

NDBA Regional Member Meetings Captivate Banking Sensei Masters



Also in this issue:

2025 NDBA
Ag Credit Conference
and
2025 NDBA
Peer Group Consortium

The Bank Performance Report: Quarter 2 Report Available



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Banks of ND Q2 2025 (subscription) | [click here](#)

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Upcoming NDBA Events

OCTOBER 2025	NOVEMBER 2025	DECEMBER 2025
S M T W T F S	S M T W T F S	S M T W T F S
5 6 7 8 9 10 11	2 3 4 5 6 7 8	7 8 9 10 11 12 13
12 13 14 15 16 17 18	9 10 11 12 13 14 15	14 15 16 17 18 19 20
19 20 21 22 23 24 25	16 17 18 19 20 21 22	21 22 23 24 25 26 27
26 27 28 29 30 31	23 24 25 26 27 28 29	28 29 30 31
	30	
JANUARY 2026	FEBRUARY 2026	MARCH 2026
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4 5 6 7 8 9 10	8 9 10 11 12 13 14	8 9 10 11 12 13 14
11 12 13 14 15 16 17	15 16 17 18 19 20 21	15 16 17 18 19 20 21
18 19 20 21 22 23 24	22 23 24 25 26 27 28	22 23 24 25 26 27 28
25 26 27 28 29 30 31		29 30 31
APRIL 2026	MAY 2026	JUNE 2026
S M T W T F S	S M T W T F S	S M T W T F S
5 6 7 8 9 10 11	3 4 5 6 7 8 9	7 8 9 10 11 12 13
12 13 14 15 16 17 18	10 11 12 13 14 15 16	14 15 16 17 18 19 20
19 20 21 22 23 24 25	17 18 19 20 21 22 23	21 22 23 24 25 26 27
26 27 28 29 30	24 25 26 27 28 29 30	28 29 30 31
	31	

October 2025

- Sep 30 - **Effective Leadership Seminar**. Bismarck
- Oct 1
- 2-3 **Ag Credit Conference** - Radisson Hotel, Bismarck
- 7 **Bank Security Seminar** - Holiday Inn, Bismarck
- 8 **Bank Security Seminar** - Holiday Inn, Fargo
- 20 **NDBA Fraud Forum** - Bank of North Dakota
- 20-21 **NDBA Peer Group Consortium**
Laughing Sun Brewery & National Energy Center of Excellence
- 20-23 **Compliance School** - Bismarck & Virtual
- 27 **IRA Essentials** - Delta Hotel by Marriott, Fargo
- 28 **Advanced IRAs** - Delta Hotel by Marriott, Fargo
- 29 **IRA Essentials** - Courtyard by Marriott, Bismarck
- 30 **Advanced IRAs** - Courtyard by Marriott, Bismarck
- 31 **HSA Workshop** - Courtyard by Marriott, Bismarck

February 2026

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

March 2026

- 9-11 **ABA Washington Summit** - Washington DC
- 25 **Breaking into Banking 201:**
Analyzing Repayment Sources

April 2026

- 7-10 **Dakota School of Lending Principles** - Ramkota Hotel, Pierre SD
- 27-29 **Tri-State Trust Conference** - Holiday Inn, Fargo

June 2026

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



CONTENTS



FEATURES

- 16 Thank You & Farewell – NDBA Bids Ann Reich a Happy Retirement!
- 20 NDBA Regional Member Meetings Captivate Banking Sensei Masters
- 24 NDBA Peer Group Consortium – Let's Come Together!
- 26 Ag Credit Conference Agenda
- 30 Banker You Should Know: Nicole Rudie
- 34 Live Well Work Well and Learn to Live Webinars
- 38 Moving Beyond "Set It and Forget It": Elevating Portfolio Management from Passive to Purposeful
- 44 Strengthening Franchise Value: Why Community Banks Are Growing Their Use of Reciprocal Deposits
- 48 Digital Transformation in Banking: The Role of Cybersecurity in Modern Banking
- 52 When Disaster Strikes: How the SBA Helps Keep Small Businesses Afloat

IN EVERY ISSUE

- 2 Calendar of Events
- 3 NDBA Directors & Staff
- 4 Articles
- 12 From the Corner Chair
- 14 NDBA Education Events & Webinars
- 56 Happenings
- 58 Banker Classifieds

Mission Statement

Extraordinary Leadership for North Dakota Banks



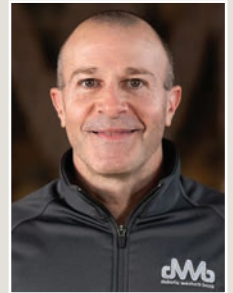
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BANKING ARTICLES



FedNow to Raise Transaction Limit to \$10M

Starting in November, the FedNow Service network transaction limit will be increased from \$1 million to \$10 million in response to growing commercial demand, according to Federal Reserve Financial Services.

Financial institutions will continue to have flexibility to set lower transaction limits based on internal risk parameters and business needs, FedNow said. The service currently has more than 1,400 participating organizations across all 50 states.

Read more: <https://www.frb services.org/news/press-releases/090525-fednow-transaction-limit-increase>

Kentucky Court Upholds Reg II Interchange Fee Standard

A federal judge in Kentucky granted the Federal Reserve's motion for summary judgment in a lawsuit seeking to overturn how it calculates debit card interchange fees, with the decision coming roughly a month after a separate court in North Dakota reached the opposite conclusion in a similar case.

The Durbin Amendment of the Dodd-Frank Act requires the Fed to set reasonable and proportional interchange fees for debit card transactions. In 2022, Linney's Pizza in Frankfort, Kentucky, sued the Fed in U.S. District Court for Eastern Kentucky over the regulation used to implement the law – Regulation II – alleging that the central bank exceeded its statutory authority because it included “improper costs” in its calculation, resulting in too high a fee cap.

In an opinion, District Judge Gregory F. Van Tatenhove granted the Fed's request for summary judgment and dismissed the lawsuit. He found that Reg II is not contrary to law, nor is it arbitrary and capricious.

“Fundamentally, what Linney's Pizza fails to recognize is that the [Fed] board must balance competing considerations, beyond just

making comparisons between debit card transactions and checking transactions,” Van Tatenhove wrote. He added that the Durbin Amendment acknowledges that debit card transactions will have at least some fees associated, “and the board adequately considered the similarity between debit card transactions and checking transactions as one relevant factor in setting the interchange fee.”

U.S. District Court Judge Daniel Traynor in North Dakota reached a different conclusion last month in a separate lawsuit brought by a group of state retailer trade associations and truck stop Corner Post. He ruled that the Durbin Amendment “clearly prohibits” the consideration of any costs except for incremental authorization, clearance or settlement costs in setting fees. The judge also criticized the Durbin Amendment as confusing and not particularly well written.

Both court decisions could be appealed to separate appeals courts.

FSOC Ends Review of Climate Change Risk

The Financial Stability Oversight Council has voted to rescind the charters of two committees formed to advise the council on climate-related financial risks.

The Climate-related Financial Risk Committee and Climate-related Financial Risk Advisory Committee were created during the Biden administration to study and recommend possible courses of action to address financial stability risks from climate change. However, the Trump administration has directed agencies to roll back climate-related programs, and some regulators have said the emphasis on climate has distracted from core banking risks.

FSOC members unanimously voted to eliminate the two committees. The move follows steps taken in recent months by individual banking agencies to eliminate their climate programs, such as the decision by the Federal Reserve in May to disband several internal groups created to study the issue.

Treasury Department Creates Resource Page for Federal Paper Check Phaseout

The Treasury Department has debuted a new resource webpage about the looming phaseout of paper checks for most federal disbursements.

President Trump signed an executive order in March directing the Treasury Department to phase out the federal government's use of paper checks. Starting Sept. 30, most federal payments currently made by paper check – including Social Security benefits and tax refunds – will be made electronically, according to the department. The phaseout will be a migration that takes place over time, with no drastic halting of paper check usage in the coming months.

The resource page includes an overview of the government's efforts, FAQs and links to sign up for direct deposit. It also clarifies that paper checks will continue to be issued when needed. In related news, the Treasury Department in August released guidance for individuals on how to prepare for the phaseout.

Read more: <https://www.mymoney.gov/federalpayments>

View the guidance: <https://home.treasury.gov/news/press-releases/sb0223>

Senate Confirms Miran to Fed Board

The Senate voted 48-47 to confirm the nomination of economist Stephen Miran for an open seat on the Federal Reserve board.

Miran is currently chair of the Council of Economic Advisers. President Trump nominated Miran to fill a board seat previously held by former Fed Governor Adriana Kugler, who stepped down last month. Miran will serve out the remainder of Kugler's term, which ends early next year.

Democrats were critical of Miran's decision to take an unpaid temporary leave from the economic advisory council rather than step down, saying he would remain an administration employee and therefore wouldn't be truly independent while serving on the Fed board. Republicans pointed to his experience: Miran holds a Ph.D. in economics from Harvard University and previously was a senior advisor for economic strategy at the Treasury Department.

Court Issues Injunction Against Removal of Cook from Fed Board

A federal court has issued a preliminary injunction against President Trump's removal of Federal Reserve Governor Lisa Cook from the Fed board.

Trump last month announced he was removing Cook after Federal Housing Finance Agency Director William Pulte alleged that she made false statements on mortgage agreements. Cook

filed a lawsuit against the administration in U.S. District Court for D.C., arguing that federal law allows the president to remove Fed governors only "for cause," and that the claims made against her have not been investigated or proven.

Cook's attorneys request a temporary restraining order preventing her removal while the court considers the case. District Judge Jia Cobb granted the request, finding the legal challenge raises "many serious questions of first impression that the court believes will benefit from further briefing on a non-emergency timeline." Cobb also found that Trump's actions "also likely violated Cook's procedural rights under the Fifth Amendment's Due Process Clause." She granted a preliminary injunction because the standards for a temporary restraining order and a preliminary injunction "are the same."

The Trump administration has appealed the court's decision.

President Signs Bill to Curb Abusive 'Trigger Leads'

President Trump has signed into law a bill prohibiting credit reporting firms from selling mortgage applicant information to lenders who then barrage those same consumers with unwanted solicitations.

The bipartisan Homebuyers Privacy Protection Act (H.R. 2808) amends the Fair Credit Reporting Act to eliminate abusive mortgage "trigger leads," only allowing contact information to be sold to third parties under limited circumstances. The House and Senate passed the bill over the summer.

"That is going to help a lot of the homeowners of our great country," Trump said after the signing.

The bill was introduced by Sens. Jack Reed (D-R.I.) and Bill Hagerty (R-Tenn.) in the Senate, and Reps. John Rose (R-Tenn.) and Ritchie Torres (D-N.Y.) in the House.

Survey Finds Most Workers Stressed Over Finances

More than two in three U.S. workers said they are "somewhat" or "very" stressed about their financial situation, according to a new survey by PNC Bank. Sixty-eight percent of workers reported being stressed, a slight decrease from 70% in 2024 and 71% in 2023. At the same time, 69% of employers believed their workers were facing financial stress.

Seventy-two percent of workers said they are at least "somewhat" confident in managing debt, according to PNC Bank. Gen Z and Gen X reported being less concerned about student loans compared to last year, and baby boomers were less concerned about auto and finance loans in 2025 compared to 2024. Millennials' debt concerns are about the same as last year across all types of loans.

Gen Z is the most confident about meeting their retirement goals, with 56% reporting they are “somewhat” or “very confident.” Millennials (50%) and baby boomers (50%) were equally confident, while Gen X (43%) were the least confident in their ability to meet retirement goals.

A majority (78%) of U.S. employers believe their workers are prepared for retirement, but only 45% of workers believe they are prepared. A significant majority (81%) of workers said they are more likely to stay with an employer that offers financial wellness benefits.

Read more: <https://www.pnc.com/en/corporate-and-institutional/organizational-financial-wellness/financial-wellness-in-the-workplace-report.html>

Consumers Increasingly Turn to AI For Financial Advice

A majority of consumers are turning to artificial intelligence for financial advice as they struggle to keep pace with inflation, according to a new survey by J.D. Power.

The survey found that the proportion of U.S. consumers who are “financially vulnerable” was 40% in July, up from 37% in June and 32% in May. The persistently high price of consumer goods helped drive the increase, with 71% of consumers reporting that the price of goods is increasing faster than their income.

Many consumers are seeking advice as their financial stress rises. Fifty-one percent of respondents said they turn to AI to get financial advice or information. Another 27% said they haven’t but are considering it. ChatGPT was the most popular AI tool, particularly with respondents under 40. Google Gemini is preferred for consumers over 40. Microsoft Copilot, Meta AI, Apple Siri, and Amazon Alexa or Echo AI were in the single digits.

Thirteen percent of respondents said they use AI for banking and financial services on a daily basis, while 59% said they use it occasionally, according to J.D. Power. Savings strategies were the most popular question asked to AI (45%), followed by credit scores or credit cards (41%) and investing or stock market advice, budgeting or managing expenses, and general financial education (all at 36%).

Read more: <https://www.jdpower.com/business/resources/more-us-consumers-struggle-rising-prices-many-turn-artificial-intelligence>

OCC Releases Guidance on Preventing Debanking

The OCC has issued two bulletins for financial institutions “to eliminate politicized or unlawful debanking in the federal banking system.”

The first bulletin seeks to remind banks of their legal obligations to protect their customers’ financial records, “even if that

information is requested by government agencies,” according to the OCC. The second bulletin clarifies how the agency considers politicized or unlawful debanking in licensing applications filed by banks and banks’ records of performance under the Community Reinvestment Act.

President Trump last month signed an executive order directing federal agencies to investigate whether banks and credit unions denied services to customers because of their political beliefs or because they were engaged in certain business activities, such as cryptocurrency. The two bulletins implement that order, and the OCC has also updated its online customer complaint website to allow consumers to report “unlawful debanking” by banks.

“We are working to root out bank activities that unlawfully debank or discriminate against customers on the basis of political or religious beliefs, or lawful business activities,” Comptroller of the Currency Jonathan Gould said in a statement. “If and when the OCC identifies such activity, it will take action to end it.”

Bulletin #1: <https://www.occ.treas.gov/news-issuances/bulletins/2025/bulletin-2025-23.html>

Bulletin #2: <https://www.occ.treas.gov/news-issuances/bulletins/2025/bulletin-2025-22.html>

SBA Requires Lenders to Report On “Politicized or Unlawful Debanking” Actions

The Small Business Administration is directing a network of over 5,000 lenders to “end politicized or unlawful banking practices” and to report on past or current politicized or unlawful debanking practices impacting their clients or potential clients. The letter comes in response to President Trump’s Executive Order entitled “Guaranteeing Fair Banking for All Americans.”

“Since the Obama Administration, financial institutions have – both independently and at the direction of federal regulators – weaponized the banking system against Americans who refused to bend the knee to a partisan ideology. Under the leadership of President Donald J. Trump, whose own family and businesses were debanked, those days are over,” said SBA Administrator Kelly Loeffler following the letter’s release. “This Administration is putting an end to the discriminatory debanking practices that have cost too many hardworking Americans their businesses or the opportunity to start one. Access to banking should not be a partisan issue – but far too many confirmed debanking cases have targeted right-leaning businesses, non-profits, and people – including Christian, pro-life, and Second Amendment organizations.”

“Pursuant to Executive Order 14331,” an agency release states, “the SBA’s letter has required its lenders to take the following actions by December 5, 2025:

- Identify any past or current formal or informal policies or practices that require, encourage, or otherwise influence their institution to engage in politicized or unlawful debanking as specified by the Fair Banking Executive Order.
- Make reasonable efforts to identify and reinstate any previous clients of their institution or any subsidiaries denied service through a politicized or unlawful debanking action in violation of a statutory or regulatory requirement under section 7(a) of the Small Business Act (15 U.S.C. 636) or any requirement in a Standard Operating Procedures Manual or Policy Notice, and send notice of the reinstatement to the injured party.
- Identify all potential clients denied access to financial services provided by their institution or any subsidiaries through a politicized or unlawful debanking action in violation of a statutory or regulatory requirement under section 7(a) of the Small Business Act or any requirement in a Standard Operating Procedures Manual or Policy Notice, and provide notice to each otherwise qualified client advising of the denied access and the renewed option to engage in such services previously denied; and
- Identify all potential clients denied access to payment processing services provided by your institution or any subsidiaries through a politicized or unlawful debanking action in violation of a statutory or regulatory requirement under section 7(a) of the Small Business Act or any requirement in a Standard Operating Procedures Manual or Policy Notice, and provide notice to each victim advising of the denied access and the renewed option to engage in such services previously denied.”

The SBA letter says Lenders must then “submit a report to the SBA by January 5, 2026, addressing and evidencing their compliance with the above directives to remain in good standing with the agency and avoid punitive measures.”

Read more: <https://www.sba.gov/article/2025/08/26/sba-orders-lenders-end-practice-debanking>

Bank Survey Finds Most Small Business Owners Optimistic About Future, AI

Most U.S. small-business owners expect their revenue to grow, with many also embracing artificial intelligence with “enthusiasm and caution,” according to a new survey by Comerica Bank.

The national survey found that 81% of small-business respondents expect revenue growth. Eighty-three percent of respondents were confident about their future success, especially those with more than \$500,000 in revenue and/or with 10 or more employees. At the same time, 23% of respondents cited

inflation as the most considerable threat to their business, making it the top concern, followed by tariffs and cash flow challenges.

Forty-five percent of small-business respondents report they are currently using AI tools today, with adoption highest in the technology (64%) and professional services (58%) sectors, according to Comerica. Marketing, content creation and data analysis were the most valuable applications of AI among adopters. Among prospective AI users, the top concerns about the technology included tech vulnerabilities and learning curves.

Read more: <https://news.comerica.com/2025-08-27-Inaugural-Comerica-Bank-Survey-Finds-Small-Businesses-Optimistic-About-Growth,-Cautious-About-AI,-and-Focused-on-Strategic-Investment>

FDIC Removes Disparate Impact from Exam Manual

The FDIC has announced it has removed all references to disparate impact from its Consumer Compliance Examination Manual. Instead, the agency said it will evaluate potential discrimination under the Equal Credit Opportunity Act and Fair Housing Act “only through evidence of disparate treatment.”

President Trump in April issued an executive order to eliminate enforcement of disparate-impact liability, which since the early 1970s has allowed courts to halt policies and practices that, while facially neutral, seem to exclude people based on characteristics such as race, gender and disability. The administration alleged that such liability “handcuffed” employers by requiring them to consider race and “racial balancing” to avoid legal liability.

The OCC in July removed references to disparate impact liability in its documentation and directed examiners to no longer look for it in their bank exams. In a financial institution letter, the FDIC said it is removing disparate impact from sections on the exam manual regarding fair lending and unfair, deceptive and abusive practices.

Read more: <https://www.fdic.gov/news/financial-institution-letters/2025/update-fdics-consumer-compliance-examination-manual>

FDIC Outlines Fall Policy Agenda

FDIC Acting Chairman Travis Hill said his agency will have a busy fall season, with implementation of a new stablecoin law among its top priorities.

The recently enacted GENIUS Act creates a regulatory framework for payment stablecoins. During a press conference, Hill noted that the primary regulator will depend on the type of stablecoin issuer, with the Office of the Comptroller of the Currency to oversee the majority of nonbank issuers.

“But the FDIC will also have a role in overseeing stablecoin issuers,” Hill said. “And then there are some specific tasks for the FDIC and some other things for the [stablecoin] certification committee that we’ll be a member of.”

Other priorities for the FDIC in coming months include working with the Federal Reserve to implement the Basel agreement on capital standards, a joint agency proposal to modify the enhanced supplementary leverage ratio standards, and potential changes to policies and guidance regarding bank mergers, de novo bank formation, bank branch applications and resolution planning.

Longer term, reforming FDIC supervision is “one of the big-ticket agenda items for the next couple of years,” Hill said.

“We have a number of workstreams underway to try to focus supervision more on material financial risks,” he said. “I think in a lot of ways supervision has become too process-focused... There will be more to come and more to announce there in the coming weeks and months.”

Younger Generations Saving More Money

Younger generations are saving more money by making trade-offs to limit their spending, according to a new survey by Santander Bank. The survey found that 58% of Gen Z and 54% of millennial respondents have increased their savings since the start of the year, ahead of their Gen X (47%) and baby boomer (39%) counterparts.

The overwhelming majority of Gen Z (81%) and millennials (79%) said growing their savings is a top priority, according to Santander Bank. At the same time, 69% of Gen Z and 62% of millennials made lifestyle trade-offs in the past three months to save more.

The survey found that across generations, consumers with defined savings goals and budgets were more likely to grow their savings during the second quarter of the year. Among those who met their savings goals, top strategies included reducing spending (48%), sticking to a strict budget (41%), and using automated transfers from a paycheck or checking account into a savings account (24%).

Read more: <https://www.businesswire.com/news/home/20250820208112/en/Gen-Z-Achieving-Success-in-Saving-Showing-Interest-in-CDs-to-Accelerate-Growth-Santander-Bank-Survey-Finds>

More States Adopting Financial Literacy Graduation Requirements

With the school year beginning across the nation, 29 states now have a financial literacy graduation requirement, up from just six in 2019, according to a recent report by the National Endowment for Financial Education.

Twenty-five graduation requirement bills were introduced in 13 state legislatures in 2025, NEFE reported. State lawmakers in Kentucky, Colorado, Texas and Delaware passed full graduation requirement bills, while lawmakers in North Dakota and Maine passed financial education bills without full graduation requirements. Nineteen bills are pending in seven states: Alaska, Hawaii, Illinois, Massachusetts, New Jersey, New York and Washington.

The state laws differ in specifics. For example, Kentucky’s law requires every student who enters ninth grade on or after July 1 to complete a one-credit course in financial literacy. The Texas law requires students entering the ninth grade in or after 2026-2027 to complete a half-credit in personal financial literacy.

Passing state legislation is just the beginning of the process, according to NEFE. “With so many states currently in the implementation phase, now is the time to examine how states can implement the requirements in a way that provides quality instruction, curriculum and well-trained teachers for every student.”

Earlier this year, a survey conducted by Morning Consult on behalf of the American Bankers Association Foundation found U.S. adults strongly support youth financial education being taught in schools. According to the data, 87% agree that financial concepts should be taught in high school and 72% believe they would be better off financially if they had learned the basics of personal finance at an earlier age.

Read more: <https://www.nefe.org/news/2025/08/2025-legislative-review-of-k12-financial-education-requirements.aspx>

Banking Net Income \$69.9 Billion In Q2 2025

The banking industry reported a return on assets ratio of 1.13% and aggregate net income of \$69.9 billion in the second quarter of 2025, a decrease of \$677.3 million, or 1%, from the prior quarter, according to the FDIC’s most recent Quarterly Banking Profile. Net income for the industry would have increased in Q2 absent an increase in provision expenses related to Capital One’s acquisition of Discover earlier this year.

Quarterly net income for the 3,982 community banks insured by the FDIC totaled \$7.6 billion in Q2, an increase of \$842.9 million, or 12.5%, from Q1, the agency said. Higher net interest income and noninterest income more than offset increases in noninterest expense and provision expense.

Domestic deposits increased \$101.5 billion, or 0.6%, from Q1, rising for a fourth consecutive quarter. Estimated uninsured domestic deposits increased \$186.4 billion, or 2.4 %, offsetting a \$87.3 billion, 0.8%, decline in insured domestic deposits.

The Deposit Insurance Fund balance increased \$4.4 billion to \$145.3 billion in Q1. The reserve ratio increased five basis points

during the quarter to 1.36%. As of June 30, the reserve ratio exceeded the statutory minimum and, beginning with Q3, the FDIC will no longer operate under the restoration plan.

The total number of FDIC-insured institutions declined by 41 during the second quarter to 4,421. During the quarter, two banks opened, one bank failed, five banks were sold to non-FDIC-insured institutions and 37 institutions merged with other banks.

Read more: <https://www.fdic.gov/news/press-releases/2025/fdic-insured-institutions-reported-return-assets-113-percent-and-net>

CFPB Proposes Setting Guardrails for Nonbank Supervision

The CFPB is proposing to adopt a new standard that it says will bring more uniformity to its supervision of nonbanks.

The Consumer Financial Protection Act authorizes the bureau to supervise nonbanks if it has reasonable cause to determine that the financial products or services a nonbank offers pose “risks to consumers.” Under this authority, the bureau has designated nonbanks for supervision on a case-by-case basis. The proposed rule would define “risks to consumers” as conduct that presents “a high likelihood of significant harm” to consumers and is directly connected to the offering or provision of a consumer financial product or service as defined by the CFPA.”

“In the bureau’s preliminary view, Congress would not have expected it to expend its supervisory resources on issues that are speculative in likelihood or trivial in impact,” according to the proposed rule. “Although some prior orders have adopted a broad approach to the phrase ‘risks to consumers’ under [the CFPA], asserting that it can include even immaterial potential harms, the bureau proposes to reconsider this approach.”

The CFPB added that “it is essential that the bureau focus only on the specific categories of products and services that Congress charged the bureau with overseeing.

The CFPB will accept public comment on the rule for 30 days after publication in the Federal Register.

Read more: <https://public-inspection.federalregister.gov/2025-16352.pdf>

CFPB Seeks Input on Section 1033 Data Sharing Reconsideration

The CFPB is seeking public comment on the costs and challenges of enforcing the Dodd-Frank Act’s data sharing requirements as it considers new rulemaking to implement the law.

Section 1033 of the Dodd-Frank Act requires financial institutions to make a consumer’s financial information available

in electronic form. The CFPB issued a final rule last year to implement the law, but it was challenged in federal court. The bureau requested a stay in the lawsuit to give it time to issue new rulemaking, which the court recently granted. The CFPB said as part of its reconsideration of the rule, it plans to issue a notice of proposed rulemaking to extend the compliance dates.

According to an advanced notice of proposed rulemaking, the CFPB is seeking data and comments to inform it in four areas as it drafts a new rule:

- The proper understanding of who can serve as a “representative” making a request on behalf of the consumer.
- The optimal approach to the assessment of fees to defray the costs incurred by a “covered person” in responding to a customer-driven request.
- The threat and cost-benefit pictures for data security associated with Section 1033 compliance.
- The threat picture for data privacy associated with Section 1033 compliance.

Comments must be submitted within 60 days of publication of the request in the Federal Register.

Read more: <https://home.treasury.gov/news/press-releases/sb0223>

FinCEN Redesigns Website

The Financial Crimes Enforcement Network has unveiled a facelift for its main website, which it said has been redesigned to provide a more user-friendly experience.

The restructured navigation aims to make it easier for users to find information quickly and learn about FinCEN’s work to safeguard the financial system from illicit activity, counter money laundering and the financing of terrorism, and promote national security, the agency said in a statement.

Read more: <https://www.fincen.gov/news/news-releases/fincen-unveils-user-friendly-changes-fincengov>

FDIC Proposes Revisions to New Signage Requirements

The FDIC board has proposed several changes to its recently revised requirements regarding the use of the agency’s name and logo, saying the adjustments will ease the compliance burden on financial institutions.

The FDIC last year adopted new requirements, which were scheduled to take effect on March 1, 2026. Under the notice of proposed rulemaking issued, the FDIC would make further amendments based on public feedback and push back the compliance date to Jan. 1, 2027. Proposed revisions include:

- Insured depository institutions would have additional flexibility with respect to requirements regarding the color, font and size when displaying the FDIC official digital sign. They would also be expressly permitted to “wrap” the text of the sign to address space constraints.
- The proposed rule would remove the “landing page” requirement, as the term is not commonly used by financial institutions, and would remove the requirement to display the FDIC official digital sign on pages where the customer may transact with deposits. It would instead require an IDI to display the FDIC official digital sign on its digital deposit-taking channels’ page or screen where the consumer initiates a deposit account opening.
- The proposed rule would require non-deposit signage on all pages and screens that are primarily dedicated to one or more non-deposit products.
- IDIs would only be required to display the FDIC official digital sign on the initial screen of an IDI’s ATM or like device. Under the current rule, such signage must be displayed continuously on a “home page or screen and on each transaction page or screen relating to deposits.”
- The proposed rule would provide a non-exhaustive list of examples on various placements of the FDIC official digital sign and non-deposit signage that would meet the “clear, continuous and conspicuous” standard for IDIs’ digital deposit-taking channels.

Comments on the proposal will be accepted for 60 days after publication in the Federal Register.

Read more: <https://www.fdic.gov/news/board-matters/2025/board-meeting-2025-08-19-3notation>

HUD Transitions to English-Only Policy

The Department of Housing and Urban Development plans to make English the only language used in its services and communications, according to a memo reported by multiple news outlets.

According to HUD Deputy Secretary Andrew Hughes, the move aligns with a March executive order designating English as the official language of the United States. The agency plans to remove existing non-English flyers and digital resources, while reviewing contracts for translation services. Hughes said the department will comply with federal law where language accommodations are required, including under the Americans with Disabilities Act and the Violence Against Women Act.

Hughes said his department will continue to ensure all individuals have “meaningful access” to programs and will maintain services for the hearing- and vision-impaired. The department described the rollout as “ongoing and iterative,” with the new English-only policy set to take effect immediately.

Last July, the HUD, through the Federal Housing Administration, made available translated versions of 19 single-family mortgage documents used in the servicing of FHA-insured mortgages. These documents were available in Chinese, Korean, Spanish, Tagalog and Vietnamese to assist lenders, servicers, housing counselors and other FHA program participants in explaining information related to FHA-insured mortgages to those with limited English proficiency prior to the execution of these documents in English.

Read more: <https://home.treasury.gov/news/press-releases/sb0223>



Banking | 2025 Fintech & Financial Innovation Conference Beyond Boundaries

Wednesday, Oct. 8, 2025

America's Fintech leaders are joining the Bank of North Dakota team for this important conference to assist banks in North Dakota to learn more about the rapidly emerging Fintech industry. BND will be sharing its vision for the role it will play as well.

Register to join us in-person or virtually.

A livestream link will be provided after registering.

PRESENTED BY



A SPECIAL ANNOUNCEMENT WILL BE MADE DURING THE CONFERENCE.



Register today at **bnd.nd.gov/fintech**

From the CORNER CHAIR

Bernie Sinner | NDBA CHAIR | BankNorth, Casselton



Fall in North Dakota has a rhythm all its own. Combines roll across fields from dawn to dusk, cattle are brought in for weaning, Friday nights glow under stadium lights, and Saturdays come alive with the smoke of tailgate grills. Add in the backdrop of golden trees along our roads and farmsteads, and it's hard not to feel grateful for the beauty of the season and the work that makes it possible.

It was great to see these annual rituals in action as we drove across the state for the NDBA Regional Member Meetings. Even more valuable was the chance to meet and reconnect with so many North Dakota bankers and partners. (I was even surprised and delighted to meet a cousin for the first time at the Grand Forks meeting. Great to meet you, Chris!) You can read about the highlights of those gatherings in this issue, and I'm happy to report that our association is alive and well.

As you'll see throughout this issue, there's a lot happening at NDBA this time of year. Leading off October is the Ag Credit Conference. For those of us with an interest in our state's biggest economic engine, this conference is packed with valuable takeaways and offers a great chance to catch up with peers from across the state. And if you want to lean into the fun, bring your golf clubs, your shotgun, and your passion to learn more about local agriculture and sign up for one of the pre-conference outings.

Later in the month, the Peer Group Consortium is the place for your team specialists. This event keeps growing, with something for everyone in your organization. Did you know NDBA now has twelve peer groups? The Consortium will kick off with a special-focus fraud forum. Just one more reason you won't want to miss it.

Another item to check out in this issue is the Banker You Should Know. I'm so lucky to work with so many smart, talented, and thoughtful community bankers, and I'm especially proud to work with **Nicole Rudie**, AVP/Operations Manager. Nicole is the real deal, which you'll see when you read the feature on page 30.

Gratitude and Perspective

As I've visited with members across the state, I'm reminded again of the deep connection between North Dakota's banks and North Dakota's farms, ranches, and communities. Thank you for the work you do every day to support the people who grow our food, fuel our economy, and strengthen the fabric of our towns.

This season reminds us that preparation and partnership bring results, and that no one succeeds alone. I look forward to seeing many of you at these upcoming events and to sharing in the learning, networking, and conversations that will guide us into another successful season together.

Best regards,

Bernie Sinner



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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?
Effective Leadership Seminar	September 30 - October 1	Holiday Inn, Bismarck	Individuals in leadership roles who want to increase their effectiveness – executives, managers at all levels, project managers, team leaders and supervisors – will reap many benefits from this presentation.
Ag Credit Conference	October 2-3	Radisson Hotel, Bismarck	Both entry-level and experienced ag lenders will gain valuable information.
Bank Security Seminar	October 7 October 8	Holiday Inn, Bismarck Holiday Inn, Fargo	Security officers/ directors, operations managers, auditors, HR directors, legal staff, loan officers, disaster recovery managers, collection staff and fraud investigators are invited.
NDBA Peer Group Consortium	October 20 October 21	Reception - Laughing Sun Brewery, Bismarck Consortium - ND Nat'l Energy Center of Excellence	Those involved in individual peer groups (Audit, HR, Compliance, Fraud, IT, ERM, Communications/ Marketing, Front-Line Operations, Collateral Valuation) are encouraged to attend.
NDBA Compliance School	October 20-23	National Energy Center of Excellence, Bismarck and Virtual Options	Compliance officers, internal audit staff and any employee who assists with compliance management.
IRA Essentials	October 27 October 29	Delta Hotel, Fargo Courtyard, Bismarck	IRA Essentials gives attendees a solid foundation of IRA knowledge. This is a beginner's session; no previous IRA knowledge is assumed.
Advanced IRAs	October 28 October 30	Delta Hotel, Fargo Courtyard, Bismarck	This is an advanced session; previous IRA knowledge is assumed.
HSA Workshop	October 31	Courtyard by Marriott, Bismarck	This is a beginner's session; no previous HSA knowledge is assumed.
NDBA Bank Management Conference	February 13-14, 2026	Fairmont Scottsdale Princess, Scottsdale AZ	Presidents, CEOs, senior management and directors.
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.



OnCourse Learning Webinars

EVENT	DATE
Reg E Decoded: A Workshop on Electronic Funds Transfer Regulations	10/1/2025
Artificial Intelligence and Cybersecurity	10/1/2025
2025 Head Teller Training: All-Day Streaming	10/2/2025
Avoiding Check Fraud Liability: From Prevention to Loss Allocation	10/2/2025
Confident Delegation for Bank Managers: A Leadership Workshop	10/2/2025
The State of UDAAP: Where Are We Now with All the Regulatory Changes?	10/3/2025
Lending to Non-Profit Organizations	10/6/2025
Fair Lending Essentials and Update	10/7/2025
Small Business Lending Training Program- Part 1	10/7/2025
Mastering Capital Transactions & Schedule RI-A: Elevate Your Call Report Expertise	10/8/2025
Consumer Lending Underwriting 101: From Application to Approval	10/8/2025

EVENT	DATE
Appraisal Bias, Automated Valuation Models (AVMs), and Reconsiderations of Value (ROVs): How Should We Handle This?	10/9/2025
Strategic Planning for Your Institution: It's All About Your Strategy!	10/9/2025
Lending Compliance 101	10/10/2025
Understanding the E-SIGN Act: Requirements for Deposit Staff and Lenders	10/14/2025
SAR: Line-by-Line	10/14/2025
IRAs Part 3: Distributions to IRA Owners and Beneficiaries	10/15/2025
What To Do When Your Vendor Gets Hacked	10/15/2025
Welcome to Banking	10/16/2025
Coaching Tellers to Excellence	10/16/2025
Mastering CECL Model Validation: Back-Testing for Accuracy and Success	10/17/2025
Advanced Tax Return Analysis for Financial Professionals	10/20/2025

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

For more information, [click here](#).

THANK YOU &

Farewell

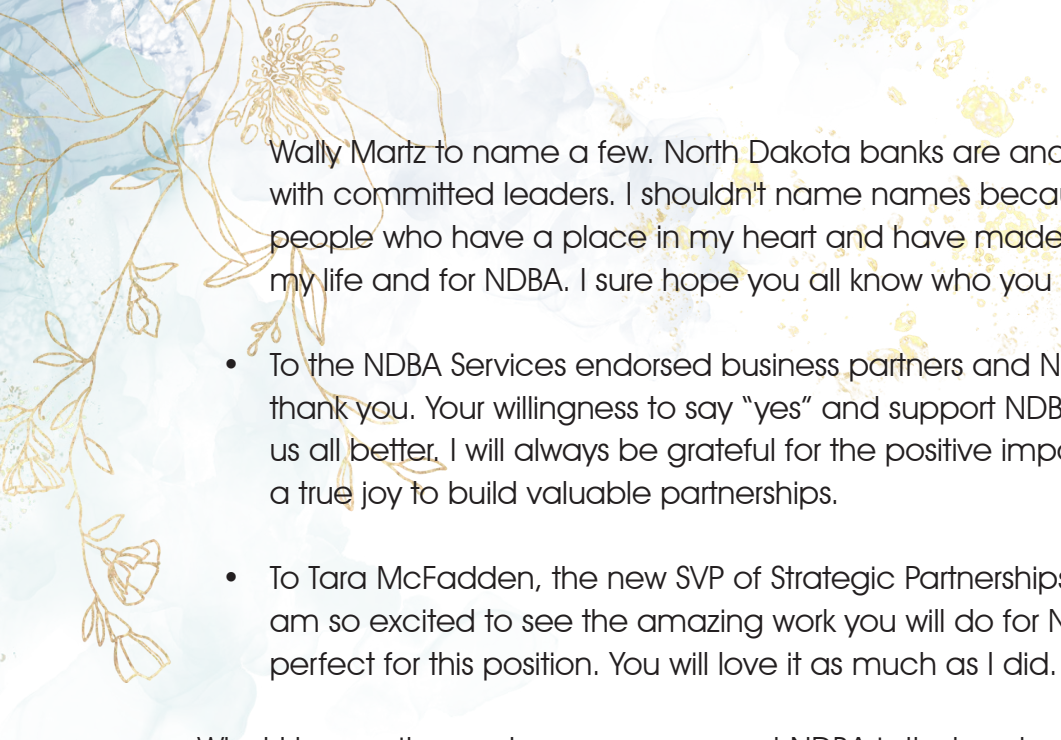
by Ann Reich



After 29 amazing years at the North Dakota Bankers Association, the time has come to say farewell and open the doors to a less scheduled life in retirement. It seems surreal and bittersweet. The years go by quickly and I have enjoyed this career immensely.

I am much better at "hellos" than "goodbyes" to people and places that mean a great deal to me.

- To Rick and the team at NDBA, thank you. It has been an honor to work alongside such a talented and dedicated group. We worked hard and laughed a lot. It was a delight to do wall sits and planks outside our office doors with all of you. I have so many memories of projects we accomplished together that make this career feel complete.
- To the NDBA and NDBA Services Board members, thank you. I will always celebrate the opportunity to work with talented, smart, caring bank leaders. You provide the resources to put the shine on everything and continually seek ways for NDBA to provide extraordinary leadership to North Dakota banks. Over the past couple of years, I thought...how can I retire when we have such an excellent board in place? Great things always happen because of the people in North Dakota's banking industry. This year is no exception with Bernie Sinner, Jamie Nelson, and Duane Bowman leading the NDBA Board and Jeff Weiler leading the NDBA Services Board. Every year has been a rewarding experience going back to 1990s with the leadership of Jim Schlosser, Dick Wold, Jerry Long, Jerry Willer, and



Wally Martz to name a few. North Dakota banks are and always have been filled with committed leaders. I shouldn't name names because there are hundreds of people who have a place in my heart and have made a positive difference in my life and for NDBA. I sure hope you all know who you are. The list is long.

- To the NDBA Services endorsed business partners and NDBA associate members, thank you. Your willingness to say “yes” and support NDBA and its members makes us all better. I will always be grateful for the positive impact you make. It has been a true joy to build valuable partnerships.
- To Tara McFadden, the new SVP of Strategic Partnerships, thank you. You rock. I am so excited to see the amazing work you will do for NDBA and beyond. You are perfect for this position. You will love it as much as I did. You already do.

What I have witnessed over my career at NDBA is that we have something special in North Dakota and it shows. Relationships matter. Even though banks compete, bankers collaborate. Time and time again, I witnessed how eager you are to meet and build professional relationships that benefit the banking industry as a whole. Having so many bankers become connected through peer groups will always be a career highlight. So will the creation of ND Banks Benefit Trust, as well as the equity growth in NDBA Services and the onboarding of many valued endorsed business partners.

I still have a few “hellos” in me as I will be employed by NDBA until the end of October to help get us through a busy fall season. I will still have “hellos” after that as I will always be delighted when our paths cross in unexpected places. Like a yellow lab, I will be excited to greet you.

But, truly this is farewell to a long, rewarding career. I can't thank you enough for letting me be a part of your lives. I will forever be grateful.

Stay agile. The best is yet to come...and I will be cheering for you always.

Take great care.

Ann

It's not goodbye

.....
Just see you later.



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NDBA Regional Member Meetings Captivate Banking Sensei Masters

More than 300 bankers participated in NDBA's Regional Member Meetings, held September 8-11 in Grand Forks, Fargo, Bismarck, and Bottineau. Keynote speaker Joe Fingerhut shared his inspiring message, **"How Can I? Unlock Potential & Possibility"** which focused on Grit, Grace, and Gratitude.

The events also included a message from NDBA Chair Bernie Sinner, president of BankNorth in Casselton; updates from NDBA President and CEO Rick Clayburgh, SVP of Education Dorothy Lick, and SVP Strategic Partnerships Tara McFadden; and presentation of service awards to many long-time bankers.

Special thanks to the following sponsors who helped make the week possible:

NDBA Endorsed Business Partners -

- Arctic Wolf
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- BHG Financial
- IntraFi
- Midwest Bankers Insurance Services
- NDBA Services
- SBS Cybersecurity
- Superior IRA & HSA

NDBA Associate Members -

- Colliers
- Federal Home Loan Bank of Des Moines
- Lewis & Clark Development Group

Thank you to all who attended NDBA Regional Member Meetings. We look forward to next year!





Congratulations!

NDBA Service Award Recipients



Barb Bakken
Bravera | Bismarck
30 Years of Service



Darci Behles
TruCommunity Bank | Garrison
30 Years of Service



Staci Berube
TruCommunity Bank | Washburn
20 Years of Service



Laura Kahn Brademeyer
Bank of North Dakota | Bismarck
20 Years of Service



Norm Clark
Gate City Bank | Fargo
20 Years of Service



Lindsay Hoff
TruCommunity Bank | Washburn
20 Years of Service



Mark Jensen
Western State Bank | West Fargo
30 Years of Service



Elayne Michaelis
Bravera | Cooperstown
Retirement - 21 Years of Service



Becky Mindeman
Gate City Bank | Grand Forks
35 Years of Service



Diane Nelson
Bravera | Bismarck
20 Years of Service



DeeAnn Portra
TruCommunity Bank | Turtle Lake
20 Years of Service



Christa Schwartzberger
Gate City Bank | Bismarck
20 Years of Service



Heidi Walswick
Bravera Bank | Finley
30 Years of Service



Joan Wettlaufer
State Bank of Bottineau
40 Years of Service



Carrie Willits
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30 Years of Service



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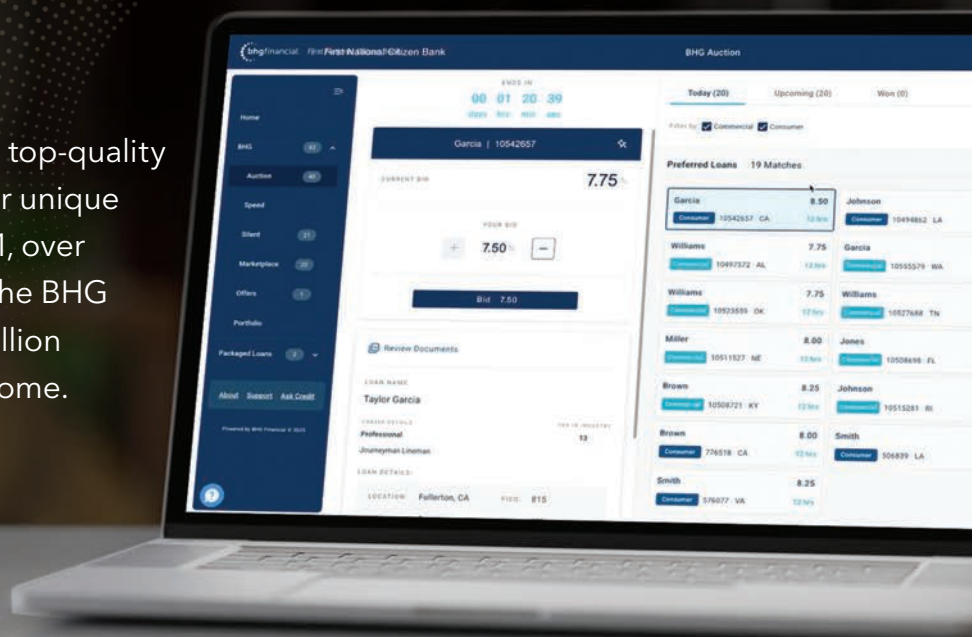


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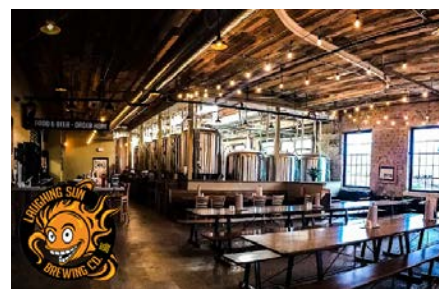


NDBA Peer Group Consortium

October 20-21 | Bismarck, ND

For more information and to register, visit:

<https://www.ndba.com/professional-development/2025PeerGroupConsortium/>



Monday, October 20

1:00-4:30 pm | NDBA Fraud Forum at Bank of North Dakota

5:30-7:30 pm | Welcome Reception - Laughing Sun Brewery

Join us for an exclusive evening of exceptional food, craft beverages, and meaningful fellowship at one of Bismarck's true treasures – Laughing Sun Brewery.

Tuesday, October 21 | 8:30 am - 4:00 pm

National Energy Center of Excellence | Bismarck State College Campus

Take advantage of a dynamic NDBA peer group gathering with 130+ North Dakota bankers and sponsors:

- **Breakfast with Business Partners**
- **State Update** – Governor Kelly Armstrong (invited)
- **Message from the NDBA Chair** – Bernie Sinner, BankNorth, Casselton
- **Hope-Fueled Impact in Small Communities** – Rebecca Undem, Oakes ND
- **Bank of North Dakota Highlights** – Don Morgan, President/CEO, BND
- **North Dakota Tourism** – Sara Coleman, Director, ND Tourism & Marketing, Bismarck ND
- **Theodore Roosevelt Presidential Library Update** – Robbie Lauf, Exec. Director of TR Presidential Library
- **Individual Peer Group Meetings** – facilitated by bankers discussing topics submitted by bankers:

Audit

CFO

Collateral Valuation

Communication & Marketing

Compliance

ERM

Front Line Operations

Human Resources

Information Technology

There is no cost to attend.

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Integrus

Midwest Bankers Insurance Services (MBIS)

ND Banks Benefit Trust

NDBA Services

Network Center

Rebecca Undem, LLC

SBS Cyber Security

Superior IRA & HSA

For more information or to join a peer group, please contact Tara McFadden at tara@ndba.com.

HSA & IRA Seminars

Fall 2025

IRA Fundamentals

October 27 | Delta Hotel by Marriott, Fargo

October 29 | Courtyard by Marriott, Bismarck

Advanced IRAs

October 28 | Delta Hotel by Marriott, Fargo

October 30 | Courtyard by Marriott, Bismarck

HSA Frontline Fundamentals

October 31 | Courtyard by Marriott, Bismarck

Register now at www.ndba.com.

About the instructor:

Heidi LeMieur, vice president of compliance and training for Superior IRA & HSA.



For more information:

Contact Dorothy Lick
SVP of Education
701.223.5303
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October 20-23, 2025

National Energy Center of Excellence | Bismarck | North Dakota

In-Person and Virtual Options

Module 1:

Deposit Compliance

October 20-21

7:30 – 8:00 a.m.

8:00 a.m. – 4:30 p.m.

- | | |
|---|---|
| <ul style="list-style-type: none">● Reg DD● Reg CC● Privacy & Reg P● HSA/IRA Accounts● Reg E & Unauthorized Transactions● Hot Topics/Compliance Peer Group Meeting | <p>Registration Class</p> <ul style="list-style-type: none">● BSA/AML Overview● CTR & SAR Filing Essentials● FDIC Signage Rules |
|---|---|

Module 2:

Lending Compliance

October 22-23

7:30 – 8:00 a.m.

8:00 a.m. – 4:30 p.m.

- | | |
|---|---|
| <ul style="list-style-type: none">● Building a CMS● Reg O● FCRA & Reg V● Appraisals● HMDA | <p>Registration Class</p> <ul style="list-style-type: none">● Third Party Risk Mgt● Flood● Mortgage Servicing● Reg B: Adverse Actions● LO Compensation & SAFE Act |
|---|---|

NDBA Ag Credit Conference

Conference Location:
Radisson Hotel | Bismarck ND

October 2-3, 2025
In-Person and Virtual Options

Sponsors



Questions about the conference?
Call NDBA's SVP of Education
Dorothy Lick at 701.595.7757

Ready to Register?

Online Form

PDF
Save/Send



[More Information](#)

— 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.



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.



Update on Commercial Real Estate Trends

Thursday, October 16 | 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:

After a few turbulent years, there are signs that Commercial Real Estate (CRE) is stabilizing. However, headwinds exist, including a volatile interest rate environment, ongoing valuation uncertainties, and pockets of locations with slowed rent growth and rising vacancy rates. Please join Chicago Fed speakers Rahat Rockwell and Simon Lau on Thursday, October 16, who will discuss trends and emerging risks in the CRE and CRE finance industries.

SAVE THE DATE

2026 NDBA Bank Management Conference

February 13-14, 2026

- Fairmont Scottsdale Princess
Scottsdale AZ | [Reservation Link](#)
- Golf at TPC Scottsdale
Champions Course

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NDBA IRA and HSA Training

IRA Essentials – October 27, Fargo
Advanced IRAs – October 28, Fargo

IRA Essentials – October 29, Bismarck
Advanced IRAs – October 30, Bismarck
HSA Workshop – October 31, Bismarck



Meet Your Instructor
Heidi LeMieur, CISP
Vice President –
Compliance &
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[Register Here](#)



Nicole Rudie

BankNorth
Casselton



SEPTEMBER 2025

BANKER
YOU SHOULD KNOW



September's Banker You Should Know spotlight is on **Nicole Rudie**, AVP/Operations Manager at BankNorth in Casselton. Nicole was nominated by Tiana Thomas, Operations Specialist with BankNorth, who shared:

"Nicole is a wonderful leader, always truly listening to what her team has to say and putting them first when making tough decisions. She holds herself and our team accountable."

How long have you worked in the banking industry and what inspired you to pursue a career in banking?

Nicole: 14 years in December! I chose a career in banking because both my husband and I grew up in small towns where community connections and trust mattered deeply. I wanted to build a career that would allow me to contribute to the growth and stability of communities like the one I came from.

"BankNorth aligned closely with my values and has since given me the opportunity to not only grow professionally but also actively volunteer and give back to the community I now proudly call home."

What's one accomplishment in your career that you're especially proud of?

Nicole: The opportunity to have worked alongside an incredible team of talented and inspiring individuals throughout my career.

Nicole went on to say, "Whether some of them retired or moved on to a new chapter in their life, the bonds we've formed go beyond the workplace – they are lasting connections that continue to encourage, support, and motivate me."

What's the most fulfilling part of your job?

Nicole: I find great fulfillment in seeing the positive impact our services have on individuals and businesses within the community.

"Banking is an ever-evolving industry, and I truly enjoy the continuous learning that it requires. Most recently, BankNorth completed an acquisition and core conversion, which was both challenging and rewarding.

I currently hold my AAP accreditation and recently graduated from the Dakota School of Banking this past June – an experience that

allowed me to connect with a fantastic network of fellow community bankers.”

Bernie Sinner, President/Senior Lending Officer of BankNorth praised Nicole saying, “She really is a model of awesomeness! She’s not only passionate about her core work, but she’s also a dedicated contributor to our values-based culture, our community, and a great model for others to learn from. She is smart, thoughtful, and gracious in everything she does. We are so grateful for her contributions everywhere she engages!”

How have you seen the banking industry change during your career?

Nicole: The COVID-19 pandemic massively accelerated digital adoption and changed customer behavior. It also transformed how we operate internally as a bank, pushing us to adapt quickly to meet new expectations.

“Technology is constantly evolving, and the efficiencies we’re creating now are just the beginning of what’s possible.”

Who has been your role model or mentor in your life or career?

Nicole: My dad.

During the first part of her senior year, Nicole's dad underwent treatment for leukemia in Minneapolis. She went on to explain, “Despite the severity of his illness, my dad refused to let it define him. His strength and optimism left a lasting impact on me. Against many odds, he walked onto the basketball court with me on Senior Night and stood by my side.

That experience showed me the profound impact of mindset and resilience. No matter what challenges we face, the attitude we choose not only shapes our own path but also influences the lives of those around us.”

What impact do you hope to make in your organization or community?

Nicole: Community impact isn’t about grand gestures – it’s about showing up. Through helping teach Sunday School, volunteering as a classroom parent, or helping organize or coach youth sports, I hope to give young people the guidance, encouragement, and consistency that helped shape my own life.

Nicole is extremely involved in the Casselton community serving on the Casselton Youth Basketball Association board, teaching Sunday School at her church, as well as supporting the Central Cass Treehouse, a nonprofit that assists children in need in the Central Cass school district.

Nicole, husband Josh and their children, Will, Maddie and Zac.



Nicole at a community "Trunk or Treat" event.



BankNorth team serving a meal at the local school.

(continued on next page)

What's something people would be surprised to learn about you?

Nicole: That I have my motorcycle license. And I've jumped out of a plane (on purpose), whitewater rafted in Colorado more than once, went cave-tubing in Belize, snorkeling in Cozumel, surfing in Hawaii, parasailed over Lake Sakakawea and ziplined over alligators in Florida.

Nicole added, "I've also hiked the Narrows in Zion and conquered the Manitou Incline (yes, all 2,744 steps).

Let's just say I genuinely enjoy pushing myself outside of my comfort zone – whether that's in the great outdoors or when taking on new challenges at work. It's helped me build resilience, stay curious, and always be ready for the next adventure – whatever form it takes."

If you weren't a banker, what career could you see yourself in?

Nicole: In another life, I'd be a travel agent.

She added, "I'm the one who loves to plan, find the hidden gems, and always says 'yes' to the adventure."

What do you enjoy doing outside of work?

Nicole: I love hiking, fishing, traveling, and spending quality time with my family – especially watching my three kids participate in their sporting activities.

Nicole and her husband, Josh have three children, Maddie (12), Will (10) and Zac (7).

She joked, "At this point, I'm basically a professional bleacher warmer, snack coordinator, and unpaid Uber driver! Whether

I'm on the sidelines coaching or yelling 'hustle' for the hundredth time, being involved in their activities is one of my favorite ways to connect, unwind, and enjoy parenthood."

What's one piece of advice you'll never forget?

Nicole: Our lives are not determined by what happens to us, but by how we react to what happens; not by what life brings to us, but by the attitude we bring to life. A positive attitude causes a chain reaction of positive thoughts, events and outcomes.

How do you define success?

Nicole: To me, personal success means living authentically and maintaining balance – building strong relationships, growing as a person and somehow figuring out how to keep my plants alive.

She added, "Professionally, success is about making a positive impact, continuously learning, and staying resilient while upholding integrity. Oh, and throwing out a F.R.I.E.N.D.S TV show reference every chance I get."

If you could go back and give your younger self one piece of advice, what would it be?

Nicole: I'd tell my younger self to take more risks!

She added, "If you don't take that leap, you'll never know if you're a skydiving pro (I'm not!) or just really good at screaming! Embrace the chaos, laugh at the mistakes, and remember: the worst that can happen is you end up with a really great story."

Nicole Rudie is undoubtedly a banker you should know!



Nicole and family



BankNorth Operations Team and Chad Greenway

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SEPTEMBER 2025 EDITION



September is National Preparedness Month, so make a plan for if you need to evacuate your home or get trapped inside for days.

Are You Prepared for an Emergency?

Disasters such as hurricanes, tornadoes, floods and earthquakes can strike with little or no warning. Roads may become impassable, power could be out for days and emergency services might be overwhelmed. In these situations, having a plan can make all the difference between chaos and calm.

Preparedness isn't just about stocking up on supplies; it's about knowing what to do, where to go and how to stay safe. Consider these five key steps to help you and your household prepare:

1. Know your risks. Understand the types of disasters most likely to affect your area. In the Midwest, tornadoes and floods are common. Coastal regions may face hurricanes, while the West Coast is more prone to earthquakes and wildfires.
2. Create a communication plan. Make sure every member of your household knows how to reach each other during an emergency. Choose an out-of-town contact person and establish meeting points in case you're separated.
3. Assemble an emergency kit. Your kit should include nonperishable food and water (enough for at least three days), flashlights and extra batteries, basic first-aid supplies, medications and personal hygiene items, important documents (e.g., IDs and insurance papers) in a waterproof container, and a battery-powered radio.
4. Plan for evacuation and shelter-in-place. Know your local evacuation routes and shelters. Also, prepare for scenarios where you may need to stay inside your home for several days. Keep extra blankets, a manual can opener and entertainment for kids, if needed.
5. Include pets in your plan. Don't forget your furry family members. Ensure you have food, water and any medications they need, and identify pet-friendly shelters in advance.

Visit the Federal Emergency Management Agency's (known as FEMA) website, [Ready.gov](https://www.ready.gov), to learn more about preparing for emergencies at home, at work and on the road.



Combating the "September Scaries"

As summer fades, individuals may experience a case of the "September Scaries," emotional and psychological stress that occurs with the transition from summer to fall. This phenomenon can happen as kids return to school, work intensifies, the days get shorter and the holiday season looms.

This seasonal transition disrupts routines and can trigger a sense of loss of freedom, sunshine and overall spontaneity. The return to rigid schedules and looming responsibilities may heighten stress, especially for those juggling work, family and other personal responsibilities. Consider these tips for managing stress during the seasonal transition:

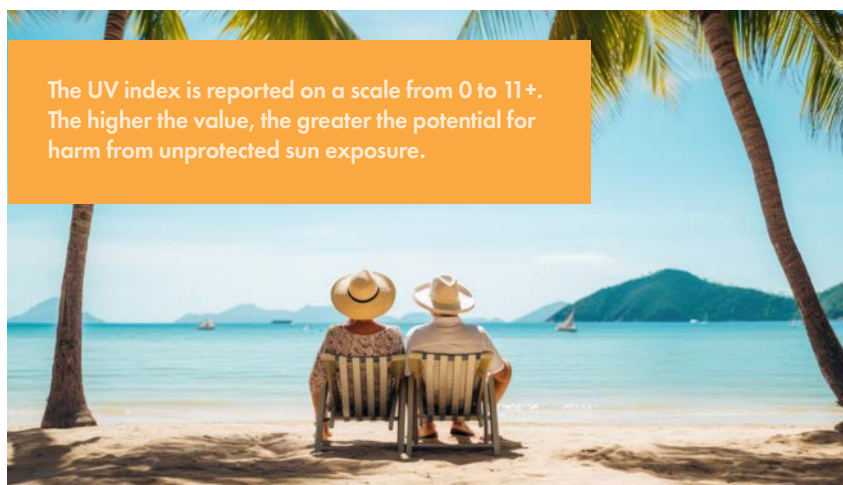
- Write down your worries. First, it's important to understand what's making you feel worried. Then, you can evaluate if it's rational or not.
- Establish routines. A routine can help you feel more in control and get you back on track for a solid season. Try to have some fun on the weekends, like making plans with friends, so you have something to look forward to.
- Practice self-care. This transition is also a good time to reinforce healthy routines like sleep hygiene, nutrition and movement. This practice can help you feel more physically and mentally prepared to take on challenges.
- Embrace seasonal changes. Enjoy fall activities, such as picking pumpkins and apples, hiking outdoors, baking with seasonal goods and watching the leaves change.

If you have any concerns about your well-being, reach out to a mental health professional.

SEPTEMBER 2025 EDITION

UV Index and Sun Safety

Spending time outdoors can be great for your health and well-being, but protecting your skin from the sun's harmful ultraviolet (UV) rays is important. One of the most effective ways to do this is by understanding and using the UV index, a daily forecast that measures the strength of the sun's UV radiation.



The UV index is reported on a scale from 0 to 11+. The higher the value, the greater the potential for harm from unprotected sun exposure.

Children, older adults, and people with fair skin or certain medical conditions may be especially vulnerable to high UV levels. Here's how to use the UV index proactively:

- Check the index in the morning. Many weather apps and websites display the UV index alongside the daily forecast.
- Adjust your schedule when possible. If the UV index is high (6 or above), plan outdoor activities for early morning or late afternoon, when the sun's rays are less intense.
- Take extra precautions when the index spikes. On days with a very high or extreme rating, minimize direct exposure and prepare accordingly with strong sun protection.
- Watch for environmental amplifiers. Snow, sand, water and even pavement can reflect UV rays and increase your exposure.

Checking the UV index as part of your daily routine can help you reduce your risk of sunburn, premature aging and skin cancer while still enjoying time outdoors. Contact your doctor for more information.

MONTHLY RECIPE

APPLE OATMEAL MUFFINS

Makes: 6 servings



INGREDIENTS

- ½ cup nonfat milk
- ⅓ cup unsweetened applesauce
- ½ cup all-purpose flour
- ½ cup quick-cooking oats (uncooked)
- 1 cup sugar
- ½ Tbsp. baking powder
- ½ tsp. ground cinnamon
- 1 tart apple (cored and chopped)

PREPARATIONS

1. Preheat the oven to 400 F.
2. Place 6 cupcake holders in a baking tin.
3. In a mixing bowl, add the milk and applesauce. Stir until blended.
4. Stir in the flour, oats, sugar, baking powder and cinnamon. Mix until moistened. Be careful not to over mix.
5. Gently stir in the chopped apples.
6. Spoon it into cupcake holders.
7. Bake for 15-20 minutes or until an inserted toothpick comes out clean.
8. Cool in the pan for 5 minutes before serving. Store unused portions in an airtight container.

NUTRITIONAL INFORMATION

(per serving)

Total calories	218	Carbohydrate	52 g
Total fat	1 g	Dietary fiber	2 g
Protein	3 g	Saturated fat	0 g
Sodium	132 mg	Total sugars	38 g

Source: MyPlate



ND



October 2025 Webinars

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

Thriving Through Transition: Simple Menopause Strategies: For many women, menopause is considered a loss... a time of uncertainty and change. Bodily sensations such as hot flashes and mood swings can be overwhelming and embarrassing. And for some women, there is a sense of sadness as their reproductive capacities come to an end. In this 15-minute webinar, we will share research-supported steps to thrive through this transition in life.

Thursday, October 9th: 12-12:15pm CST/1-1:15pm EST

The Price of Silence: How to Talk About Your Mental Health: If you are struggling with anxiety, depression, or a related concern, you know that is when you feel the least like discussing what you are going through. Join us on this World Mental Health Day as we discuss effective strategies, guidance in seeking help, and ways we can support those close to us who may be struggling.

Friday, October 10th: 12-12:30pm CST/1-1:30pm EST

When Substance Use Becomes a Concern: Substance use problems impact 1 in 7 people in their lifetime—but only 1 in 10 will ask for help. In this webinar, the Learn to Live clinical team explores our relationship with substances, and how you can take helpful action if you or a loved one wants to cut back.

Tuesday, October 14th: 3-3:30pm CST/4-4:30pm EST

Finding Hope and Healing in the Face of Trauma: Hard things happen in life and sometimes it's harder to get back on our feet. Join the Learn to Live Clinical team as they define trauma and PTSD and share some important steps for healing and even strategies to build resilience if challenges come your way.

Friday, October 17th: 11-11:30am CST/12-12:30pm EST *World Trauma Day*

Tuesday, October 28th: 12-12:30pm CST/1-1:30pm EST *National First Responder Day*

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.



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■ Key Takeaways

- Build a comprehensive succession plan for your bank.
- Identify talent gaps and future leadership needs.
- Create personalized development plans for your successors.
- Leverage AI tools to future-proof your team.

■ About the Speaker: Marci Malzahn

With 23+ years in banking and experience as EVP/CFO/COO of a community bank she co-founded, Marci brings unmatched expertise in talent and risk management. She's an award-winning author, international speaker, and president of Malzahn Strategic.

■ Registration: \$600/organization

Includes both sessions, materials, planning resources, and a 20-minute consultation.
Recording available for all registrants.



To register: [click here](#)

Bank Security Seminar

October 7 – Holiday Inn, Bismarck

October 8 – Holiday Inn, Fargo

Security officers/ directors, operations managers, auditors, HR directors, legal staff, loan officers, disaster recovery managers, collection staff and fraud investigators are invited.

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Joe Hileman president and founder of Hileman Security Training Group, retired after 20+ years in law enforcement. He served as assistant team commander of a regional special response SWAT team and as a police detective and has extensive experience in drug investigations and undercover operations and as a field training officer and threat assessment specialist.

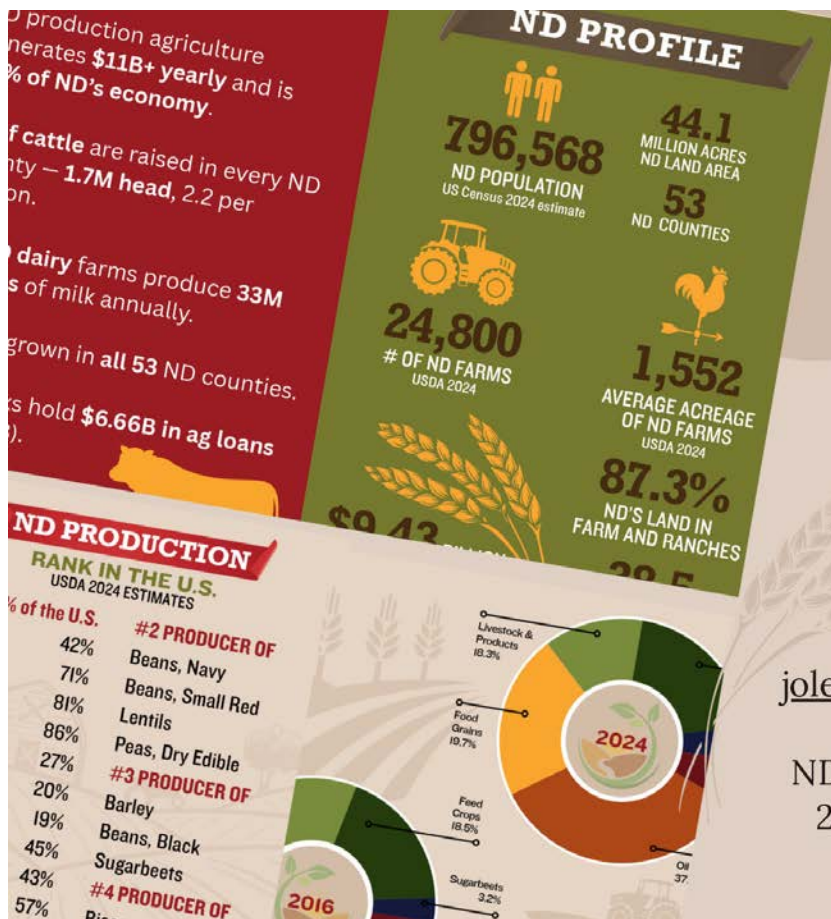
Prior to his career in law enforcement, Hileman served as security supervisor at the corporate management level of a Fortune 500 company.

Bank Security Seminar Curriculum Includes:

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BUSINESS PARTNER FEATURE

Moving Beyond “Set It and Forget It”: Elevating Portfolio Management from Passive to Purposeful



Andrea F. Pringle
Financial Strategist
The Baker Group

For decades, many community banks have taken a passive approach to investments, primarily using the portfolio as a place to park liquidity and earn spread income, but not always as a tool in dynamic balance sheet management. This approach worked efficiently during many years of relatively stable interest rate cycles that produced modest unrealized gains and losses. However, the past few years have shown that interest rate cycles can be anything but stable.

In just the last three years, the yield curve whipsawed from steep to deeply inverted and back again in record time. Funding costs spiked, deposit behaviors shifted, and liquidity pressures became more pronounced. The pace of change has undoubtedly accelerated, and the rate environment may well transform again over the next 12–18 months.

In this era of heightened volatility, the “set it and forget it” strategy can leave valuable opportunities – and necessary risk adjustments – on the table. To be clear, strategic portfolio management does not mean actively trading bonds. For community banks, it simply means making intentional, timely adjustments to align the investment portfolio with evolving interest rate, liquidity, and balance sheet needs.

Where Passive Portfolio Management Falls Short

There is nothing inherently wrong with buying bonds and holding them to maturity. Doing so minimizes earnings volatility and the operational resources needed to manage the portfolio. It aligns with the inherently conservative nature of community banks and draws little extra attention from examiners. But the drawbacks become clear when the rate environment changes dramatically, especially when it does so as quickly as it has this cycle.

Since the rapid rate run-up of 2022–2023, the investment portfolio has come into sharper focus. Historic unrealized losses combined with liquidity pressures in early 2023 exposed the risks of holding significant underwater assets and forced many institutions to confront the challenges of selling assets at steep losses. In the wake of such volatility, regulators have encouraged institutions to view the portfolio as a central element of asset-liability management and prudent portfolio actions can be considered part of a holistic balance sheet strategy.

Although strategically managing the portfolio may mean taking the occasional loss on an underperforming asset, doing so can also mean

locking in stronger earnings potential and better balance sheet positioning for years to come. In aiming to avoid losses, institutions are effectively choosing to continue incurring a loss each day in the form of forgone income. Instead, strategically reallocating an underperforming asset into a better performing one can lock in additional earnings power each day forward. When interest rates are changing dramatically, this more active approach can offer institutions greater flexibility to protect earnings, manage risk, and seize opportunities as conditions change.

More “Active Management” Does Not Mean “Active Trading”

Active management is not about regular turnover; it is about making strategic adjustments. There are many simple tactics that can make meaningful improvements to portfolio performance. These include opportunistic sales of underperforming securities when market conditions improve their pricing, shifting a portion of the portfolio into a sector that offers better relative value, and executing bond swaps to better align the portfolio with asset-liability objectives. Even modest recalibrations can improve earnings and reduce risk without overhauling the portfolio. These moves do not require frequent trading but rather represent deliberate actions to keep the portfolio aligned with broader balance sheet objectives as the rate environment changes.

A More Balanced Approach

For community banks, it is key not to abandon a buy and hold approach but to layer in a more

flexible strategy. Maintaining a core portfolio of long-term holdings while selectively repositioning at the margins preserves stability and positions institutions to respond as conditions change. The goal is simply to consider which securities no longer align with strategic goals and identify where modest adjustments to the portfolio can pay dividends.

In this new era where interest rates and funding dynamics can change dramatically in a matter of months, prudent portfolio management requires considering occasional strategic adjustments. Not through frequent trading but through thoughtful, deliberate actions that keep the investment portfolio optimized even as conditions change.

Andrea F. Pringle is a financial strategist and MBS analyst 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.



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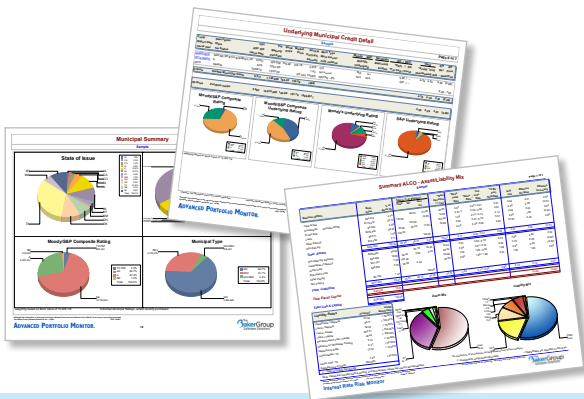


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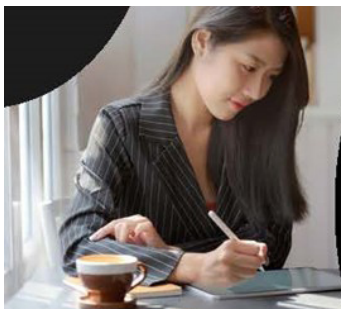
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An exploration of interest rate risk measurement techniques such as GAP, earnings sensitivity analysis, Duration GAP and economic value of equity sensitivity analysis. Risk management policy implementation and how to change overall interest rate sensitivity through balance sheet adjustments or derivative contracts are discussed.

BUSINESS PARTNER FEATURE

Strengthening Franchise Value: Why Community Banks Are Growing Their Use of Reciprocal Deposits

Joseph Hooker
Chief Sales Officer
IntraFi



Deposit competition remains fierce. According to IntraFi's latest survey of bank executives, 93 percent say they expect deposit competition to remain at current levels or increase over the next year.¹ To stay competitive in the current environment, community banks need every tool in their arsenals to attract and retain large-dollar depositors like businesses, nonprofits, government entities, and high-net-worth individuals.

A reciprocal deposit network, which enables banks to attract and retain loyal, franchise-building customers by offering access to multi-million-dollar aggregate FDIC insurance across a bank network, is one such tool. Per [recent research](#) published by the Federal Reserve Bank of Dallas, reciprocal deposit networks get an outsized share of deposits from small and midsized banks.

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 represented 6.47 percent of total deposits for banks with less than \$10 billion in assets in the first quarter, up from 6 percent at the end of first quarter 2024. Among institutions with assets of \$10 billion to \$100 billion, such deposits accounted for 6.2 percent of total deposits as of March 31, 2025, down only slightly from year-end 2024 but up from 6.1 percent at the end of first quarter 2024."²

¹ IntraFi Q2 2025 Bank Executive Business Outlook Survey.

² Docherty, Christine, and Alessio Saretto. "How Do Reciprocal Deposit Networks Interact with Deposit Insurance?" Federal Reserve Bank of Dallas, accessed August 27, 2025. <https://www.dallasfed.org/research/economics/2025/0805>.

³ IntraFi Q1 2023 Bank Executive Business Outlook Survey.

Why Are Community Bankers Increasing their Use of Reciprocal Deposits?

Use of reciprocal deposits saw a significant uptick after 1) the 2018 Economic Growth, Regulatory Relief, and Consumer Protection Act, which recognized most reciprocal deposits as nonbrokered deposits, and 2) bank failures in the spring of 2023. Since then, small- and midsized banks have maintained their heightened usage patterns.

Per the Economic Growth, Regulatory Relief, and Consumer Protection Act, reciprocal deposits held by an FDIC-insured depository institution are reportable as nonbrokered if the bank is well capitalized and has received an "outstanding" or "good" on its most recent examination; and the total amount of reciprocal deposits held does not exceed the lesser of \$5 billion or 20 percent of the bank's total liabilities.

With this new (in 2018) characterization of reciprocal deposits – and because reciprocal deposits tend to be lower-cost deposits that come in large increments from local customers – more banks embraced reciprocal deposits as an attractive option for growing franchise value.

Then, the high-profile bank failures in spring 2023 drew attention to the risks for bank customers who have cash balances greater than the FDIC-insured maximum of \$250,000, thereby increasing demand for large deposit safety. A survey of bank executives at the time revealed that 68 percent of respondents experienced an increase in inquiries about the safety of their deposits.³ Banks that were already

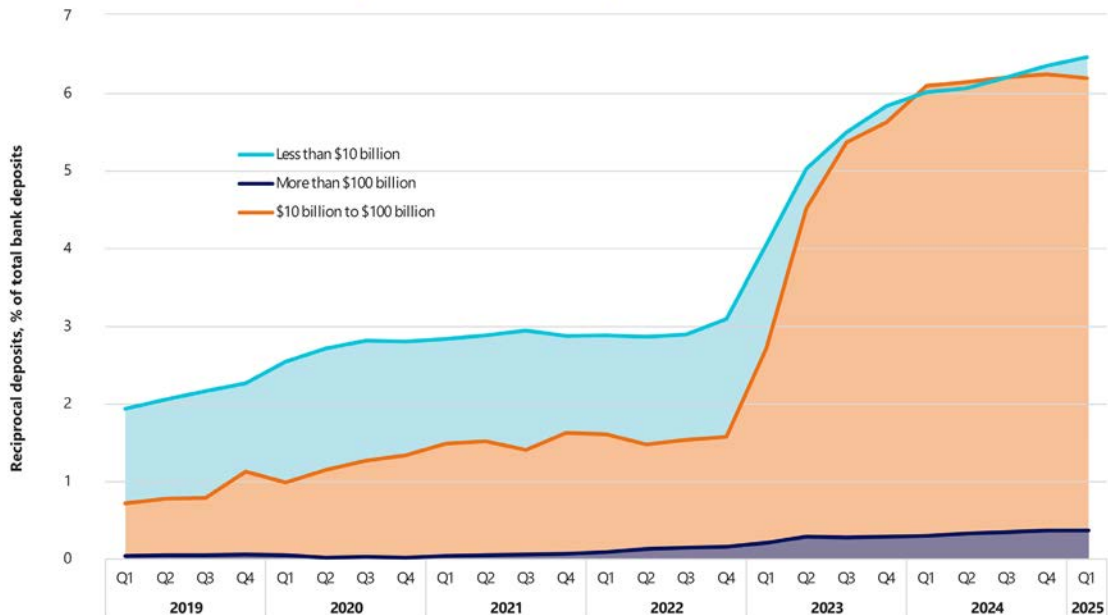
members of a deposit network, such as the IntraFi network, had a solution at the ready, and other banks quickly sought reciprocal deposit network membership so they could offer their customers the peace of mind of knowing that their large cash balances and deposits had access to protection.

The awareness that uninsured deposits pose a risk to bank customers, particularly those who need daily access to operational cash, increased after the 2023 banking crisis and has remained sporadically in the news, with various news outlets reporting on how customers can protect their cash balances over \$250,000. Reciprocal deposit networks are usually featured in these articles as they offer the convenience of managing one bank relationship to access insurance across many banks. As a result, more customers know to ask for access and more banks proactively offer the services to strengthen relationships with high-value customers.

Good for Banks and Communities

As more community banks utilize reciprocal deposits, they realize how nicely reciprocal deposits dovetail with their community missions. With reciprocal deposits, the full amount of funds placed can stay local to support community lending. This has special appeal for community banks that by design exist to help their communities grow and thrive by lending to local customers. Community banks play a vital role in local economic stability and growth. By using reciprocal deposits, banks can expand their lending capacity for their local customers, creating a virtuous cycle of mutual success.

Reciprocal Deposit Networks Get Outsized Share² of Deposits from Small, Mid-Sized Banks



Reciprocal Deposits for Today's Market Environment

In an environment where deposit competition is intensifying and customer concerns about deposit safety remain top of mind, reciprocal deposits have emerged as a vital tool for community banks. They offer a unique combination of customer reassurance, cost-effectiveness, community support, and franchise-building potential.

Joe Hooker is Chief Sales Officer at IntraFi. Mr. Hooker has been involved in banking and financial services for over 15 years, working with financial institutions on issues involving asset/liability management and liquidity management. In his prior role as Senior Managing Director, National Accounts, he developed and managed relationships with some larger financial institutions, in addition to managing territories and sales personnel spanning the east and west coasts. During his time at the company, he also managed the CDARS wholesale funding auction and worked extensively on product strategy. Earlier in his career, Mr. Hooker worked at Rydex Investments.

Mr. Hooker earned his degree in Economics from the College of William and Mary. Mr. Hooker joined IntraFi in 2005.



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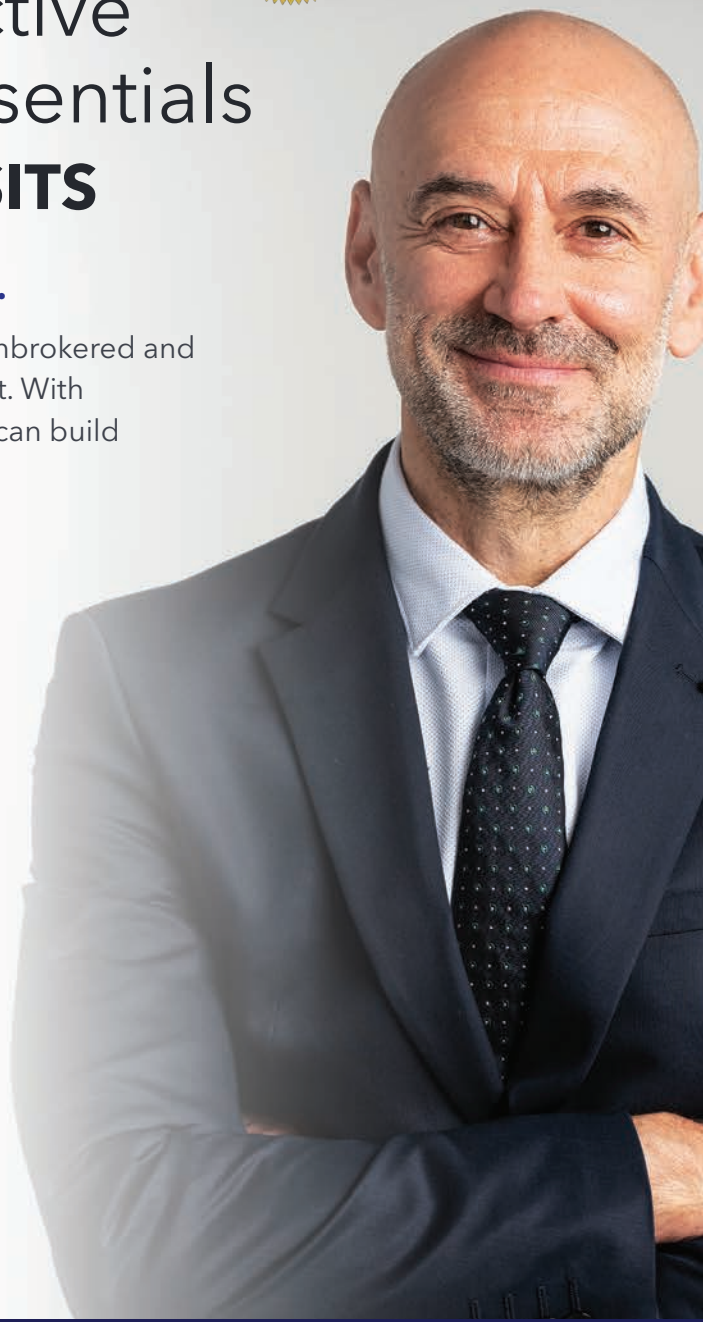
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BUSINESS PARTNER FEATURE

Digital Transformation in Banking: The Role of Cybersecurity in Modern Banking

Chad Knutson, CEO
SBS CyberSecurity



Digital transformation in banking is reshaping how financial institutions operate and engage with customers. However, as digital capabilities expand, so does the attack surface. From mobile banking to AI-powered automation, the modernization of the financial sector requires a cybersecurity strategy that keeps pace — and one that's integrated at every stage of transformation.

The future of banking is not just about better technology. It's about building secure, resilient systems that inspire customer trust. Cybersecurity in banking isn't a separate initiative but rather a foundational thread that must run through every phase of the digital transformation journey.

What Is Digital Transformation in Banking?

At its core, digital transformation in banking involves reimagining banking operations, customer engagement, and internal workflows using digital technologies. It's more than digitizing services — it requires embracing a technology-first culture that fosters innovation, drives efficiency, and builds resilience across the organization.

Customers today expect more than just new technology. They want experiences that are fast, intuitive, and secure. Whether accessing accounts via mobile apps or interacting with automated services, users expect digital transformation to improve both convenience and protection. Meeting these expectations is essential to earning trust and staying competitive. And the shift is accelerating: Global investment in digital banking technologies is expected to reach nearly \$14 billion by 2026, representing an annual compound growth rate of more than 11%, according to MarketsandMarkets.

Digital transformation impacts every aspect of banking, from behind-the-scenes operations to customer-facing services. Examples include:

- Upgrading legacy core systems to scalable, cloud-based infrastructure

- Using AI to enhance fraud detection, underwriting, and customer support
- Streamlining customer onboarding and authentication through digital identity tools
- Expanding access to financial services via mobile apps and remote platforms
- Modernizing risk management, compliance tracking, and regulatory reporting

To succeed, banks must shift their strategy, upgrade their architecture, and embed cybersecurity into every layer of that evolution — not just as a final step but from the ground up.

Cybersecurity in Banking: The Backbone of Digital Trust

Cybersecurity must evolve alongside digital transformation. In banking, that means shifting from a reactive function to a proactive, embedded discipline. With cyberattacks growing in sophistication and scale, relying on legacy defenses is no longer an option.

To build digital trust and secure every layer of operations, modern cybersecurity strategies should include:

- Proactive security practices, such as regular risk assessments, incident response planning, business continuity strategies, and technical safeguards
- Continuous monitoring and identity controls, especially as banks adopt cloud infrastructure, mobile platforms, and open banking APIs
- Robust third-party risk management, including secure APIs, vendor due diligence, and regular assessments as digital ecosystems expand
- Strong regulatory alignment, with processes in place to protect consumer data and demonstrate compliance to both regulators and customers
- Modernized governance programs, with information security programs that are streamlined, current, and followed by all employees

Together, these practices help ensure cybersecurity isn't just a support function but rather part of the institution's DNA, embedded into every aspect of transformation.

Challenges of Digital Transformation in Banking

The challenges of digital transformation in banking are complex and often interconnected, spanning technical limitations, cultural resistance, regulatory pressures, and security concerns. While the benefits of modernization are clear, the path forward is rarely straightforward.

Common challenges include:

- Outdated infrastructure that resists integration with modern systems
- Fragmented data environments that hinder visibility, agility, and informed decision-making
- Internal resistance to change, especially in established institutions with entrenched processes
- Limited in-house cybersecurity expertise, making it harder to manage growing threats and evolving technologies
- Changing regulatory requirements, which demand constant attention to compliance in a digital context
- Lack of leadership buy-in and a security-focused culture, which can derail even well-planned transformation efforts

To overcome these barriers, institutions must prioritize education and employee training, partner with experienced vendors, and set realistic road maps that build in security from the start.

Securing Transformation with AI, Cloud, Blockchain, and Big Data

Modern digital transformation relies on a powerful mix of technologies — including artificial intelligence (AI), cloud computing, blockchain, and big data — to improve operations, customer engagement, and risk management.

AI enables real-time fraud detection, automated decision-making, and behavior forecasting, while also strengthening cybersecurity through intelligent threat monitoring and faster incident response. Cloud platforms provide scalability, resilience, and secure storage when configured correctly. Blockchain enhances transaction transparency and tamper resistance. Big data analytics helps banks turn massive datasets into actionable insights for both customer experience and risk mitigation.

To unlock the full potential of these tools, banks must align innovation with governance. That means embedding security throughout every layer of the infrastructure — from encryption and identity controls to vendor oversight

and continuous audits — ensuring that transformation doesn't outpace protection.

Enhancing Customer Experience with Security in Mind

The customer journey in banking is increasingly digital, but that doesn't mean it should be less secure. Security must be built into the user experience, not added as an afterthought. When users log in to mobile apps, they expect multifactor authentication to be seamless. On online payment platforms, they trust that encryption protects their transactions. And as they sign up for new services, they assume their personal data is handled responsibly.

This shift toward mobile is clear in user preferences. Mobile banking apps are now the go-to choice for nearly half of U.S. consumers, while just under a quarter still prefer desktop-based online banking, according to the American Bankers Association.

Balancing convenience and protection is key to customer satisfaction. Institutions that achieve this balance strengthen their technical defenses, brand loyalty, and reputation.

The Future of Digital Transformation in Banking

Digital transformation in banking is no longer optional — it's foundational. But transformation without security is risky and incomplete. Financial institutions must adopt a forward-thinking approach that places cybersecurity in banking at the center of every digital initiative.

This means investing in the right technologies, building secure infrastructure, training employees, and embracing a culture of risk awareness. It also requires strong executive oversight and governance to keep transformation efforts on track and aligned with business goals. Leveraging governance, risk, and compliance (GRC) tools like TRAC risk management software can help institutions streamline risk assessments, improve awareness across departments, and ensure compliance.

Measuring outcomes — like reduced risk exposure, faster incident response, and improved customer experience — is essential to understanding what's working and where to improve.

Banks that embed cybersecurity at every stage of transformation, innovate with intent, and lead with governance will shape the future of digital banking.

This blog was originally published on sbscyber.com.





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#1

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42%

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END CYBER RISK

BUSINESS PARTNER FEATURE

When Disaster Strikes: How the SBA Helps Keep Small Businesses Afloat

Michelle Davis, CRCM
Virtual Compliance Officer
Compliance Alliance



As someone who has worked in banking and mortgage lending for years, I've seen firsthand how fragile small businesses can be when disaster strikes. It's one thing to help a customer buy a home or expand a shop during good times, it's another thing entirely when their business is underwater, literally, because of a storm or flood.

The recent floods in Texas hit close to home for me. I saw entire neighborhoods submerged, small shops with their doors busted open from water damage, and families standing outside, wondering how they were going to put the pieces back together. Some of the business owners are people I know personally. They aren't just clients or names on loan applications, they are neighbors, friends, and part of the fabric of our community.

That experience reminded me just how important the SBA's disaster programs are, and why lenders and compliance professionals need to fully understand them. Most people know the Small Business Administration (SBA) for its traditional loan programs that help businesses start or grow. An often overlooked and underappreciated component is the SBA's contribution following disasters.

When a disaster is declared, the SBA steps in with special low-interest loans designed to keep businesses afloat. These aren't grants, borrowers still need to repay them, but the terms are manageable and fair, especially compared to traditional financing.

The SBA offers Business Physical Disaster Loans, Economic Injury Disaster Loans (EIDLs) and Mitigation Assistance. These programs are structured to support resilience and recovery, rather than generate profit. Rates are capped, sometimes as low as 4%, and repayment can stretch up to 30 years.

Understanding the value of these programs is only half the equation; executing them correctly is where the rubber meets the road. Lenders can't just process these loans the way they would any other. SBA disaster loans come with their own rules, and if we get them wrong, it's not just the bank at risk, it's the borrower's survival. Some key compliance areas to consider are eligibility, use of funds, recordkeeping, and fair lending.

Eligibility: Before anything else, lenders must ensure that applicants meet SBA's specific criteria for disaster loan eligibility. The business must be located in a declared disaster area, only certain types of business qualify, and documentation must be provided to support the impact of the disaster.

Use of Funds: SBA disaster loans are not blank checks. They come with strict guidelines on how the money can be used. For example, business physical disaster loans must be used to repair or replace real estate, inventory, equipment, etc.

Recordkeeping: Lenders and borrowers must maintain meticulous records of applications,

approvals, disbursements, and any other communications, as well as proof that funds were used appropriately.

Fair Lending: Even in a crisis, fair lending laws remain firmly in place. Disaster loans should be underwritten using uniform criteria, and borrowers must be treated equitably regardless of race, gender, age, or other protected characteristics.

In other words, compliance isn't just a box to check, it's part of what makes the system trustworthy.

Seeing flood damaged areas in Texas, I thought about the families behind those storefronts. Many of them had no idea where to turn next. Insurance only covered part of their loss, if it covered anything at all. Without the SBA stepping in, some of these businesses would never reopen.

One local restaurant owner had lost almost everything, furniture, equipment, even their point-of-sale system. They were ready to give up until they heard about SBA disaster loans. The loan didn't make their pain go away, but it gave them breathing room. They could rebuild their kitchen and bring back staff instead of shutting their doors for good. That's the human side of what we, in compliance, sometimes see only as forms, files, and checklists. Behind every loan is a person or family whose livelihood is on the line.

The COVID pandemic reinforced this lesson on a national scale. Programs like the Economic Injury Disaster Loan (EIDL) and Paycheck Protection Program (PPP) put the SBA on center stage, but they also showed the pressure points in our compliance systems. The rapid disbursement of funds created vulnerabilities that contributed to a significant

increase in fraudulent activity, but speed and compliance don't have to be enemies. If we prepare, we can move quickly and still follow the rules.

Disasters will happen. The question is not if, but when. Being prepared makes the response faster and smoother for everyone involved. In times of crisis, we often become the first point of contact for frightened and overwhelmed business owners. SBA disaster loans are not just another product, they are a solution, a lifeline. As bankers and compliance professionals, our job is to make sure that lifeline reaches the people who need it. That means staying sharp on the rules, guiding borrowers with care, and remembering that behind every loan is a story of survival.

Explain options clearly, so borrowers don't feel lost in paperwork. Guide them through applications to avoid mistakes that could delay funding. Help them stay compliant with how funds are used, so they don't get into trouble later, and keep up with SBA updates, because the rules can change depending on the disaster.

Compliance is often seen as paperwork, but in moments like this, it's really about trust. Trust that the system will work, that funds will be used properly, and that small businesses will get the help they need to stay afloat. When disaster strikes, the SBA helps businesses weather the storm. And for those of us in banking, we have the privilege and the responsibility of helping carry them through it.



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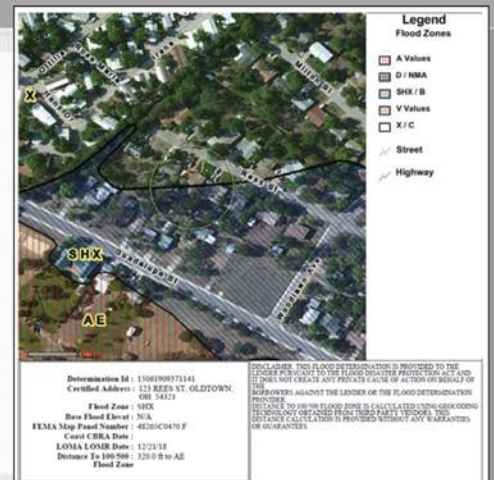
Flooding **Outside** Special Flood Hazard Areas



*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.



*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**.*



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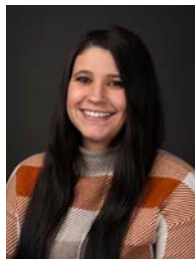
BANK

HAPPENINGS



Bismarck

Mikaela Gawley accepted the loan servicing associate III - training specialist position at **Bank of North Dakota**. Mikaela started her career at BND in May 2023 as a loan servicing associate III and had recently moved into the portfolio admin role.



Mikaela Gawley

Bismarck

Bank of North Dakota is hosting the 2025 Fintech & Financial Innovation Conference entitled "Banking Beyond Boundaries". Industry leaders and bankers from around the state will meet on Wednesday, October 8, 2025, from 8:00 am to 4:30 pm with virtual public attendance available at BND.nd.gov/conference the day of the event.

After opening remarks and an opening session with Governor Kelly Armstrong and Don Morgan, President/CEO of Bank of North Dakota, BND will announce a groundbreaking partnership with Takis Georgakopoulos, Chief Operating Officer, Technology & Merchant Solutions with Fiserv. Fiserv is a publicly traded global financial technology company that is a core provider of integrated technology and services to financial institutions, businesses and consumers worldwide.

While bringing North Dakota to the world, BND will remain true to its commitment as a partner with North Dakota's banks and credit unions. The announcement will chart a path forward to ensure local financial institutions remain relevant in the quickly changing world of finance and banking with the recent passage of the 'GENIUS' Act by Congress and signed by the President.

Throughout the day, presentations will discuss the future of banking and Fintech partnerships, provide insight into the experiences of North Dakota financial institutions that are incorporating Fintech and discuss how financial institutions with less than \$1 billion in assets may begin to incorporate Fintech in their strategic planning.

Devils Lake

First United Bank is pleased to announce the hiring of **John McGee** as a commercial/ag loan officer. McGee brings with him over 30 years of banking experience, with a strong background in both lending and administration. McGee holds a Bachelor of Science degree from Northern State University in Aberdeen, SD. He is also a graduate of the American Bankers Association



John McGee

Commercial Lending School, as well as the Iowa State Agricultural Banking School.

Dickinson

Bravera Bank is proud to announce **VISIONBank**, which operates three branches in Fargo, will merge into one charter and begin using the Bravera name Oct. 6, 2025. VISIONBank, known for its strong local presence and commitment to customer service, was acquired by Bravera Holdings Corp in March 2025.

VISIONBank's same local, friendly staff is available to assist customers throughout the transition and help connect them with Bravera's many banking tools and services that can make their lives easier.

Through the transition, Bravera will maintain the high level of service that VISIONBank's customers have come to expect.

Fargo

Andy Doeden has been hired as director of market development/insurance advisor for **Bell Insurance**. Doeden graduated from Texas Christian University and played golf professionally in the U.S. and Canada. He joined Discovery Benefits (now WEX) in 2007, serving as the company's SVP/national sales from 2016 to 2024.



Andy Doeden

Fargo

Bell Bank has hired **Rob Woytassek**, RPA, AIF®, as senior vice president/wealth management director for Bell Bank Wealth Management. Woytassek will fill the position previously held by Craig Samuelson, who is retiring from Bell at the end of the year. Woytassek earned a bachelor's degree in mass communications from Minnesota State University Moorhead and holds Retirement Plans Associate (RPA) and Accredited Investment Fiduciary® (AIF®) designations.



Rob Woytassek

Aberdeen SD

Rob Keil has been promoted to executive vice president & chief credit officer at **Dacotah Bank**. He is a graduate of Northern State University with a double major in accounting and finance. He has been involved with the South Dakota Banker's Association and has served on the ag/commercial credit committee.

Curry Kuehl has been promoted to senior vice president credit administration at **Dacotah Bank**. Kuehl is a certified public accountant licensed in both North Dakota and South Dakota. He holds bachelor's degrees in professional accountancy and in banking & financial services from Northern State University.

Jim Kuch has been promoted to vice president credit administration at **Dacotah Bank**. Kuch is a graduate of North Dakota State University with a degree in accounting and a minor in business administration.

Diana Pfister has been promoted to executive vice president and general counsel at **Dacotah Bank**. Pfister graduated from Northern State University with a Bachelor of Science in accounting and earned her Juris Doctor from Mitchell Hamlin School of Law. She is an alumni of the Dakota School of Banking and was a part of the first Dacotah Bank Academy Leadership program.

Alexandra Grieben will become senior vice president chief risk officer. Alexandra joined **Dacotah Bank** in 2011 and has since held a variety of roles within the internal audit and risk management departments.

Paul Fauth has been promoted to market vice president. Fauth began his banking career 34 years ago at **Dacotah Bank**. He is a graduate of Northern State University with a Bachelor of Science in business administration. He completed Dacotah Bank's, The Academy program in 2016, and completed University of Wisconsin's Graduate School of Banking in 2005.

Gordon Kopecky has been promoted to market vice president. Kopecky has been in banking for most of his career, with 22 years at Wells Fargo before joining **Dacotah Bank** five years ago. He is a graduate of South Dakota State University with a Bachelor of Science in agricultural business.

Minneapolis MN

Dacotah Bank is proud to announce the promotion of **Todd Senger** to executive vice president and chief revenue officer. With more than 20 years of industry experience, Senger is deeply connected to Dacotah Bank. His father, Joe Senger, served as President and CEO of Dacotah Bank from 2014 through 2020 and continues to support the company.

Phil Krump has been promoted to market executive and corporate banking head with **Dacotah Bank**. He is a graduate of the University of Minnesota's Carlson School of Management (BSB / MBA) and has been recognized as a Minneapolis/St. Paul Business Journal "40 Under 40" honoree (2017).

Sioux Falls SD/Aberdeen SD

David Bangasser has announced his retirement effective January 2, 2026, as senior VP chief banking officer at **Dacotah Bank**. Dave became a senior advisor effective September 1, 2025. He served as chair for South Dakota Bankers Association from 2022-2023.

Jerry Tveidt, regional president, has been promoted to SVP community banking. He began his career with **Dacotah Bank** in 2013 as a credit risk manager and advanced to director of credit risk in 2014, holding various roles since then, including most recently serving as regional president for the Southern Region. Jerry is a graduate of North Dakota State University.

Matt Smith, Sioux Falls market president, has been promoted to the role of regional president. Matt will continue to serve as the Sioux Falls market president. Matt graduated from the University of Sioux Falls in 1999 with degrees in public accounting and business administration. He went on to complete the Graduate School of Banking in Wisconsin in 2006.

Sioux Falls SD

Dacotah Bank would like to announce the promotion of **Galen VanOtterloo** to Market Vice President. VanOtterloo began his career in banking with U.S. Bank, where he served as a personal banker and later as a practice financing consultant and sales manager. He joined Dacotah Bank in 2016 and is a graduate of Dordt University with a Bachelor of Arts in business administration/general business.

Dacotah Bank would like to also announce the promotion of **David O'Hara** to Market Vice President. O'Hara has more than 21 years of banking experience, including 17 years with U.S. Bank as a relationship manager and the past 4 years with Dacotah Bank as a senior agricultural lender. He earned Bachelor of Business Administration degrees in accounting and finance from Dakota State University.



Bismarck

North Dakota Housing Finance Agency's (NDHFA) will host its first homeless conference, "Partnerships for Progress," on Oct. 14, 2025, at the RJ Bohn Armory in Bismarck. This one-day event aims to bring together service providers, housing professionals, advocates, government agencies, and community partners to learn about affordable housing solutions, housing stabilization, and community development specific to North Dakota with a dynamic keynote, breakout sessions and a panel discussion.

A continuing education application to the North Dakota Board of Social Work Examiners will be submitted. Credit will be offered upon the approval of the program by the licensing organization.

The \$50 registration fee includes the program, refreshments and lunch. To learn more or register, visit the [Partnerships for Progress website](#). The registration deadline is Oct. 7, 2025.

NDHFA's conferences and trainings provide housing industry professionals and community leaders with opportunities to hear from recognized experts, develop new skills, learn about available resources, and make real face-to-face connections.

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and be posted on NDBA's website
for 6 weeks.



Loan Officer
Medina ND



Dakota Heritage Bank has an opening for a Loan Officer in their Medina location. Responsibilities would include managing an existing loan portfolio, develop and maintain strong customer relationships, evaluate requests for approval, review loan documentation while ensuring loans meet established lending policies and requirements and comply with applicable laws/regulations. Additional job duties would include retaining and expanding customer relationships and promote the bank to the public through community involvement. A Bachelor's degree in business, finance, accounting or the equivalent in work experience; a minimum of three to five years lending experience preferred.

Please send resume and cover letter to Dakota Heritage Bank, Attn: Gerald Horner, PO Box 308, Medina, ND 58467. Phone 701-486-3384. ghorner@dhb.bank

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Key Responsibilities:

- Conduct timely and quality audits
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- Write and present compliance audit information clearly and concisely to stakeholders, including Management Team and Audit Committee
- Facilitating external audits and regulatory examinations
- Provide administrative support to the Compliance team by scheduling, coordinating and taking minutes for applicable committee meetings, follow-up on audits and participate in various projects.

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Recognized Excellence:

Join a team recognized as the "Best of the Best" by Independent Bankers magazine and one of the "50 Best Places to Work" by Prairie Business magazine!

If you're ready to take the next step in your career and be part of a community-focused bank, apply today at www.starionbank.com/careers.

Starion is an Equal Opportunity Employer of women, minorities, protected veterans and individuals with disabilities.

Ag/Business Banker Rugby ND and Parshall or New Town ND



CORNERSTONE BANK

About Us

At Cornerstone Bank, we do more than banking – we build relationships, embrace bold ideas, and empower our people. We value positivity, teamwork, continuous learning and the freedom to make smart decisions. We're driven by innovation, honesty, and a deep respect for our customers' time and trust.

What You'll Do

Cornerstone Bank is looking for an Ag/Business Banker to join our professional team in Rugby and our team in Parshall/New Town. These are TWO open positions in two locations. These candidates will use a customer-focused needs based approach to educate clients about banking options and is responsible for soliciting and/or developing and maintaining profitable account relationships primarily with ag producers and agri-business customers, along with business customers. This position is also responsible for the overall success and growth of assigned sales territory and cross selling bank products and services. Agribusiness experience and/or agri-sales experience required.

What We're Looking For

- Excellent verbal and written communication skills
- Ability to read, interpret, and analyze procedures, legal documents, and financial reports with the highest degree of complexity
- Ability to effectively present complex information and respond to questions from Managers, Employees, and/or Customers

Background & Experience

A Bachelor's degree in Business, Finance, Accounting, or Agriculture-related field and 5 years of banking or sales experience, or an equivalent combination of education and experience sufficient to successfully perform the essential duties of the job.

Why Join Us

- People-first culture with real responsibility
- An innovative approach to banking
- Development opportunities for continual growth
- Competitive Pay and a Comprehensive Benefits Program
- Incentive Compensation Plan

Ready to make a difference?

Apply now and bring your best to Cornerstone Bank. www.cornerstone.bank/careers.

Pre-employment background and credit screening are required for this position.

EOE, Including Disability/Vets

Market President Bismarck ND



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What You'll Do

Cornerstone Bank is looking for a Market President to join our professional team in Bismarck. This candidate will be responsible for achieving their market's overall financial results as well as leading and managing the bank staff. Incumbent is also responsible for promoting the bank by servicing and deepening relationships with existing customers and attracting new customers with loan products, deposit products, cash management, and other financial services. Incumbent is an active participant in the bank's Leadership Council that develops strategy and in turn supports and executes the strategies within their respective marketplaces.

What We're Looking For

- Demonstrates strong leadership and management skills by holding teams accountable for results, fostering a culture of discipline, and ensuring alignment with organizational goals as outlined in the Traction framework
- Strong management abilities
- Strong sales skills and decision-making abilities

Background & Experience

A bachelor's degree in finance, accounting or business administration and 10 years of experience in a senior bank management position, and 7 years of experience in a community bank environment, or an equivalent combination of education and experience sufficient to successfully perform the essential duties of the job is required.

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EOE, Including Disability/Vets

Commercial & Ag Loan Manager ND or WI Branches



Full job description and to apply: [click here.](#)

Are you a customer-focused, disciplined, and ethical individual with a passion for inspiring others? If so, we want you on our team at Starion Bank!

Why Starion Bank? As a growing community bank, we pride ourselves on local leadership, personalized service, and deep community loyalty. We're not just a bank; we're a place where you can thrive both professionally and personally.

Locations: This position can be filled in any of our North Dakota or Wisconsin branches. This position may be eligible for remote work where the physical location is within 200 miles of one of our branches.

Key Responsibilities:

- Lead & direct the business banking representative and commercial and ag loan operations functions
- Set the vision and strategy for the departments, ensuring operational consistency and efficiency, to support strategic initiatives
- Partner with business and ag bankers and the credit department to foster collaboration and resolution of cross-functional issues
- Serve as a subject knowledge expert for all commercial and ag-related banking systems, procedures, transactions and policies

Qualifications:

- Demonstrated business and ag banking support, loan operations, loan documentation and ag lending regulations, and customer service experience is required
- 5-8 Years of demonstrated experience in business and ag banking support, loan operations, loan documentation and ag lending regulations, and customer service experience
- Supervisory and leadership skills are required.
- A college degree or completion of a specialized course of study.
- Must be willing and able to travel

What We Offer:

- Competitive Salary: Your hard work deserves great pay!
- Comprehensive Benefits: Including health, life, dental, vision, and a health savings account.
- Retirement Planning: 401K and profit-sharing options.
- Incentives: Annual Incentive Compensation Program available for all benefit eligible employees
- Work-Life Balance: Paid vacation and holidays.

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BBR Supervisors West and East North Dakota Regions



Full job description and to apply: [click here.](#)

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Locations: Starion will be hiring two BBR Supervisors, one in our West Region and one in our East Region. This position is an in-office position and can be filled at any of our North Dakota or Wisconsin branches.

Key Responsibilities:

- Lead & direct the daily business banking representative (BBR) functions for multiple branches within assigned region
- Ensure operational consistency and efficiency, maintain quality customer service standards, and achieve assigned metrics and goals and serve as a subject knowledge expert for the BBR function
- Serve as a liaison between the business and ag banking, loan operations and credit departments to foster collaboration and resolution of cross-functional issues
- Serve as a working manager, conducting BBR transactions
- Troubleshoot and resolve complex customer and internal inquiries timely, professionally and accurately.

Qualifications:

- 3-5 Years of demonstrated experience in business and ag banking support, customer services and sales are required.
- Supervisory and leadership skills are required.
- A two-year college degree or completion of a specialized course of study.
- Must be willing and able to travel

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- Retirement Planning: 401K and profit-sharing options.
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Retail Loan Processor ND or WI Branches



Full job description and to apply: [click here.](#)

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Locations: This position can be filled at any of our North Dakota or Wisconsin branches. This position may be eligible for remote work where the physical location is within 200 miles of one of our branches.

Key Responsibilities:

- Provide loan support, including preparation of consumer loan documentation, decision consumer loans and complete data entry and maintenance of consumer loans
- Process consumer paid loans and balance various general ledger accounts
- Respond to internal and external inquiries
- Service consumer mortgage loans, including real estate taxes and insurance
- Process construction draws

Qualifications:

- Demonstrated experience in banking, loan documentation and customer service, typically acquired through one to three years of experience
- Prefer a bachelor's degree in accounting, business or finance.
- Must be able to work independently and with a team
- Must have strong oral and written communication, organization, and time management skills

What We Offer:

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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



Allied Solutions

IntraFi

www.IntraFi.com

Arlington VA

Contact: Bradley Cole, Managing Director, Northern Plains

Phone: 703-292-3392

bcole@intrafi.com



IntraFi

Arctic Wolf

www.arcticwolf.com

Eden Prairie MN

Contact: Logan McAlpin, Sr. Account Representative

Phone: 612-304-0875

logan.mcalpin@arcticwolf.com



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Midwest Bankers Insurance Services

www.mbisllc.com

Eden Prairie MN

Contact: Adam Dawson, Regional Sales Manager

Phone: 952-261-8978

adamd@mbisllc.com



The Baker Group

www.gobaker.com

Oklahoma City OK

Contact: Jantz Kinzer, Managing Director

Phone: 405-415-7255

jantz@gobaker.com



ODP Business Solutions

www.odpbusiness.com

Austin TX

Contact: Kimberly Gilbert, Senior Inside Sales Representative

Phone: 855-337-6811 (12815)

kimberly.gilbert@officedepot.com



BHG Financial Institutional Network

bhginstitutionalnetwork.com/ND

Davie FL

Contact: Keith Gruebele, EVP/Institutional Relationships

Phone: 954-263-6399

kgruebele@bhg-inc.com



SBS Cybersecurity

www.sbscyber.com

Madison SD

Contact: Cole Kratovil, Account Executive

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cole.kratovil@sbscyber.com



Compliance Alliance

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Austin TX

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Superior IRA & HSA

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DataVerify Flood Services

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Norwalk OH

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Phone: 419-660-8589

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