topics through a variety of webinars.

For more information, **click here**.


# 2026 NDBA/SDBA Annual Convention

## June 15-17, 2026 ★ Radisson Hotel, Bismarck ND

# From NDBA Leadership

**Jamie Nelson** | NDBA VICE CHAIR | TruCommunity Bank, Washburn

To my banking friends,

As a woman who has built her career in community banking, I'm continually inspired by the dedication each of you brings to our shared mission of banking. We don't just process transactions – we build trust, offer guidance, and help our neighbors feel seen and supported in moments that truly matter.

Grit, grace, and gratitude are the qualities that define our work. Every day, we show grit by tackling challenges head on and finding solutions that put our customers first. We carry ourselves with grace in moments that require patience, empathy, and professionalism. And we demonstrate gratitude – for our customers, for each other, and for the privilege of serving a community that relies on us. These qualities don't just strengthen our team; they strengthen the entire community we support.

Thank you for showing up with professionalism, patience, and heart. Thank you for treating every customer interaction as an opportunity to make a difference. And thank you for supporting one another, especially on the days when the work is demanding and the pace is fast.

> **Grit, grace, and gratitude are the qualities that define our work.**

Our impact is real because you make it real. I'm grateful to be part of this team and proud of the difference we make together.

As we look ahead, I'm filled with excitement for the year to come – a year of new opportunities, new relationships, and renewed connections. I can't wait to meet new bankers who will join our community and to reconnect with friends who have walked this path alongside us. Together, we'll continue to grow, learn, and strengthen the communities we proudly serve.

With sincere appreciation,

Jamie Nelson

Jamie Nelson

2026 NDBA

# Bank Management Conference

**February 13-14. 2026**

Fairmont Scottsdale Princess, Scottsdale AZ

## Featured Speakers

**Matt Brei**
Blanchard Consulting

**Stacey Bryant**
Cornerstone Advisors

**Ryan Hayhurst**
The Baker Group

**John Iannerelli**
"FBI John"

**Sean Payant**
Haberfeld

**Kirsten Sutton**
American Bankers Association

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- Superior IRA & HSA

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- UMB


# SDBA/NDBA 2026 DAKOTA SCHOOL OF LENDING PRINCIPLES

## APRIL 7-10, 2026

### RAMKOTA HOTEL, PIERRE, SD

The SDBA/NDBA Dakota School of Lending Principles is a learning event with one foot grounded in the classroom and one foot in the bank. This school allows students to learn the theory and process of basic lending and then put this knowledge to work in actual nuts and bolts sessions.

SDBANKERS ASSOCIATION

Educate. Advocate. Grow.

NORTH DAKOTA BANKERS ASSOCIATION


# ask the Fed

*The Federal Reserve is committed to providing you with relevant information on issues of the day and the changing regulatory landscape. We are pleased to announce the following webinar.*

## Residential Real Estate National Update

*Tuesday, February 10 | 1:00 pm CT*

**Registration:**

*Registration is open now at www.askthefed.org. As always, we welcome your questions. You can email your questions in advance of each session at questions@askthefed.org. Questions received in advance will receive priority.*

**About Webinar:**

On February 10, 2026, Domonic Purviance from the Federal Reserve Bank of Atlanta, will host a 75-minute webinar on residential real estate (RRE) conditions in the U.S. The session will address current housing market conditions, buyer sentiment on the new reality of the cost of homeownership, and other challenges market participants face as they navigate the ever-changing housing market landscape

# 2026 NDBA Peer Group Meeting Schedule

*All Virtual via TEAMS (unless otherwise noted)*

## Audit
**Facilitator:** Jason Goyne – Bravera Bank
- April 13 | 10:00 am

## Chief Credit Officer (CCO)
**Facilitator:** Steve Larson – Gate City Bank
February 18 | 2:00 pm
- May 12 | 2:00 pm
- August 11 | 2:00 pm
- November 18 | 2:00 pm

## Chief Financial Officer (CFO)
**Facilitators:** Shane Husar – BankNorth
- April 21 | 10:00 am

## Collateral Valuation
**Facilitator:** TBD
- March 18 | 10:00 am

## Communications & Marketing
**Facilitators:** Janel Schmitz – Bank of North Dakota
Karly Schefter – First Western Bank & Trust
Kristin Jaeger – Cornerstone Bank
- April 16 | 10:00 am

## Community Reinvestment Act (CRA)
**Facilitator:** Kristin Kupfer – Starion Bank
- March 25 | 9:00 am

## Compliance
**Facilitators:** Jenni Lang – Bank of North Dakota
Lynne Michels – Stock Growers Bank
- March 24 | 10:00 am

## Credit Analyst
**Facilitators:** Victoria Ripplinger – Bank of North Dakota
Tara Copp – United Valley Bank
- March 3 | 10:00 am

## Enterprise Risk Management (ERM)
**Facilitator:** Jeremy Skoglund – Western State Bank
- April 16 | 2:00 pm

## Fraud
**Facilitators:** Kim Lazur – Alerus
Jacob Rued – First Western Bank & Trust
Heidi Schumacher – Border Bank
- February 10 | 9:30 am
- May 21 | 9:30 am
- August 18 | 9:30 am

**Fraud Forum** – October 13
National Energy Center of Excellence - Bismarck

## Front Line Operations
**Facilitators:** Olivia Wheeler – Bank Forward
Jenni Rime – TruCommunity Bank
Melissa Liebenow – BankNorth
April 8 | 2:00 pm

## Human Resources (HR)
**Facilitators:** Natalie Murch – BankNorth
Amy Otterson – Bank Forward
- April 8 | 2:00 pm

## Information Technology (IT)
**Facilitators:** Allen Huber – BankNorth
Jona Ziemann – Western State Bank
- April 2 | 10:00 am

## 2026 NDBA Fraud Forum
October 13 | 8:30 am - 4:00 pm
National Energy Center of Excellence – Bismarck

## 2026 NDBA Peer Group Consortium
- **Welcome Reception:** October 13 | 5:30-7:30 pm
  Location TBD
- **Consortium:** October 14 | 8:30 am - 4:00 pm
  National Energy Center of Excellence – Bismarck

NORTH DAKOTA BANKERS ASSOCIATION

More Information


## 2026 NDBA Service Awards

NDBA will recognize bankers with **20, 30, 40 or 50 years of service** in banking during the NDBA business meeting at the 2026 NDBA/SDBA Annual Convention held in Bismarck, June 13-15, 2026.

If you or another bank employee has been employed by a bank or several banks for 20, 30, 40 or 50 years, please fill out the application form and return to NDBA (ndba@ndba.com or PO Box 1438, Bismarck, ND 58502-1438). The form can be found at www.ndba.com.

**Deadline: May 1**

Please contact NDBA with any questions, 701-223-5303.



MIDWEST BANKERS
Insurance Services

# MBIS Marks Fourteen Years of Service Protecting Community Banks

Midwest Bankers Insurance Services (MBIS) celebrated its 14-year anniversary in December, and the milestone offers an opportunity to recognize its important role in today's insurance marketplace. MBIS was founded in 2011 amid a period of economic uncertainty and an obvious need for association-owned insurance advocacy. The agency began as the acquisition of BancInsure's "book of business" and has grown to serve more than 220 bank clients across Wisconsin, Minnesota, and North Dakota.

Co-owned by the Wisconsin Bankers Association and the Minnesota Bankers Association, while being endorsed by the North Dakota Bankers Association, MBIS remains focused exclusively on community banks. The success of MBIS directly supports the broader mission of state banking associations by contributing to the strength of advocacy and education across the Midwest. Over the past 14 years, MBIS has continued to expand specialized coverage options and provide insurance guidance options that support everyday banker operations.

"MBIS was created to ensure community banks had access to insurance solutions designed specifically for them," said Rick Clayburgh, President and CEO of North Dakota Bankers Association. "Fourteen years later, that mission remains critical as banks face new risks and a rapidly changing insurance landscape."

Today, many community banks are experiencing a significant disruption in the insurance marketplace. Carrier acquisitions, tightening underwriting standards, and changing risk profiles — especially related to cyber liability and fraud — are causing banker leaders to reassess their strategy. MBIS continues to play a role in helping banks understand what options exist, what changes might serve their bank, as well as maintain appropriate coverage when markets shift.

As the insurance landscape changes, MBIS remains a trusted partner that helps banks protect their institutions, continue serving their customers, and plan confidently for 2026.

**Registration Availalable in February**

**Featuring:**

**Sharon Carson**
JP Morgan Chase

**Sam Donaldson**
Georgia State University

**Dan Grespass**
Andersen

Sponsored by:

NORTH DAKOTA BANKERS ASSOCIATION

2026 Tri-State

# Trust CONFERENCE

**April 27-29, 2026**
Holiday Inn | Fargo ND

# Dakota School of Banking

**May 31 - June 5, 2026 • University of Jamestown • Jamestown ND**

## Early Application Deadline: April 3, 2026

**Questions?**
Please call Dorothy Lick, DSB administrator, at 701.223.5303 or email dorothy@ndba.com.

For more information and to apply, visit www.ndba.com.

# Applications Open!

**First-Year Course Highlights:**
- Banking Law
- Bank Financial Analysis I
- Talent Development
- Lending
- Macroeconomics
- Trust Services
- Presenting with Impact
- Risk Management
- Sales Management
- Cybersecurity

**Second-Year Course Highlights:**
- Asset/Liability Management
- Bank Financial Analysis II
- BankExec Simulation
- Bank Investments
- Liquidity and Capital Planning
- Management and Leadership
- Bank Reports and Exams
- Strategic Planning

The Dakota School of Banking provides a focused education of the banking industry. Students enroll for two years, attending one week each summer. The first-year session provides students with a general overview of the banking industry and banking departments. The second-year session builds on this general banking knowledge and adds a computerized bank management simulation. Bankers at all levels benefit from the well-rounded curriculum that builds on fundamental skills and focuses on emerging trends.

## Scholarship Available

The Dakota School of Banking offers one $450 scholarship, which is awarded to a DSB student who:

- is a full-time employee of an NDBA or SDBA member bank
- is entering the first year at DSB and agrees to complete the two-year program

**Find the Scholarship Form at ndba.com.**


**90-minute sessions in 8 cities.** Receive the latest updates on BND's Roughrider Stablecoin plus time for Q&A.

## Register Today!

Feb. 17 | Jamestown & Fargo
Feb. 18 | Grand Forks & Devils Lake
Feb. 19 | Minot & Williston
Feb. 20 | Dickinson
Feb. 23 | Bismarck

Registration and updates at
**bnd.nd.gov/roadshow**

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Bank of North Dakota

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# Live Well, Work Well

January 2026

## Clear the Clutter for Your Health

January is recognized as Get Organized Month, making it the perfect time to refresh your space and mindset. Clutter doesn't just take up physical space—it can weigh on your mental health, increase stress and even impact productivity. By clearing the clutter, you set yourself up for a healthier, more successful year.

**A survey commissioned by The Container Store revealed that 7 in 10 Americans pin the success of a new year on a clutter-free home.**

Being organized extends beyond having a neat desk or a tidy home; it has a direct impact on your overall well-being. A cluttered environment can lead to feelings of overwhelm and anxiety, making it harder to concentrate and complete tasks efficiently. When your surroundings are orderly, your mind feels clearer, decision-making becomes easier and stress levels drop. Organization also saves time and energy, allowing you to focus on what truly matters instead of searching for misplaced items or juggling chaos. In short, an organized space creates a sense of control and calm that benefits both your mental and physical health.

Getting organized may seem overwhelming, but small, manageable steps can add up to big results:

- **Start small.** Pick one area, such as a drawer, a shelf, or even your email inbox, and tackle it first. Success in one spot builds momentum.
- **Declutter daily.** Spend just 10 minutes each day putting things back in their place. This simple habit prevents clutter from piling up.
- **Create systems.** Use labeled bins, folders or digital tools to keep items easy to find.
- **Go digital.** Reduce paper clutter by scanning important documents and storing them securely in the cloud.
- **Set limits.** Adopt a "one in, one out" rule for new items to keep your space from becoming overcrowded.

Organization isn't about perfection—it's about creating a space that supports your goals and well-being. By making small, consistent changes, you'll feel more in control and energized for the year ahead.

# Health Benefits of Dry January

As the holidays end, Dry January is a popular wellness challenge where participants abstain from alcohol for the entire month. This initiative encourages people to take a break from drinking after the often-indulgent holiday season. The goal is to reassess one's relationship with alcohol and start the new year with a fresh perspective. Many people use the month to reflect on their drinking habits and make more mindful choices about alcohol.

While a month of sobriety can seem overwhelming to some, it comes with some advantages. A brief break from moderate to heavy alcohol consumption may offer the following health-related benefits:

- Better sleep
- Increased focus
- Improved mood
- Boosted energy
- Clearer complexion
- Potential weight loss

Alcohol can also contribute to various health conditions, such as high blood pressure, kidney or liver problems, heart disease and certain cancers. As such, a period of sobriety can positively affect one's well-being and overall health. If you have any questions or concerns about your alcohol consumption, talk to a health care professional.

# Rescue Your Skin This Winter

Taking care of your skin properly can be challenging. The task can seem almost impossible to achieve when the temperature and humidity levels drop. Having dry skin may not seem like the most concerning health issue, but not treating it can result in itchiness, cracked or painful skin, as well as eczema and dermatitis.

**A Harris Poll found that 6 in 10 Americans say their skin feels "unhealthy" during the winter.**

Consider these skin care tips for the winter months:

- **Adjust your shower routine.** The length and temperature of your showers can significantly impact the dryness of your skin. Long and hot showers during the cold months can strip the natural oils from your skin, leaving it dry. Try short, lukewarm showers instead.
- **Use moisturizer.** Applying moisturizer, especially after showering, can help keep your skin hydrated and prevent dryness.
- **Avoid products with fragrances.** Oftentimes, the better a product smells, the more irritating it can be for your skin. As such, consider choosing fragrance-free skin products and laundry detergents.
- **Use a humidifier.** Humidifiers can add moisture to the air within your home, helping to prevent and relieve environmental dryness.
- **Stay hydrated.** Ensure you're drinking enough water throughout the day to improve the appearance of your skin and reduce its susceptibility to dryness.

Talk to your health care provider if you have specific skin health concerns.

# Recipe of the Month

## Garlic Ginger Ramen With Beef

Makes: 6 servings

### Ingredients

- ½ lb. lean ground beef
- 2 cups water
- 2 packages instant ramen-style noodles (3 oz. each, broken into small pieces)
- 16 oz. frozen stir-fry vegetables
- 2 green onions (thinly sliced)
- 1 Tbsp. fresh ginger (or ¼ tsp. ground ginger)
- 2 cloves garlic (minced or ½ tsp. garlic powder)

### Preparations

1. In a large skillet over medium-high heat (350 F in an electric skillet), brown the ground beef. Drain fat from the skillet. Drain fat from the skillet.
2. Add water and one ramen seasoning packet to the cooked beef and mix well.
3. Add the vegetables, green onion, ginger and garlic. Bring to a boil over high heat.
4. Add the ramen noodles, reduce the heat to low and simmer for 3 to 5 minutes, until the vegetables are tender, stirring occasionally.

### Nutritional Information

(per serving)

| | |
|---|---|
| Total calories | 193 |
| Total fat | 5 g |
| Protein | 11 g |
| Sodium | 331 mg |
| Carbohydrate | 27 g |
| Dietary fiber | 3 g |
| Saturated fat | 1 g |
| Total sugars | 3 g |

Source: MyPlate

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# February 2026 Webinars

Embrace your emotional health with a live webinar led by Learn to Live's clinical team.

**Overcoming Obstacles: CBT Strategies for Minority Mental Health:** Have you ever felt singled out in a crowd, or different from those around you? While we may sometimes feel more isolated amid all these differences, our variety can add richness to the world. In this webinar brought to you by the Learn to Live clinical team, we'll explore how Cognitive Behavioral Therapy (CBT) strategies can help all of us acknowledge our diversity while we reshape our thoughts and actions to build resilience and inner peace*. This webinar is offered in recognition of Black History Month.*

**Wednesday, February 11th: 12-12:30pm CST/1-1:30pm EST**

**This Time I'm Really Going to Do It: Making our Resolutions Stick:** When it comes to setting goals, do you find yourself in a cycle of starting off strong and then slowly veering off course? Or maybe one day you find yourself completely derailed from your goal without realizing how you got so far off track. The Learn to Live clinical team will discuss what nudges us to successfully make change, how avoiding or dismissing emotions can actually make progress harder, and ways to enhance our motivation. These concepts and proven strategies can help you stay on track and maintain momentum toward your goals.

**Friday, February 13th: 11-11:30am CST/12-12:30pm EST**

**Following the "This Time I'm Really Going To Do It: Making our Resolutions Stick" webinar, 20 attendees will be chosen at random to receive Learn to Live swag as a reminder to use the helpful tips shared!**

**Good News About the Winter Blues:** For many of us, the winter months can feel awfully long with colder temperatures and far less sunshine. Motivation and mood can drop, either subtly or so significantly, that even usual day-to-day activities feel impossible. But, in this 15-minute webinar, we will share the good news: that there are research-supported steps we can take to live fully, even through wintertime challenges.

**Friday, February 20th: 11-11:15am CST/12-12:15pm EST**

**Promoting More Helpful Self-Talk: Advanced Strategies to Address the Core of Your Thinking:** Our self-talk influences our emotions and impacts our overall well-being. Join us for an enlightening webinar that delves into transforming the core beliefs that silently drive our self-talk. In this session, you'll learn advanced strategies to shift the core beliefs underlying our negative self-talk to feel more capable, valuable and confident.

**Tuesday, February 24th: 3-3:30pm CST/4-4:30pm EST**

**To Register:**

Click the link for the webinar of your choice and use the access code **BLUEND**. Upon registering, you will receive a confirmation email from Zoom.

If you cannot attend a live session, you can still register to receive a link to the recording.

# OPENING NEW ACCOUNTS:

## DOCUMENTATION & COMPLIANCE

**April 22, 2026**
Holiday Inn, Fargo

**April 23, 2026**
Holiday Inn, Bismarck

Featured Speaker:
**Matthew Dickinson**


**2026 FDIC**

# DIRECTORS' COLLEGE

MAY 19, 2026 | RADISSON HOTEL BISMARCK, ND

The FDIC Directors' College is designed for both inside outside bank directors. The presentations will be delivered by a group of experienced FDIC speakers and subject matter experts, and will include up-to-date information on various issues relevant to all bank directors with an overall theme of corporate governance. Please consider this opportunity to interact with your bank's regulators and enhance your board's experience and knowledge.

**More details coming soon.**
Contact NDBA's Dorothy Lick with questions.

# Reprivatizing the GSEs: What It Means for Community Financial Institutions

**Andrea F. Pringle**
Senior Vice President Financial Strategies
The Baker Group

For more than fifteen years, Fannie Mae and Freddie Mac have operated in a state of limbo. The two government-sponsored enterprises (GSEs), which play a central role in U.S. mortgage finance, were placed into federal conservatorship during the 2008 financial crisis after suffering severe losses.

At the time, the U.S. government stepped in to prevent a collapse of the mortgage market. In exchange for financial support, the Federal Housing Finance Agency (FHFA) assumed control of the companies, while the U.S. Treasury received senior preferred stock and warrants giving it a dominant economic interest. Conservatorship was intended to be temporary but instead has become a long-standing feature of the housing finance system.

Today, Fannie and Freddie remain publicly traded companies, as they were prior to 2008, but they operate under FHFA control, with Treasury holding the largest financial interest. Recently, renewed political attention has reignited discussion around "reprivatizing" the GSEs, raising important questions for financial institutions that originate and invest in mortgage assets.

## What Does Reprivatization Actually Mean?

Reprivatizing the GSEs is often used as shorthand for a broader process involving an exit from conservatorship and some form of private ownership. Exiting conservatorship would end FHFA's direct control, allowing the GSEs to operate more like traditional shareholder-owned companies. Full privatization would go further by eliminating federal backing altogether and relying solely on private capital to absorb losses.

While exiting conservatorship is challenging but feasible, full privatization – especially without a government guarantee – would be far more disruptive and is widely considered unlikely. Under most plausible scenarios, the GSEs would retain some form of government backstop.

## A Little Background on the GSEs' Financial Position

A key feature of conservatorship is the Preferred Stock Purchase Agreements between the GSEs and the Treasury. Under these agreements, the Treasury committed capital to stabilize the enterprises during the crisis. In return, it received senior preferred stock with a liquidation preference granting the Treasury a first-priority claim on the GSEs' earnings and assets, which grows over time.

For much of the post-crisis period, these agreements required Fannie and Freddie to sweep nearly all profits to the Treasury rather than retain earnings and build capital like regulated financial institutions. Although the GSEs returned to profitability years ago and have paid dividends to the Treasury totaling roughly double the original capital injection, this structure largely prevented them from accumulating meaningful capital buffers or reducing the preferred balance. As a result, despite strong earnings, Fannie and Freddie remain deeply undercapitalized and the Treasury's claim has continued to grow.

## How Could Reprivatization Happen?

The most discussed path is a "recap and release" strategy, under which the GSEs would rebuild capital and then exit conservatorship. Treasury's senior preferred stock would likely need to be converted into common equity or otherwise restructured so new private investors are not subordinated to the government. While this would materially reduce the capital shortfall, a substantial gap would remain, to be filled through retained earnings and additional private capital raised over time. Once sufficient progress is achieved, FHFA could formally end conservatorship, likely through a consent decree allowing the GSEs to exit before they are fully capitalized but committing them to meet capital milestones over time.

Importantly, changes to the current capital framework are also likely necessary. The Enterprise Regulatory Capital Framework (ERCF), FHFA's capital rule for the GSEs, functions much like bank capital rules. Under the current ERCF, Fannie and Freddie generate returns that are too low to attract the private investment needed to raise sufficient capital to exit conservatorship. Without that capital, reprivatization would stall.

## Timing and Political Constraints

While political rhetoric has raised expectations for rapid progress, execution risks remain significant. Capital rule changes, amendments to Treasury agreements, and resolution of ongoing legal issues are complex and time consuming. Even under optimistic assumptions, a full exit from conservatorship is unlikely before late 2027.

## What Would This Mean for Community Financial Institutions?

For most institutions, the central issue is not who owns the GSEs' equity, but whether agency mortgage-backed securities retain their current characteristics. U.S. banks collectively hold roughly $2 trillion of conventional agency MBS. Disruptions to guarantees or regulatory capital treatment would trigger widespread balance-sheet adjustments and likely increase mortgage costs, which policymakers have repeatedly said they want to decrease.

As a result, any successful reform would almost certainly need to maintain government support for agency MBS, sustain current capital treatment for banks, and preserve the to-be-announced (TBA) trading market for MBS. Current market pricing indicates investors strongly expect these features to remain intact.

While headlines may suggest sweeping change, the most likely outcome is an exit from conservatorship that largely preserves the existing framework, resulting in minimal near-term impact on community financial institutions. That said, reprivatizing the GSEs within President Trump's final term is far more difficult than headlines imply, and the odds diminish the longer the process goes without a formal plan. For now, institutions can take comfort in knowing that while the mortgage system may evolve, it is unlikely to be reinvented overnight.

Andrea F. Pringle is a senior vice president in financial strategies at The Baker Group. A native Oklahoman, she began her career in Washington, DC, where she earned her MBA from George Washington University. Andrea worked on the capital markets sales and trading desk at Fannie Mae for five years before returning to Oklahoma to work in corporate finance. Before joining The Baker Group, Andrea was the supervisor of corporate finance at a publicly traded energy company. She joined The Baker Group in 2020 with a special focus on mortgage products and investment strategies.

THE BAKER GROUP'S

# Baker *Asset/Liability Management* School

The Baker Group pioneered Asset/Liability Management (ALM) more than forty years ago when we developed the first computer based ALM program designed specifically for community banks. Since then, we have spent four decades educating financial institutions how to effectively use ALM strategies to manage risk and maximize performance. The Baker Group has presented hundreds of seminars and conferences across the country and now we have brought that history of educational experience to an Asset/Liability Management School designed specifically for members of the ALCO and those needing to learn the fundamentals of ALM. The Baker ALM School will give attendees the knowledge to better understand the "who, what, why, and how" of ALM and the ALCO process.

## WHAT YOU WILL LEARN

- Fundamentals of asset/liability management including what it is and why we do it
- Understanding the impact of the economy, monetary policy, and interest rates on the earnings and capital of the institution
- Regulatory expectations to ensure you are always in compliance with the latest guidance and prepared for your next exam
- Best practices for developing an effective ALCO process including appropriate policies, procedures, and risk limits
- Practical methodologies and recommendations for how to develop assumptions that are institution specific and regularly reviewed, stress-tested, and back-tested
- Review of the most important assumptions available in most models and which ones have the greatest impact on outcomes including:
  - — Betas, rate sensitivities, and lags
  - — Decay rates, NMD average lives, and maturity distributions
  - — Discount rates and reinvestment rates
  - — Prepayment rates
  - — Rate scenarios including instantaneous vs. ramped and parallel vs. non-parallel
- Risk mitigation strategies for managing interest rate risk
- Incorporating investment portfolio management into asset/liability management
- How to develop an effective liquidity risk management process including forward looking dynamic cash flow modeling, stress testing, and contingency funding plans

## April 23–24, 2026

**SCHOOL LOCATION**
**Lively Hotel on Oak**
Oklahoma City, OK
Cost: $625

NORTH DAKOTA BANKERS ASSOCIATION ENDORSED

## ALM SCHOOL SCHEDULE

**Thursday, April 23, 2026**
Breakfast, Program, Lunch, Program, Adjourn, Dinner

**Friday, April 24, 2026**
Breakfast, Program, Concludes at Noon

## ACCOMMODATIONS

A block of rooms is available at the Lively Hotel on Oak. Identify yourself as a Baker ALM School attendee when calling 405.849.4777 to make online hotel reservations. The special room rate will be available until **March 19, 2026** or until the room block is sold out. Hotel price: $179 + tax.

## WHO SHOULD ATTEND

This school is designed for Presidents, CEOs, CFOs, and members of the ALCO committee. Directors and anyone else involved in the asset/liability management process will also benefit from the Baker ALM School.

For your convenience, register for the school online at **GoBaker.com/alm-school/**. Call Skoshi Heron at 405.415.7200 or scan QR code for more information.

**11 hours of CPE credits will be earned for your attendance.**

NATIONAL REGISTRY OF CPE SPONSORS

The Baker Group is registered with the National Association of State Boards of Accountancy (NASBA) as a sponsor of continuing professional education on the National Registry of CPE Sponsors. State boards of accountancy have final authority on the acceptance of individual courses for CPE credit. Complaints regarding registered sponsors may be submitted to the National Registry of CPE Sponsors through its website: www.NASBARegistry.org.

The BakerGroup
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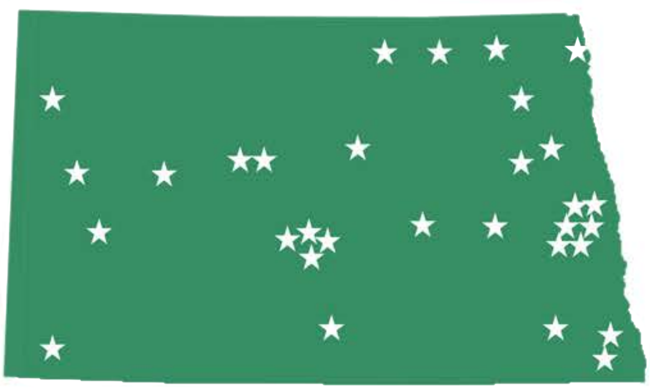
# SUPERIOR
## IRA & HSA

**Superior IRA & HSA is proud to be the NDBA-endorsed partner for IRA and HSA services**

NORTH DAKOTA BANKERS ASSOCIATION
ENDORSED



**Superior IRA & HSA currently supports 31 banks in North Dakota**

**Helping North Dakota Banks for Over 20 Years**

**Jason Bain**
**SVP – Sales**
(218)-330-5099
jason.bain@superiorira.com

Contact Jason to find out more about leveraging the power of Superior IRA & HSA to streamline your IRA and HSA programs

# BUSINESS PARTNER FEATURE

# Driving Community Prosperity with Reciprocal Deposits

**Joe Hooker**
Chief Sales Officer
IntraFi

**Community banks, which make up at least 90% of all banks nationwide, are the backbone of American small businesses.[1]** An ICBA report found that roughly 60% of small business loans and over 80% of agricultural loans come from community banks.[2] But community banks face steep challenges, including net interest margin compression, compliance and cybersecurity burdens, and new, often digital-only, competitors. In fact, 93% of respondents to IntraFi's Q3 2025 survey of bank executives say they expect deposit competition to remain at current levels or increase over the next year.

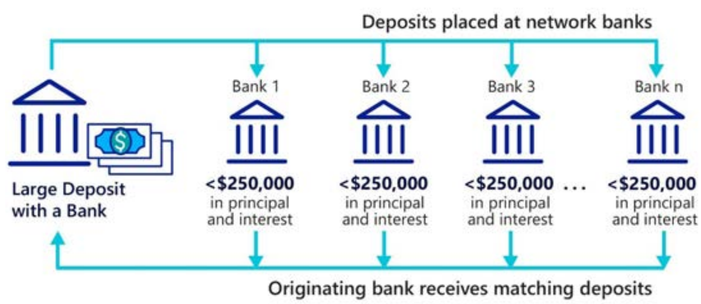
To stay competitive and continue providing the vital banking services their communities depend on, community banks need every advantage available to attract and retain high-value relationships. Reciprocal deposits are an essential tool that allow community banks to support local deposit and lending needs, enabling banks to offer large depositors access to millions in FDIC insurance while keeping funds local to lend in the community.

*IntraFi is not an FDIC-insured bank, and deposit insurance covers the failure of an insured bank. A list identifying IntraFi network banks appears at https://www.intrafi.com/network-banks. Certain conditions must be satisfied for "pass-through" FDIC deposit insurance coverage to apply.*

## Reciprocal Deposits Typically Have a High Reinvestment Rate

Reciprocal deposits are deposits that a bank receives through a deposit placement network in return for placing a matching amount of deposits at other network banks. Importantly, the institution placing the deposit maintains its relationship with the depositor – granting safety-conscious customers the ability to obtain FDIC insurance on large balances through multiple network banks while maintaining a single bank relationship.

HOW RECIPROCAL DEPOSITS WORK




At the same time, a bank that participates in a deposit placement network can attract and retain a greater amount of deposits from local customers. Historically, reciprocal deposits have been "sticky," with high reinvestment rates and low likelihood of liquidation in any given month, even as total accounts and balances steadily increase. After the high-profile bank failures of 2023, reciprocal deposit balances at banks with between $1 billion to $100 billion in assets increased by 20% and remained elevated across 2024. A recent research

1 "U.S. Community Banks: Holding up Well with Strong Asset Quality Despite CRE Exposures," Morningstar, accessed January 12, 2026, https://dbrs.morningstar.com/research/440556.

2 "Revealed: The Impact of Credit Union Acquisitions," ICBA, last modified December 1, 2025, https://www.icba.org/w/revealed-the-impact-of-credit-union-acquisitions.

paper finds that higher levels of insured deposits were associated with reduced deposit outflows during the 2023 regional banking crisis. The study also reports that banks with higher insured deposit levels paid lower interest rates on deposits, grew larger, and increased their local deposit market share over time. In fact, the growth rate for reciprocal deposit balances across banks of all sizes was 131% from 2022 to 2023. Reciprocal balances grew an additional 15% across 2024.

## Reciprocal Deposits Compare Well to Other Bank Funding Choices

In addition to helping banks grow wallet share from local customers, reciprocal deposits can offer several advantages when compared to other bank funding options.

- **Reduced Collateralization Needs:** Reciprocal deposits can reduce or eliminate collateralization requirements, freeing up pledged collateral and reducing the burdens associated with tracking collateral.
- **Alternative to Wholesale Funding:** Unlike many forms of wholesale funding, most reciprocal deposits can qualify as non-brokered deposits under the law.
- **Superior to Listing Service Deposits:** When compared to listing service deposits, reciprocal deposits can provide a more stable, relationship-based source of funding that is typically lower cost and less rate sensitive.

## The Value of Balance Sheet Flexibility

Overall, using deposit placement networks provides meaningful flexibility for balance sheet management. Banks can keep funds on balance sheet as reciprocal deposits or, alternatively, sell funds into their deposit network and earn fee income (while keeping the customer relationship). The ability to move funds on and off balance sheet on demand can significantly reduce the need for community banks to turn away a valued depositor because of the deposit insurance limits, deepening relationships and giving banks greater control to meet their liquidity needs. Reciprocal deposits also provide a stable funding source that can be used to support lending – while providing the agility needed to respond rapidly to changing market conditions.

Using a reciprocal deposit network, banks can grow relationships and deposits from a local customer base – without the added costs or tracking burdens associated with ongoing collateralization requirements, and with the ability to lend these funds locally. To learn more about how your institution can use reciprocal deposits to expand its lending capacity and strengthen its local community, visit https://www.intrafi.com/grow-reciprocal-deposits.



[3] Edward T. Kim, Shohini Kundu, and Amiyatosh Purnanandam,"The Economics of Market-Based Deposit Insurance," published September, 2024, https://www.fdic.gov/system/files/2024-09/kim-edward-paper-091124.pdf.

[4] S&P Call Report Data

[5] With a depositor's consent, the bank may choose to receive fee income instead of deposits from other participating institutions. Under these circumstances, deposited funds would not be available for local lending.

**About IntraFi**

IntraFi® is a trusted partner chosen by more than 3,000 financial institutions nationwide. IntraFi's network–the largest of its kind–brings scale, giving each participant access to tens of billions of dollars in funding, the highest per-depositor and per-bank capacity, and the peace of mind of being able to make large-dollar placements. Contact IntraFi at (866) 776-6426 or contactus@intrafi.com to find out how your bank can join our network of financial institutions and benefit from The Power of Many®.

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IntraFi

# KNOW SOMEONE WHO WOULD LIKE TO HELP ND FARMERS AND RANCHERS?

**OPEN POSITION:**

The **North Dakota Department of Agriculture** seeks a **Credit Counselor** to assist farm and ranch families experiencing financial or credit challenges by evaluating their financial position, identifying opportunities to strengthen their operations, and developing practical long-term solutions for stability. Candidates living in central or south-central North Dakota are preferred to ensure effective service to producers in the assigned region.

A key component of this role includes supporting borrowers throughout the mediation process by preparing detailed financial analyses, operating plans, and proposals to present to creditors. This is a highly impactful role for individuals passionate about serving the agricultural community and supporting the long-term viability of North Dakota producers. More details and the application can be found here.

**Questions about the role?**
Please call Madison Bodine at 701-955-0181
or email ndms@nd.gov.

Graduate School of Banking at Colorado

## GSBC to Award Scholarship to NDBA Member Banks

As a co-sponsor of the **Graduate School of Banking at Colorado (GSBC)**, the North Dakota Bankers Association has partnered with GSBC to recognize community banks across North Dakota for their innovative approaches to serving their customers and communities with a new, nomination-based scholarship.

The scholarship is called the **Bolder Banking Scholarship** and is an extension of GSBC's Bolder Banking campaign, which aims to highlight bold leaders in the community banking industry by sharing innovative information and ideas with fellow bankers.

The Bolder Banking Scholarship will afford NDBA the opportunity to recognize and reward member banks displaying innovative approaches to banking. GSBC will fund the scholarship for a rising star within the recipient bank to use toward tuition at GSBC's **Annual School Session**.

NDBA member banks may nominate themselves or another bank to be a Bolder Banking Scholarship recipient. There is **one** of these bank-wide scholarships given annually.

To submit a Bolder Banking Scholarship nomination for your or another bank displaying innovative, out-of-the-box initiatives, complete the nomination form by **February 15**. The recipient bank will be decided on by **March 1**.

## How to apply:

GSBC Boulder Banking NDBA scholarship nomination form | **Click here**

Email completed pdf to dorothy@ndba.com.

Graduate School of Banking *at Colorado*

# Transform *Your* Career

*with GSBC*

**The Graduate School of Banking at Colorado (GSBC) understands the unique needs of *community banks and their leaders*.**

GSBC's programs are critical for educating and supporting community banking and fostering leaders who can **boldly** impact the future of their banks and local economies.

**For more information, visit www.GSBColorado.org.**

## Annual School Session
**GSBC's Flagship Program Since 1950**

### *Bold Leaders*

- **Core banking principles** complemented by **peer-driven curriculum innovations** accelerate personal and professional growth.
- Practical takeaways to **apply immediately** at your institution.
- **Bolder Banking®** initiatives, including a state-of-the-art **Peer Group Program** and **micro-credential offerings**.

**Next Session: July 19-31, 2026**

## Executive Development Institute
**for Community Bankers®**


### *Bold Succession*

- Institution-specific strategies derived from project work and a dual curriculum focused on **bank management and leadership topics**.
- **Executive coaching and mentorship** from industry leaders.
- Peer-learning classroom model **fosters collaboration** on **strategies for leading community banks** in a competitive landscape.

**Next Session: October 18-21, 2026**

## GSBC+Invest
**Financial Strategies for Community Banks**

### *Bold Strategy*

**Bond Basics**
Practical understanding of a community bank's investment portfolio.

***Bond Basics is an online, self-paced course; available year-round.***

**Community Bank Performance Institute**
ALM strategies, liquidity management, investments, scenario planning and regulatory readiness.

***4-day in person school; CPE eligible***

**Next Session: May 4-7, 2026**

BUSINESS PARTNER FEATURE

# Benefits of Red Teaming for Financial Institutions

**Alex Driver**
Information Security Consultant
SBS CyberSecurity

When organizations can't quickly locate critical records, the consequences can range from regulatory fines to operational setbacks and reputational damage. With expectations rising from auditors and regulators, a well-defined document retention policy is no longer just a compliance requirement but a strategic business asset that supports business continuity, strengthens data security, and enables informed decision-making.

## What Is Document Retention?

Document retention refers to the systematic management, storage, and preservation of documents throughout their lifecycle, including how long documents are kept, where they are stored, and when they are disposed of.

Meeting legal obligations, supporting audits, reducing storage costs, and protecting sensitive information are all critical reasons to prioritize a document retention policy. Without one, organizations risk noncompliance, data breaches, and operational inefficiencies.

## Compliance with Legal and Regulatory Requirements

Document retention policies provide a structured framework for managing records in accordance with legal and industry standards. These policies help organizations meet the requirements of key regulations, including:

- **General Data Protection Regulation (GDPR):** Retain personal data only as long as necessary and dispose of it securely to prevent unauthorized access or misuse. Organizations serving European Union residents must ensure strict compliance to avoid fines and reputational damage.
- **Health Insurance Portability and Accountability Act (HIPAA):** Retain medical records according to federal requirements (typically six years) and maintain strict privacy protections.
- **Sarbanes-Oxley Act (SOX):** Maintain financial records of public companies for a minimum of seven years to ensure regulatory compliance.
- **Gramm-Leach-Bliley Act (GLBA):** Safeguard customer information and maintain records for defined periods to protect privacy and financial data integrity.

In addition to federal laws such as the Internal Revenue Code, organizations must also comply with state-specific regulations and industry standards, which may impose further retention obligations. It's critical to tailor your policies accordingly. For a comprehensive overview, refer to Record Nations' State-by-State Record Retention Guide, which is especially helpful for organizations operating across multiple states.

## Balancing Retention with Legal Discovery

Managing record retention alongside legal discovery obligations can be difficult, especially in regulated sectors such as banking. Retention focuses on maintaining documents for required periods to meet IRS, FFIEC, and other regulatory standards, while discovery requires preserving and producing relevant information during litigation or investigations. Problems arise at both ends of the spectrum: over-retention increases storage burdens and legal exposure, whereas under-retention can trigger compliance issues or spoliation concerns.

## How to Build a Bulletproof Retention Policy

A robust document retention policy ensures regulatory compliance, protects sensitive data, and streamlines workflows. Components include:

- **Document categorization:** Define and classify documents by type — financial records, HR files, legal documents, and customer data — to ensure consistent handling.
- **Retention schedules:** Establish specific periods for each category, referencing relevant federal, state, and industry regulations.
- **Secure disposal protocols:** Outline procedures to irretrievably destroy documents after their retention period, reducing privacy and compliance risks.
- **Access controls and audit trails:** Implement role-based access and maintain logs to meet least-privilege requirements and accountability standards.
- **Technology integration:** Ensure document management systems (DMS) can support retention and disposal schedules as part of the policy framework.
- **Policy review:** Schedule periodic reviews to ensure alignment with regulations, business needs, and technology.

## Implementing and Enforcing a Document Retention Policy

A policy only works when it's put into practice, consistently followed, and actively supported by leadership. Steps to make it effective include:

- **Leadership endorsement:** Secure visible support from senior management to reinforce the policy's importance and encourage organization-wide adoption.
- **Clear communication:** Ensure employees understand the policy's purpose, scope, and relevance to their roles.
- **Training and awareness:** Provide targeted sessions that teach staff how to comply and why the policy is important, especially for small to medium-sized businesses (SMBs) with limited compliance resources.
- **Integration with daily operations:** Embed retention requirements into workflows and leverage a DMS to automate schedules and reduce manual oversight.
- **Monitoring and enforcement:** Track compliance through audits, alerts, or reviews and define consequences for noncompliance.
- **Regular reviews and updates:** Periodically revisit the policy to stay aligned with evolving regulations, business needs, and technology.

## Utilizing Document Management Systems

A modern DMS makes it easier to follow your retention policy every day by automating classification, tagging, storage, and deletion. Built-in timers, secure deletion, and role-based access help reduce errors, save time, and protect sensitive data.

## Training and Communication

Even the strongest policy fails without informed employees. Effective training and communication help you:

- **Educate staff:** Train employees on how to follow the policy and why it matters.
- **Reinforce culture:** Use intranet portals, quick-reference guides, and meetings to embed retention practices into daily routines.
- **Clarify accountability:** Define ownership across departments so responsibilities are clear.
- **Maintain visibility:** Share updates and success metrics to sustain momentum and demonstrate leadership support.

## Regular Audits and Reviews

Regular document retention audits verify compliance, test real-world execution, and identify areas for improvement. Reviewing access logs, deletion schedules, and storage locations helps refine retention schedules and prepares the organization for regulatory changes.

## Best Practices in Managing Document Retention

Effective document retention management is not just a compliance requirement but a strategic advantage. SMBs must balance limited resources with growing data responsibilities. Best practices streamline operations, reduce risk, and support long-term sustainability.

### Automating Retention and Deletion

Automation brings consistency, efficiency, and security to document retention. Automated systems apply schedules uniformly across document types, reducing the risk of premature deletion or over-retention. Eliminating manual tracking saves time and reduces staff workload. Automated deletion protocols also securely dispose of data once it’s no longer needed, minimizing exposure to breaches or

### Secure Storage and Access

Protecting sensitive information is a cornerstone of any document retention strategy. Use encrypted cloud services or secure on-premises systems that offer redundancy and disaster recovery. Implement role-based access to ensure only authorized personnel can view, edit, or delete documents. Maintain audit trails to support accountability and give clear visibility into how records are handled.

### Sustainable Document Lifecycle Management

Sustainable document lifecycle management reduces costs and environmental impact while improving efficiency. Digitize legacy files and eliminate duplicates to reduce physical storage needs. Use cloud platforms or energy-efficient data centers to further shrink your footprint. Certified shredding and recycling vendors ensure responsible destruction of physical media while supporting corporate sustainability goals.

## Overcoming Common Document Retention Challenges

Managing document retention is critical for organizations of all sizes. Many face challenges that can hinder compliance, operational efficiency, and data security, from handling vast amounts of data to adapting to regulatory changes and new technologies. Here's how to overcome these common hurdles.

### Handling Vast Amounts of Data

As digital storage becomes more accessible, organizations accumulate more data than needed, increasing costs, complicating compliance, and making it harder to locate critical records. Handling vast amounts of data requires clear prioritization. These steps can help:

- **Data minimization:** Retain only what is necessary for legal, operational, or historical purposes. Avoid duplicate or outdated files.
- **Prioritize frameworks:** Classify documents by importance and retention requirements using categories like financial, legal, HR, and customer data.
- **Automated archiving:** Use a DMS to automatically archive or delete files according to predefined rules.

### Adapting to Regulatory Changes

Regulations evolve quickly, and your retention policy must keep pace. Assign ownership to track new laws, standards, and industry guidelines. Draft policies with built-in flexibility to allow updates without rewriting the entire document. Regular legal reviews, combined with clear internal communication and staff training, help your organization adapt smoothly and avoid penalties.

### Integrating New Technologies

Introducing new tools can disrupt existing document retention workflows if not managed carefully. Key considerations include:

- **Compatibility checks:** Ensure new technologies integrate with your current DMS, including secure access controls, automated retention scheduling, and audit trails.
- **Security enhancements:** Classify and label sensitive information before migration and apply encryption and role-based access controls during and after the transition to reduce exposure.
- **Change management:** Provide training and support during technology transitions to maintain compliance and minimize disruptions.

## Enhance Your Data Security Now

A well-designed document retention policy strengthens regulatory compliance, operational efficiency, and data protection. Assess your strategy and consider consulting with cybersecurity experts who understand the regulatory landscape and practical implementation challenges.

This blog was originally published on sbscyber.com.

SBS helps business leaders identify and understand cybersecurity risks to make more informed and proactive business decisions. For more information, contact Cole Kratovil at 605-270-7925 or cole.kratovil@sbscyber.com.

Learn more at sbscyber.com.

Human Resource
Management School

# HR That Impacts Your Bottom Line

2026 Specialty School
April 20-24, 2026
Madison, WI

Addressing HR's direct impact on the bottom line, this program focuses on key bank performance topics, including talent management, legal compliance, and profitability.

## Connecting HR Strategy to Business Performance

Today's HR professionals must understand both critical HR issues and the business of banking. From recruitment to performance management, HR decisions directly influence productivity and profitability.

GSB's **Human Resource Management School** is a one-week program that blends essential HR practices with banking insights. Interactive application sessions provide practical tools to help you select, retain, and develop top talent right away.

## Who Should Attend:

HR professionals or senior leaders seeking a deeper understanding of HR's role in driving organizational success.

SPONSORED BY: NORTH DAKOTA BANKERS ASSOCIATION

## Program Fee & What You'll Gain

**$2,725 per bank**
(plus a $350 non-refundable registration fee)

- A clear understanding of HR's impact on your bank's bottom line
- Practical tools to strengthen recruitment, retention, and career development
- Enhanced strategies for performance management, compensation, and benefits
- Approaches to boost employee productivity and profitability
- A network of peers connecting leaders across all levels of banking

### About Madison, WI

Home to the University of Wisconsin–Madison, the city offers a vibrant backdrop for professional growth. From scenic lakeside trails to a lively food and music scene, Madison blends academic excellence with unforgettable experiences.

**Your legacy begins here.**
Learn more or enroll at **gsb.org/forward**

Graduate School of Banking
at the University of Wisconsin – Madison

# Bank HAPPENINGS

## Bismarck

North Dakota Dollars for Scholars is accepting scholarship applications from ND high school seniors and current college students starting January 1, 2026. Approximately $290,000 in scholarships will be awarded, ranging from $600 to $2,500 each for the 2026-27 academic year. Every student who graduated from or will graduate this year from a ND high school or home education program can apply, even if their high school doesn't have a local chapter.

The application deadline for all North Dakota Dollars for Scholars scholarships is **April 1, 2026**. Scholarship details and the online application are available at northdakota.dollarsforscholars.org.

## Williston

**American State Bank & Trust Co. (ASB)** is pleased to announce the availability of four scholarship opportunities online at asbt.bank for high school seniors and current college students. The scholarships are facilitated by ASB's trust department.

All applications can be completed and submitted online at asbt.bank/saving-for-college-scholarships. The deadline for all applications is **April 1, 2026**. For further information, please contact the trust department at 701-774-4120.

# associate HAPPENINGS

## Bismarck

The **U.S. Department of Housing and Urban Development's (HUD)** National Servicing Center ranked North Dakota Housing Finance Agency (NDHFA) as a Tier 1 Federal Housing Administration (FHA) loan servicer for FY 2025.

NDHFA provides first-time buyers with purchase assistance including loan guarantees that allow low- to moderate-income borrowers with low down payments to achieve homeownership. Of the 14,195 loans the agency currently services, approximately 41% are FHA guaranteed.

The ranking system measures FHA servicer compliance with guidelines and intervention requirements, loss mitigation engagement, and reporting. The intention of the ranking is to protect borrowers and alert HUD to potential problems. A high work-out ratio shows a servicer's effectiveness in working with delinquent borrowers to keep them out of foreclosure.

Loan servicers receive quarterly scores that are averaged to produce a final fiscal year-end score. NDHFA scored 93.82% for the year. More information about NDHFA and its homeownership programs is available online at ndhousing.nd.gov.

## Fargo

**Dakota Business Lending (DBL)** has been selected by the U.S. Treasury Department's Community Development Financial Institution (CDFI) Fund to receive a $70 million New Markets Tax Credit (NMTC) award. This is their fourth NMTC allocation, following two $30M awards received in 2021 and 2022, and a $50M award received in 2024. They remain the first and only North Dakota-based financing entity to be chosen and one of the country's top 100 community-focused organizations recognized this year.

NMTC is run and administered through the U.S. Department of Treasury. This year, the program awarded a total of $10 billion in allocation authority to 142 of the 216 Community Development Entity (CDEs) applicants across the nation through a competitive and challenging application process, who then use their NMTC awards to further the mission of the program by encouraging small business growth and expansion, domestic manufacturing and reliable job-producing projects, and rural hospitals and essential health care infrastructure. DBL's NMTC priorities remain the same as prior years in assisting small businesses in low-income or distressed areas and creating lasting employment opportunities in those areas through jobs that are both quality and accessible.

To date, DBL has allocated a total of $81M in NMTC awards to nine qualifying small businesses located in low-income/distressed areas in Bismarck and Fargo. These allocations have had a $247M+ direct project impact and helped create and retain 646 permanent jobs for citizens across the state.

DBL continues to maximize and spread economic impact by encouraging the "pay-it-forward" concept, asking businesses assisted through the program to "repay" the kindness by financially supporting local organizations in need. To date, seven businesses have participated in DBL's "pay-it-forward" initiative and donated more than $350,000 to 14 local non-profits.

DBL uses the NMTC program as a unique financing mechanism that provides gap financing with interest only payments for seven years and then converts to equity in the business – principal payment is not required. Projects must be in a NMTC eligible area, large scale and transformative projects (greater than $7 million), and provide quality/accessible jobs or services to low income and distressed populations.

DBL has several projects in the pipeline for consideration and will begin working on their application for the next round of funding in 2026. Please contact one of the DBL loan officers with any potential projects and visit www.dakotabusinesslending.com/loans/new-markets-tax-credit for more information. The organization looks forward to providing this opportunity and continuing to impact this great state.

## Fargo

Josh Klug

**Dakota Business Lending (DBL)** is pleased to welcome **Josh Klug** to their team as a business development and commercial loan officer, working to develop and foster relationships with lenders, small businesses, economic development professionals, and other partners. Based out of DBL's headquarter office in Fargo, he will be serving Fargo, Moorhead, West Fargo and surrounding communities.

Originally from Grand Forks, Klug has spent a majority of his career in the business, entrepreneurship, and financing world. He brings with him over 18 years of experience, 9 of which were spent in financial consulting, 6 in banking, and most recently, 4 as co-founder of a data analysis company in North Dakota called Aethero.

## Marketing Director
### Bismarck ND

**Full job description and to apply: click here.**

Are you a strategic thinker with a passion for brand enhancement? Kirkwood Bank & Trust is seeking a Marketing Director to drive our brand forward into the future.

The Marketing Director is responsible for developing and executing strategic marketing initiatives that enhance Kirkwood Bank & Trust's brand, support business growth, and strengthen community relationships. This role oversees all aspects of marketing, communications, and public relations, ensuring a consistent and professional image across all channels. If you're ready to make a significant impact in a collaborative environment, we want to hear from you!

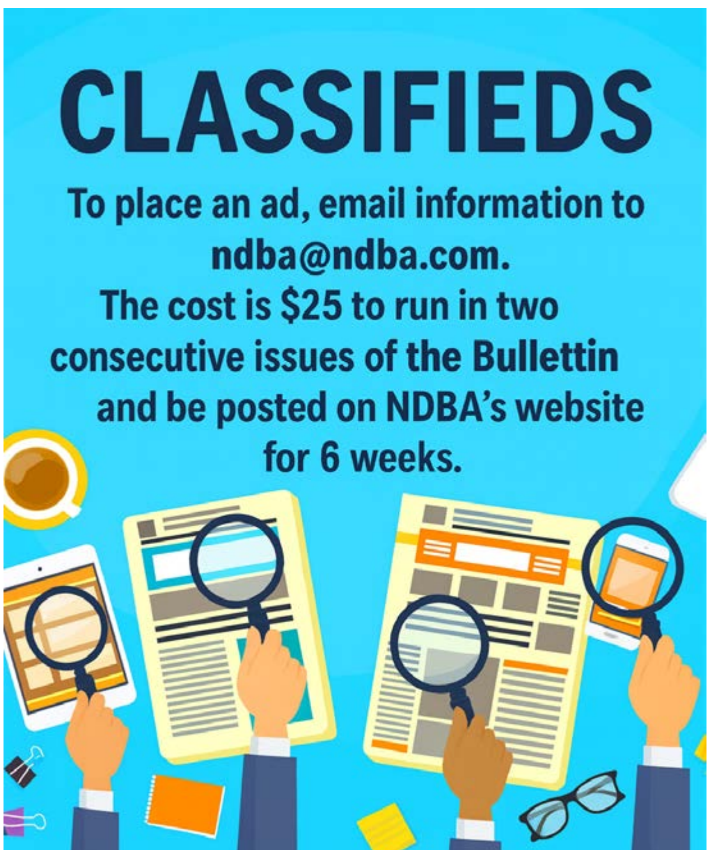
**What We Offer:**

- Competitive salary and benefit package.
- A supportive and collaborative work environment.
- Opportunities for professional growth and development.

Experience in a related field is preferred.

Please apply online at www.kirkwoodbank.com under Careers.

*Kirkwood Bank & Trust is an Equal Opportunity Employer.*




## Collateral Valuation Lead
### Bismarck, ND

In the **Collateral Valuation Lead** position, you will oversee the delivery, quality, and continuous improvement of Bank of North Dakota's collateral valuation services. You will build strong customer relationships, supervise the valuation team, and complete valuations across a wide range of real estate and chattel types. This role ensures services are accurate, timely, compliant, and aligned with the needs of BND and its lending partners. Up to 30% travel is required for customer relationship management, business development, and on-site inspections.

You will foster customer relationships, gather feedback to improve processes, and work closely with BND Business Bankers to expand opportunities through outreach and education. As the primary customer contact, you will address questions, concerns, billing issues, and new engagements while seeking improvements in technology, turnaround times, fees, and overall experience.

You will supervise collateral valuation analysts, provide coaching and training, conduct performance evaluations, and manage day-to-day workflow by prioritizing and assigning engagements. You will also support recruitment and performance management as needed.

You will personally complete valuations for commercial and agricultural real estate and various chattel types such as equipment, machinery, and aircraft.

Responsibilities include preparing evaluations, completing appraisal reviews, validating existing valuations, assessing properties on-site, identifying environmental risks, and maintaining a valuation metrics database. Your work will support BND's loan portfolio and partner financial institutions for originations, renewals, annual reviews, and problem loan administration. You will also assist with special projects and train others on valuation techniques.

To qualify, you must have a bachelor's degree in a related field or equivalent valuation experience, plus at least five years of appraisal or collateral valuation experience. Appraisal licensing, credit analysis, and financial analysis experience are preferred.

Full job posting and to apply: Click Here

Bank of North Dakota is an Equal Opportunity Employer.

# NDBA ENDORSED BUSINESS PARTNERS

**NDBA is pleased to partner with companies involved in the banking industry. Endorsed business partners are approved by the NDBA Services Board based on the caliber of a company and its products and services.**

Win for North Dakota Banks

- Use the buying power of North Dakota banks working together through the association
- Build long-lasting relationships with companies that have a record of success
- Learn from industry experts that support, speak, and exhibit at NDBA events

### Allied Solutions
**www.alliedsolutions.net**
Fargo ND
**Contact:** Steve Owens, Client Development Manager
Phone: 612-845-4282
stephen.owens@alliedsolutions.net

### Arctic Wolf
**www.arcticwolf.com**
Eden Prairie MI
**Contact:** Logan McAlpin, Sr. Account Representative
**Phone:** 612-304-0875
logan.mcalpin@arcticwolf.com

### The Baker Group
**www.gobaker.com**
Oklahoma City OK
**Contact:** Jantz Kinzer, Managing Director
**Phone:** 405-415-7255
jantz@gobaker.com

### BHG Financial Institutional Network
**bhginstitutionalnetwork.com/ND**
Davie FL
**Contact:** Keith Gruebele, EVP/Institutional Relationships
Phone: 954-263-6399
kgruebele@bhg-inc.com

### Compliance Alliance
**www.compliancealliance.com**
Austin TX
**Contact:** Brittney Stacey, Director of Membership Development
Phone: 833-683-0701
brittney@compliancealliance.org

### DataVerify Flood Services
**www.flood.dataverify.com**
Norwalk OH
**Contact:** Teri Sizemore, National Sales Executive
Phone: 419-660-8589
teri.sizemore@dataverifyflood.com

### IntraFi
**www.IntraFi.com**
Arlington VA
**Contact:** Bradley Cole, Managing Director, Northern Plains
**Phone:** 703-292-3392
bcole@intrafi.com

### Midwest Bankers Insurance Services
**www.mbisllc.com**
Eden Prairie MN
**Contact:** Adam Dawson, Regional Sales Manager
**Phone:** 952-261-8978
adamd@mbisllc.com

### ODP Business Solutions
**www.odpbusiness.com**
Austin TX
**Contact:** Robert Todd, Account Manager
Phone: 512-982-9813
robert.todd@odpbusiness.com

### SBS Cybersecurity
**www.sbscyber.com**
Madison SD
**Contact:** Cole Kratovil, Account Executive
**Phone:** 605-923-8722
cole.kratovil@sbscyber.com

### Superior IRA & HSA
www.superiorira.com
Perham, MN
**Contact:** Jason Bain, SVP - Sales
**Phone:** 218-330-5099
jason.bain@superiorira.com

# Flooding **Outside** Special Flood Hazard Areas

*Seeing is believing. A visual representation of a building location in relation to the **Special Flood Hazard Area (SFHA)** can be a valuable aid in conveying the need for flood insurance, when structure(s) are within the **SFHA**, or to help borrowers make an informed decision when the structure(s) are outside the **SFHA**.*


## Risk Factor

It's estimated that approximately **40%*** of all properties not located within a **SFHA** will flood at some point. So with this in mind, one can see why it would be important to understand how close all structures on a property lie in relation to the *nearest* **SFHA**. In many of these instances a standard Flood Hazard Determination Form for a property does not give enough detail to the borrower or lender, and may leave them unaware of the potential risk of flooding the property faces.

## Quick & Accurate

By utilizing an **aerial Map Copy,** the lender can see the distance to the next hazardous zone from any structure on the property. Due to the nature of the risk, it's important that lenders review accurate and easy-to-read maps. A **clear Map Copy** provides beneficial information regarding *nearby* **SFHAs** that may not directly affect the primary structure or structures.

HIGHLY ACCURATE FLOOD ZONE DETERMINATIONS

*The benefits to ordering an easy-to-read **aerial Map Copy** along with your flood zone determination extend beyond just being able to see the multiple structures on a property and can significantly reduce the risk for the borrower and lender. If you are not using a vendor who can provide you with an **aerial Map Copy** along with your flood zone determination, reach out to **DataVerify Flood Services.** We can provide the digital lift that lenders and borrowers need to work through all the uncertainties surrounding **SFHAs**.*



*https://www.floodsmart.gov/flood-insurance/why