



NDBA Ag Credit Conference

October 2-3, 2024
In-Person and Virtual Options

Conference Location:
Hilton Garden Inn | Fargo ND



Create Everyday **EXCELLENCE**

Also in this issue:
2024 NDBA

Regional Member Meetings

HSA & IRA Seminars

Fall 2024

IRA Fundamentals

October 21 | Radisson Hotel, Bismarck

October 23 | Delta Hotel by Marriott, Fargo

Advanced IRAs

October 22 | Radisson Hotel, Bismarck

October 24 | Delta Hotel by Marriott, Fargo

HSA Frontline Fundamentals

October 25 | Delta Hotel by Marriott, Fargo

Register now at www.ndba.com.

About the instructor:

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



NORTH DAKOTA
BANKERS
ASSOCIATION



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Upcoming NDBA Events

| SEPTEMBER 2024 | | | | | | |
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| MAY 2025 | | | | | | |
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September 2024

- 9-12 **Regional Member Meetings**
Four Locations!
- 25 **Peer Group Consortium** - Bismarck
- 30-Oct 2 **Internal Audit School** - Virtual

October 2024

- 2-3 **Ag Credit Conference** - Fargo
- Bank Security & Leadership Training**
8 Holiday Inn, Bismarck
9 Holiday Inn, Fargo
- 15-16 **Effective Leadership Training** - Bismarck
- 21 **IRA Essentials** - Radisson Hotel, Bismarck
- 22 **Advanced IRAs** - Radisson Hotel, Bismarck
- 23 **IRA Essentials** - Delta Hotel by Marriott, Fargo
- 24 **Advanced IRAs** - Delta Hotel by Marriott, Fargo
- 25 **HSA Workshop** - Delta Hotel by Marriott, Fargo

February 2025

- 12 **2025 NDBA Bank Management Conference and Legislative Reception**
Radisson Hotel, Bismarck
- 26 **Fundamentals of Commercial Lending**
Virtual via Zoom

March 2025

- 26 **Analyzing Repayment Sources**
Virtual via Zoom

April 2025

- 22-24 **Tri-State Trust Conference**
Delta Hotel by Marriott, Fargo



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Mission Statement

Extraordinary Leadership for North Dakota Banks



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BANKING ARTICLES



House and Senate in August Recess

The U.S. House and Senate are in their August recess. Both will be back in session on September 9th.

NDBA Joins ABA, ICBA & State Bankers Associations in Comment to FCC on Use of Weiss Safety Rating

NDBA joined the ABA, ICBA and over 70 state banking associations across the United States to urge the Federal Communications Commission (FCC) to discontinue its requirement that banks obtain a Weiss safety rating in order to be eligible to provide a letter of credit (LOC) to recipients of the FCC's Rural Digital Opportunity Fund (RDOF).

In the letter, the associations argue that the Weiss rating "should be eliminated altogether from the rules" stating that the rating organization is not a "nationally recognized statistical rating organization that is registered with the U.S. Securities and Exchange Commission (SEC)" and that there is no transparency as to the formula used for generating their bank safety ratings and several comments on their website raise concerns as to the reliability of their analysis."

Read more: <https://ndba.com/uploads/23/FCCRDOFSBACOMmentLtr080524.pdf>

Interactive Teller Machines Not Considered Bank Branches

State nonmember banks do not need the FDIC's consent to establish a bank branch when setting up interactive teller machines in locations without a physical branch, the agency said in a financial institution letter.

Nonmember banks must obtain the FDIC's permission before establishing a new branch. However, federal law specifically excludes

automated teller machines and remote service units from the definition of branch. The agency said it has received several inquiries on whether ITMs would fall under that exemption given the technology allows customers to remotely interact with live tellers.

The FDIC said it would not consider an ITM to be a "domestic branch" subject to approval as long as two conditions are met. First, the ITM is an automated, unstaffed banking facility owned or operated exclusively for the bank. Second, customers must be able to perform transactions without the involvement of bank personnel and must have the sole discretion to initiate and terminate interactive sessions with bank personnel.

"ITMs that operate outside of these parameters may require a branch application," FDIC said.

Read more: <https://bankingjournal.aba.com/2024/08/fdic-interactive-teller-machines-not-considered-bank-branches/>

Contract-for-deed Deals Subject to Truth in Lending Act Protections

"Contract-for-deed" real estate transactions are subject to the protections associated with residential mortgage loans under the Truth in Lending Act, the Consumer Financial Protection Bureau said in an advisory opinion.

In a contract-for-deed deal, a seller agrees to turn over a home's deed only after the buyer completes a series of payments. In a statement, the bureau said that such deals "often have little oversight, and investment groups and other sellers can set a series of traps that leave buyers in unlivable homes, on the hook for tax liens and expensive repairs, and at risk of losing their down payments and homes."

The CFPB said that home prices are often inflated under contract-for-deed deals because sellers are not competing against banks or other mainstream mortgage lenders, and the homes come without the benefit of inspections associated with mainstream mortgage financing. Under TILA, larger sellers, such as investment groups,

must assess borrowers' ability to repay loans, provide informative and accurate disclosures, and limit "balloon" payments that prevent buyers from even getting the full legal title of their homes, according to the bureau.

The CFPB also released a separate report concluding that contract-for-deed loans are disproportionately concentrated in low-income, Black, Hispanic, immigrant and some religious communities. The report also concluded that the deals "can harm housing markets by causing or perpetuating substandard housing stock, inflated home prices and less access to mainstream mortgage credit."

Read more: https://files.consumerfinance.gov/f/documents/cfpb_contract-for-deed_advisory-opinion_2024-08.pdf

FDIC Alerts Banks About New QPAM Exemption Changes

The FDIC issued a financial institution letter to notify banks about recent amendments to the prohibited transaction class exemption 84-14 rule, better known as the QPAM exemption.

The Department of Labor in April adopted amendments to the exemption that, among other things, require QPAMs to register with DOL through a one-time notice that the QPAM is relying on the QPAM exemption. The FDIC noted the new requirement in its letter, pointing out that banks have until Sept. 15 to notify DOL of their intent to rely upon the exemption.

Other amendments made by the DOL included an update of the list of crimes to expressly include foreign crimes, an expanded list of the circumstances that may lead to QPAM ineligibility, and a one-year winding down period to help pension plans and IRAs transition to a new asset manager in the event a QPAM becomes ineligible.

Read more: <https://www.fdic.gov/news/financial-institution-letters/2024/qualified-professional-asset-manager-qpam-exemption>

Financial Institutions Face Challenges in Warning Consumers About Payment Scams

Financial institutions face a challenge in effectively conveying to consumers fraud warnings and helping consumers better understand how scams play out, according to a recent report on payment scams authored by the Government Accountability Office. The report covers the characteristics of payment scams and the role of financial institutions in preventing, detecting and recovering from scams. As part of its research, the GAO interviewed representatives from banks and credit unions about the challenges they face in mitigating the problem.

One challenge cited is raising awareness among customers about the prevalence of scams. "Despite efforts to educate consumers, financial institution representatives told us many consumers believe they will not fall victim to fraud," GAO said. "Institutions reported that consumers often ignore scam warnings until it is too late."

Another challenge is preventing customers from sending fraudulent payments even after they have been warned about the scam. "Sophisticated social engineering tactics manipulate victims, sometimes making them unwilling to believe they are being scammed," the agency said. "Further, financial institutions may hesitate to intervene, such as by refusing to complete the transaction, for fear of losing the customer."

The report noted that financial institutions seek to reduce scams through consumer education, staff training, and process and technology solutions. However, financial industry representatives emphasized that the problem requires a multisector approach. Telecommunication and social media companies could play a greater role in reducing these scams by making it more difficult for scammers to communicate with potential victims, they said. Law enforcement also could play more of a role in deterring scams involving fraudulently induced payments by increasing the number of investigations and prosecutions of such payments.

Read more: <https://www.gao.gov/products/gao-24-107107>

Debit Card Use Grew in 2023

U.S. consumers are using debit cards for more transactions and spending more when they make purchases, according to a new survey of banks and credit unions by the debit payments network Pulse. The survey found that debit transactions and dollar volume grew by 4% from 2022 to 2023.

Active cardholders completed 34.6 transactions per month in 2023, including 30.7 point-of-sale, or POS, transactions, two account-to-account transfers and 1.9 ATM transactions, according to Pulse. POS use grew at an average annual rate of 4.4% between 2018 and 2023. The average debit ticket size was \$46.89 in 2023, an average increase of 3.4% per year over the period. Annual spending per active card was \$17,274, up an average of 8.1% per year during the same period.

Card issuers reported a debit penetration rate – the percentage of accounts with an associated debit card – of 80.5%, improving by an average of 0.6% per year between 2018 and 2023. Debit card active rates – the percentage of debit cards used regularly – declined 0.2% per year to 66.3% in 2023.

Mobile devices originated 7% of all debit transactions and 15% of in-store contactless payments in 2023, according to the survey. Apple Pay was the most popular digital wallet.

Read more: <https://www.pulsenetwork.com/public/debit-issuer-study/>

USDA Discrimination Payments are Targets for Check Fraud

The Biden administration recently began issuing payments to eligible applicants under the Inflation Reduction Act's Discrimination Financial Assistance Program. The payments – which are intended to provide financial assistance to farmers, ranchers and forest landowners – are for discrimination that occurred under the USDA's Farm Service Agency Direct Farm Loan Program through 2021. Due to the increase in check fraud currently experienced by banks, depository institutions need to be aware of the program and how to go about validating the checks.

Treasury checks are among criminals' favorite targets because generally banks must provide the money before they can learn if the check is not valid or stolen, and it has been reported that they are actively targeting the USDA checks. Additionally, due to the high levels of fraud with Treasury checks, it is recommended that banks only cash Treasury checks for existing customers whose accounts are at least one year old.

More than 43,000 individuals will receive payments. Congress allocated \$2.2 billion, and recipients include more than 23,000 people who have or had a farming or ranching operation, who are receiving between \$10,000 and \$500,000 of assistance, with an average of nearly \$82,000. Recipients also include over 20,000 individuals who planned to have a farming or ranching operation, but reported they were unable to do so because they couldn't get a USDA loan. They are receiving between \$3,500 and \$6,000 of assistance, with an average of \$5,000.

Paper checks were issued beginning Aug. 2. There is reference code in the memo line of the check, which can be used to identify a check as part of these payments. All aspects of the checks except for the name can be verified by the Treasury Department. For verification of the name, a financial institution can call (800) 721-0970. By providing the information on the check, the DFAP call center will confirm the validity of the payment.

Read more: <https://www.usda.gov/media/press-releases/2024/07/31/biden-harris-administration-issues-financial-assistance-more-43000>

View Treasury Check Validation: <https://tcvs.fiscal.treasury.gov/>

FinCEN Issues Guidance to Help Bank Customers Understand New BOI Reporting Rules

The Financial Crimes Enforcement Network has issued a notice to financial institution customers about the new beneficial ownership information reporting rule requirements, explaining why certain customers must report directly to the agency in addition to giving information to their banks, which are subject to the customer due diligence rule. The notice also explains differences between the

reporting rule, which applies to approximately 33 million small businesses, and the CDD rule, which applies to banks and other FIs.

The two-page notice explains the legal requirements for reporting rule information collection as well as the compliance deadlines that businesses and other entities must meet. It also contains two charts breaking down what types of BOI entities must report to FinCEN versus the information that financial institutions are required to collect from their customers.

Read more: <https://www.fincen.gov/sites/default/files/shared/BOI-Notice-to-Customers-508FINAL.pdf>

FinCEN Releases Commercial on Beneficial Ownership Information Reporting

The Financial Crimes Enforcement Network released a new video and radio commercial to educate business owners on the new beneficial ownership information reporting requirements. It is part of a larger public outreach campaign by the agency, which includes a dedicated website and videos on BOI reporting.

Read more: <https://www.fincen.gov/boi>

ABA Unveils Updated Fraud Contact Directory

Directory, an expanded, online resource that helps banks connect with other institutions to resolve warranty breach claims for checks as well as claims for unauthorized and/or fraudulent transfers for wires, ACH, real-time payments or FedNow.

The directory of fraud contacts is searchable by bank name, city, state or FDIC number. Access to the database is only available to banks that provide their fraud contacts. ABA member and non-member banks are invited to participate. The more institutions that get involved, the more helpful the directory will be for the industry, according to ABA.

Read more: <https://www.aba.com/banking-topics/risk-management/fraud/check-fraud>

IRS Finalizes Rule on Proposed Required Minimum Distributions

The IRS finalized its proposed rule on required minimum distributions, including requirements for distributions from a qualified retirement plan such as an IRA – during the life of the retirement employee and after the death of the employee.

Implementing the legislative requirements of SECURE and SECURE 2.0, the final rule sets a required beginning date for distributions and identifies the period during which the employee's entire interest must be distributed. Among other things, the final

rule clarifies how the new 10-year rule on distributions operates for eligible beneficiaries – such as an employee’s spouse, minor child, a chronically ill or disabled person, or another beneficiary not more than 10 years younger than the employee – and for other, “ineligible” beneficiaries. While eligible beneficiaries have some flexibility on the manner and timing of distribution of their inherited interest, ineligible beneficiaries must have their entire interest distributed within a 10-year period.

Addressing the concern that banks should not be responsible for maintaining or protecting a beneficiary’s private health care information that is not necessary to fulfill their role as IRS trustee/custodian, the agency adopted the recommendation that IRA trustees and custodians not be required to obtain documentation – as is the case for plan administrators – of an eligible beneficiary’s disability or chronic illness. The final rule’s applicability date will be prospective, not retroactive. The final rule is effective Sept. 24 and applies for purposes of determining RMDs for calendar years beginning on or after Jan. 1, 2025.

Read more: <https://www.govinfo.gov/content/pkg/FR-2024-07-19/pdf/2024-14542.pdf>

Fannie Mae, Freddie Mac Push Back Reconsideration of Value Application Deadline

Fannie Mae and Freddie Mac have extended the effective date for the appraisal reconsideration of value, or ROV, requirements. Sellers must now comply with the ROV requirements for mortgages with application received dates on or after Oct. 31

The date change is meant to give sellers additional time to implement ROV processes, according to Freddie Mac.

The ROV policy, which was announced in May, allows borrowers to request that an appraiser re-assess the appraised value of a property due to potential appraisal reporting deficiencies or an inappropriate selection of comparable properties. It was part of a larger package of Federal Housing Administration and Federal Housing Finance Agency policies meant to give borrowers the ability to challenge property appraisals that they believe are inaccurate or biased.

Read more: <https://guide.freddiemac.com/app/guide/bulletin/2024-F>

Proposals in State Legislatures Target Digital Assets, CBDCs

At least 35 states have taken up proposed bills on cryptocurrency and other digital assets in 2024, with several states adopting laws on issues ranging from crypto mining to banning the use of a central bank digital currency, according to a new analysis by the National Conference of State Legislatures.

NCSL tracked more than 200 resolutions and proposed laws related to digital assets introduced in state legislatures this year. Many failed to advance while many others remain under consideration. Still, more than 60 resolutions and bills have been adopted so far. One example is Colorado, which repealed its Digital Token Act, a 2019 state law that exempted cryptocurrencies from certain regulations for securities and investment products. Another example is Louisiana, which passed a law prohibiting governmental authorities from blocking digital assets as a form of payment for goods and services, but at the same time prohibited state agencies and local governments from accepting CBDCs as a form of payment.

Several states took up legislation to ban or restrict the use and development of CBDCs, inspired in part by recent amendments made by the Uniform Law Commission to the Uniform Commercial Code to address transactions involving digital assets. Georgia prohibited governmental agencies from using CBDC as payment and from participating in testing the use of such currency. Nebraska passed a law to prevent the UCC from being used in the creation of CBDC. South Dakota adopted a resolution opposing the creation of a CBDC.

Read more: <https://www.ncsl.org/financial-services/cryptocurrency-digital-or-virtual-currency-and-digital-assets-2024-legislation>

Credit Cards Remain Most Popular Payments Option

A recent survey by TD Bank found that a majority of respondents had multiple credit cards, with rewards programs being the most enticing feature when choosing a new card. The bank’s 2024 Consumer Spending Index found that not only did most respondents have multiple credit cards, nearly half (47%) said they had three or more cards.

Rewards cards dominate the credit card space with more than eight in 10 consumers (83%) having one, according to TD Bank. When it comes to choosing a new card, consumers are most enticed by the rewards program structure (34%), attractive introductory offers (33%) and the reputation of the card issuer or financial institution (24%).

Debit cards also remain popular, with consumers closely split between credit and debit as their primary method for making day-to-day purchases, with 43% using a credit card and 39% using a debit or check card tied to a checking account. The preference for credit cards was driven by several factors, including convenience (64%), the opportunity to maximize rewards (60%) and enhanced security on purchases (46%). Only 10% of respondents report using cash as their primary spending method.

Respondents also expressed hesitancy to embrace buy now pay later options, with only 28% having used BNPL installment options. The use of BNPL was popular among millennials, with 45% having used

BNPL compared to just 16% of baby boomers. Those who do use BNPL often cite the ability to spread out payments for items that wouldn't otherwise fit their budget (47%) and the appeal of low or no interest rates (23%).

Read more: <https://stories.td.com/us/en/article/td-bank-survey-reveals-nearly-one-third-of-consumers-are-cutting-back-spending-as-inflation-pains-linger>

Democrats Introduce Bill to Require Reimbursements for Electronic Transfer Fraud

Democrats in the House and Senate have introduced legislation to require financial institutions to reimburse customers for electronic fund transfers that took place because the customer was scammed into sending the payment.

The Protecting Consumers from Payment Scams Act would amend the Electronic Fund Transfer Act “to better protect consumers who are defrauded when they make payments,” according to a summary of the legislation by its sponsors. In addition to expanding legally required reimbursements to cover frauds and scams, the bill would mandate that such payments be evenly split between a customer's financial institution and the institution that received the fraudulent transfer. It would also mandate that resolution duties apply if the consumer's account is frozen or closed, unless access has been denied due to a court order, law enforcement or the consumer obtained the funds through unlawful or fraudulent means.

The legislation is sponsored in the Senate [S. 4943] by Sens. Richard Blumenthal (D-Conn.) and Elizabeth Warren (D-Mass.) and in the House [H.R. 9303] by House Financial Services Committee Ranking Member Maxine Waters (D-Calif.)

FDIC Seeks Public Input on Deposit Data

The FDIC has issued a request for information on deposit data not currently reported in call reports or other regulatory reports, including uninsured deposits.

According to the request, the FDIC is seeking information on the characteristics that affect the stability and franchise value of different types of deposits. It also wants input on whether more detailed or frequent reporting of those characteristics, or on different types of deposits, could enhance offsite risk and liquidity monitoring; inform analysis of the benefits and costs associated with additional deposit insurance coverage for certain types of deposits; improve risk sensitivity of deposit insurance pricing; and provide analysts and the public with accurate and transparent data.

“While banks are required to provide certain data on deposit liabilities on the call report, they do not report comprehensive

data on the composition of insured and uninsured deposits nor the characteristics of those deposits,” FDIC Chairman Martin Gruenberg said. “As a result, the FDIC does not have historical data on banking industry trends for different types of insured and uninsured deposits, including how depositors would behave in times of stress.”

Read more: <https://www.fdic.gov/news/press-releases/2024/fdic-board-approves-request-information-deposits>

Banking Agencies Seek Public Feedback on Regulatory Burden

The Federal Reserve, FDIC and Office of the Comptroller of the Currency have published the second in a series of requests for public comment on reducing the regulatory burden for financial institutions. The first request was published in February.

The Economic Growth and Regulatory Paperwork Reduction Act requires the Federal Financial Institutions Examination Council and bank regulators to review their regulations every 10 years to identify any outdated or otherwise unnecessary regulatory requirements for their supervised institutions. As part of a two-year review, the agencies divided their regulations into 12 categories. For the second round, the agencies are soliciting comments on regulations in three categories: consumer protection; directors, officers and employees; and money laundering.

The public has 90 days from publication of the notice in the Federal Register to comment on the relevant regulations. The agencies also announced a Sept. 25 virtual meeting to take comments. Individuals interested in providing oral comments must register by Aug. 9 and indicate the regulatory category they would like to discuss. Advanced registration is not required for observers.

Read more: <https://www.federalreserve.gov/newsevents/pressreleases/files/bcreg20240725a1.pdf>

CrowdStrike Releases Initial Findings About Cause of IT Outage

A widespread computer systems outage that hit many banks and other businesses was caused by a defect found in an update for CrowdStrike software and was not a cyberattack, the cybersecurity firm announced.

CrowdStrike released the initial findings of its internal review of the incident, which took down systems worldwide. According to the report, the flaw that caused the outages was contained in an update for its Falcon platform, which caused Windows systems to crash. Mac and Linux users were not affected. The company's content validation software failed to identify the problem before the update was sent out because of a bug.

In a statement, CrowdStrike CEO George Kurtz urged customers with questions to reach out to their CrowdStrike representative or technical support.

“We know that adversaries and bad actors will try to exploit events like this,” Kurtz said. “I encourage everyone to remain vigilant and ensure that you’re engaging with official CrowdStrike representatives. Our blog and technical support will continue to be the official channels for the latest updates.”

Read more: <https://www.crowdstrike.com/falcon-content-update-remediation-and-guidance-hub/>

FDIC Finalizes Rule Easing Bank Hiring Restrictions

The FDIC recently issued a final rule easing restrictions on bank hiring of job candidates with criminal histories.

Section 19 of the Federal Deposit Insurance Act generally prohibits banks from hiring a person convicted of an offense involving dishonesty, breach of trust or money laundering without first seeking consent from the FDIC. But in 2022, President Biden signed into law the Fair Hiring in Banking Act, which created several exclusions to the consent requirement. The FDIC’s final rule implements—and expands upon—the provisions of the Fair Hiring in Banking Act.

The final rule specifically notes that crimes prosecuted by foreign authorities are within the scope of Section 19; provides a full definition of “certain crimes involving controlled substances” for Section 19 purposes; and provides much-needed certainty regarding offenses too small to justify a criminal conviction (*de minimis* offenses).

Read more: <https://www.fdic.gov/system/files/2024-07/fr-revisions-to-the-fdics-section-19-regulations.pdf>

More Than 61 Million Americans Covered by Health Savings Accounts

More than 37 million health savings accounts existed at the end of 2023, providing coverage to more than 61 million Americans, according to a new survey by Devenir and the American Bankers Association’s HSA Council. The survey found that millennials continue to be major users of HSAs, with 30% of accounts held by people in their 30s.

Account holders ages 55 or older had accumulated more than \$52 billion in their accounts at the end of 2023, which was a 20% increase from the previous year, according to the survey. The average account balance for the age group was \$5,739. At the same time,

68% of HSA holders live in a zip code with a median household income of less than \$100,000.

Read more: <https://www.devenir.com/research/2023-devenir-hsa-council-demographic-survey/>

Paycheck Advance Products Subject to Truth in Lending Act, Reg Z

The CFPB has proposed an interpretive rule declaring that paycheck advance, including earned wage access, products are consumer loans subject to the Truth in Lending Act and Regulation Z. The bureau also published a related report on employer-sponsored paycheck advance loans that alleged that the “typical” loan carries an annual percentage rate of more than 100%. The bureau set an Aug. 30 deadline for comments on the proposed interpretive rule.

According to the CFPB, the interpretive rule states that consumers who use paycheck advance or “earned wage” products incur a “debt” and therefore the funds advanced to the consumer are “credit.” The provider must calculate and disclose the finance charge associated with the advanced funds, including any “tips” the consumer chooses to leave for the provider and expedited funds delivery fees, as well as comply with other provisions of Regulation Z. The rule replaces a 2020 advisory opinion that addressed employer-sponsored EWA products where the consumer does not pay any required or voluntary fee to the provider.

As for the report on employer-sponsored advances, the CFPB estimated that the number of transactions processed by providers grew by more than 90% from 2021 to 2022, with more than 7 million workers accessing approximately \$22 billion in 2022. Roughly 90% of workers paid at least one earned wage product-related fee out of the companies surveyed, according to the bureau. The APR for a typical employer-partnered earned wage product transaction was 109.5%, based on the CFPB sample.

Read more: https://files.consumerfinance.gov/f/documents/cfpb_paycheck-advance-marketplace_proposed-interpretive-rule_2024-07.pdf

FDIC Releases FAQ on New Signage Rule

The FDIC has released a list of questions and answers about its new rule regarding the display of the official FDIC sign in banks and bank digital channels, as well as the misrepresentation of deposit insurance status. The FAQ will be periodically updated.

Read more: <https://www.fdic.gov/deposit-insurance/questions-and-answers-related-fdics-part-328-final-rule>

PROFESSIONAL TRAINING



North Dakota Bankers Association

Education Events

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

| EVENT | DATE | LOCATION | WHO SHOULD ATTEND? |
|--|--------------------------|--|---|
| NDBA Regional Member Meetings | September 9-12 | Grand Forks - Fargo - Bismarck - Minot | All NDBA Members! |
| NDBA Peer Group Consortium | September 25 | National Energy Center of Excellence, Bismarck | Those involved in individual peer groups (Audit, HR, Compliance, Fraud, IT, ERM, Communications/ Marketing, Teller Supervisors) are encouraged to attend. |
| Internal Audit School In partnership with Texas Bankers Association & Review Alliance Inc. | September 30-October 2 | Virtual | New to intermediate level internal auditors. Also an excellent refresher for experienced personnel to keep them abreast of current techniques and procedures. |
| NDBA Ag Credit Conference | October 2-3 | Hilton Garden Inn, Fargo | Both entry-level and experienced ag lenders will gain valuable information. |
| BLUE-U Defense: Bank Security & Leadership Training | October 8 October 9 | 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. |
| Effective Leadership | October 15-16 | Courtyard by Marriott, 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. |
| IRA Essentials | October 21 October 23 | Radisson Hotel, Bismarck Delta Hotel, Fargo | 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 22 October 24 | Radisson Hotel, Bismarck Delta Hotel, Fargo | This is an advanced session; previous IRA knowledge is assumed. |
| HSA Workshop | October 25 | Delta Hotel by Marriott, Fargo | This is a beginner's session; no previous HSA knowledge is assumed. |

ONLINE EDUCATION



Upcoming Bank Webinars

| EVENT | DATE |
|--|---------------------|
| Reporting Impact of Capital Transactions in the Call Report | 8/26/2024 |
| Deposit Regulation Training for Customer Service Representatives | 8/27/2024 |
| TRID Hot Spots | 8/28/2024 |
| Best-Ever Compliance Checklists for Consumer Loans | 8/28/2024 |
| Reg O and W: Dealing with Insiders | 8/29/2024 |
| New BSA Officer Training | 9/3/2024 |
| BSA/AML: Crypto and Virtual Currency | 9/4/2024 |
| Navigating the Rules and Regulations of Fraud & Risk in FedNow® and RTP® | 9/4/2024 |
| ECOA Small Business Lending Data Collection | 9/5/2024 |
| IRAs From Start to Finish - Part 1: Building the Foundation | 9/5/2024 |
| IRAs: Achieving a Working Knowledge from Start to Finish - 4 Part Series | 9/5/2024 |
| Unclaimed Property Compliance for Financial Institutions | 9/6/2024 |
| Schedule RC-R Part I and Part II - 2 Part Series | 9/9/2024, 9/10/2024 |

| EVENT | DATE |
|---|-----------|
| NACHA Quarterly Update - 4 Part Series (2024) | 9/10/2024 |
| Total TRID Training - 4 Part Series | 9/10/2024 |
| NACHA Quarterly Review - September | 9/10/2024 |
| Posting with Confidence: Social Media Compliance | 9/11/2024 |
| Small Business Lending Program | 9/11/2024 |
| Total TRID Training - 4 Part Series | 9/11/2024 |
| IRAs From Start to Finish - Part 2: Rollovers and Transfers | 9/12/2024 |
| Reducing Risk by Managing Your ACH Exceptions | 9/12/2024 |
| Commercial Construction Lending | 9/16/2024 |
| Total TRID Training - 4 Part Series | 9/17/2024 |
| Reducing Risk by Managing Your ACH Exceptions | 9/17/2024 |
| Total TRID Training - 4 Part Series | 9/18/2024 |

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

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

From the CORNER CHAIR

Deneen Axtman | NDBA CHAIR | Cornerstone Bank, Fargo



Hello Bankers! Fall is already starting to show up, and the combines are in the fields. To be honest, autumn is my favorite season – the changing of colors, the harvest, and of course it's budgeting season in many banks! A time to reflect on the past and plan for the future. Even with the challenges facing our industry, North Dakota banks are strong and have a bright future!

Make sure you are taking advantage of all that NDBA has to offer this fall. You can read about these upcoming events in this issue of the Bulletin:

- Regional Member Meetings – September 9-12. I hope to see many of you in attendance! Yes it's a time for golf and fun, but we also have an excellent speaker: Dustin James with his topic "Create Everyday Excellence."
- Peer Group Consortium – September 24 & 25 in Bismarck. If the agenda interests you or affects you/your bank, please plan to attend. See page 17 for more information.
- NDBA Ag Credit Conference – October 2-3 in Fargo. Speaking of harvest, the conference topics include "Credit Decisions in Tough Times" and "Leading with Intention in Ag." Learn more on page 24.

You may have also received information recently about considering a contribution to BankPAC. BankPac helps us give voice to our state and national legislators when it comes to issues that affect the banking industry and our communities. The BankPAC committee works hard to allocate funds where they can make a difference.

As you read earlier, my challenge this year is to **Engage**. This month, I encourage you to do two things: find a mentor if you don't already have one, and be a mentor as well. There is so much value to be gained from a mentor. Think about who may be able to help you grow in some way – in your current position, in your career, in your soft skills, or in your approach; and then take it a step further and also consider who you could help by being a mentor. Additionally, consider that it may be someone inside your financial institution, but also consider those you respect in another financial institution or outside of our industry. As I noted last month, one thing I've learned about ND Bankers... they are willing to help each other.

I consider it a privilege to serve each and every one of you.

Fondly,

Deneen



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



WASHINGTON UPDATE



Defend the Dual Banking System

Since the time of President Lincoln, American consumers have benefited from a dual banking system, made up of both state-chartered institutions and federally chartered national banks.

This system—which can trace its roots back to the U.S. Constitution—allows consumers to have more choices. It offers them a robust marketplace of banks of different sizes and business models to meet their needs. And it enables the nation's more than 750 national banks to operate safely, soundly and efficiently across multiple jurisdictions under the supervision of the OCC, while at the same time allowing state banks to serve their communities with local supervision.

But this system, which has served our country well for more than 150 years, is now coming under threat, as lawmakers in both red states and blue states have begun to pass laws that will interfere with national bank operations, violate federal preemption and tread squarely on the OCC's turf.

Just look at the situation currently unfolding in Illinois, with the Interchange Fee Prohibition Act that was signed into law this summer as part of the state's budget legislation. This misguided law bans banks, credit unions, payments networks and other entities from charging or receiving interchange fees in Illinois on taxes and tips charged as part of a credit or debit card transaction.

This law—which will create unprecedented chaos and confusion for consumers and businesses if allowed to take effect—violates multiple federal statutes, including the National Bank Act and the Federal Credit Union Act, and cannot be enforced against national banks, federal savings institutions or state-chartered banks, as well as federally and state-chartered credit unions. It also runs afoul of the Electronic Fund Transfer Act, which directly addresses the permissible amount of interchange fees

for debit card transactions and does not carve out taxes and gratuities.

This law, a gift to corporate mega-retailers as part of a last-minute budget deal, is the first of its kind to pass in the nation. We can't let it stand and run the risk other states follow, which is why ABA is fighting back.

Together with the Illinois Bankers Association, America's Credit Unions and the Illinois Credit Union League, we filed a lawsuit challenging the law, and we are seeking a preliminary injunction pausing implementation until the court can rule on the merits of our case. With top outside lawyers assisting us, we have confidence we will prevail in this case, sending a strong message to other states looking to follow Illinois' lead.

We've seen a different kind of challenge to the dual banking system in other states. Florida and Tennessee have put in place their own safety and soundness tests, encroaching on the OCC's federal overnight of national banks.

Like ABA, the OCC has taken notice.

We've been encouraged by comments from Acting Comptroller Michael Hsu noting that his agency will continue to defend the dual banking system. The acting comptroller pointed out in recent remarks that "increasingly, banks are being asked by states to pick a side in service of performative politics rather than deliberative policy." This simply shouldn't be the case, and we will continue to urge the OCC to exercise its authority when states cross the line.

Our dual banking system has served Americans well for decades. ABA will continue to push back against efforts to undermine that system, and we'll keep pressure on regulators to do the same.

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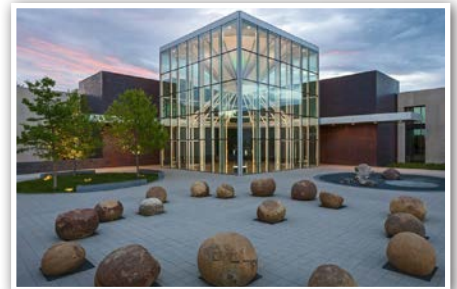
NDBA Peer Group Consortium

September 24-25, 2024 | Bismarck, ND

Register by September 6!

For more information and to register, visit:

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



Patrick Smith



Deneen Axtman

Tuesday, September 24

5:30 - 7:30 pm | Welcome Reception

North Dakota State Heritage Center

Join us for a private event featuring delicious food and beverages, fellowship and fun at the North Dakota State Heritage Center on the beautiful State Capitol grounds.

Wednesday, September 25 | 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
- "Fraud: Covid Impacts, Trends and AI Risks"
Patrick Smith, American Bankers Association, Washington, DC
- "Message from the NDBA Chair"
Deneen Axtman, Cornerstone Bank, Fargo
- "Why You Should Pay Attention to Introverts at Work"
Kaila and Kyle, Per My Last Email Podcasters, Morning Brew, NY
- Individual peer group meetings facilitated by bankers discussing topics submitted by bankers:
 - Audit
 - ERM
 - Information Technology
 - Teller Supervisor
 - Compliance
 - Human Resources
 - Marketing

There is no cost to attend.

The Consortium is made possible by generous sponsors supporting North Dakota's banks:

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Eide Bailly LLP
Graduate School of Banking - Wisconsin

Midwest Bankers Insurance Services
NDBA Services, Inc.
ND Banks Benefit Trust
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Superior IRA & HSA

For more information or to join a peer group, please contact Ann Reich at ann@ndba.com.



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NDBA IRA and HSA Training

IRA Fundamentals – October 21, Bismarck
Advanced IRAs – October 22, Bismarck

IRA Fundamentals – October 23, Fargo
Advanced IRAs – October 24, Fargo
HSA Workshop (1/2 Day) – October 25, Fargo



Meet Your Instructor
Heidi LeMieur, CISP
Vice President –
Compliance &
Training





Announcing **BND 101**

Join us to learn more about
Bank of North Dakota programs
and the unique relationship we
have with banks and credit unions
in North Dakota.

Register today to reserve your
seat in the upcoming webinars.

bnd.nd.gov/bnd101

BND 101 Schedule October 2024

All sessions are held from 1:30-2:30 p.m. C.T.

Session 1 | October 2

Commercial loan and agriculture loan programs

Session 2 | October 9

BND's role in North Dakota and treasury,
operations and retail bank services

Session 3 | October 16

Collateral Valuation Services

Session 4 | October 23

Student loans and SmartWithMyMoney.nd.gov –
Banking's role in making North Dakota the most
financially literate state in the country

BND 101 is open to all banking and economic development professionals
and is held virtually on Wednesdays during the month of October.

2024 NDBA Regional Member Meetings



Featuring
DUSTIN E. JAMES

Create Everyday
EXCELLENCE

Four Locations!



SEPTEMBER 9

Grand Forks

UND Gorecki Alumni Center

Northeast Region

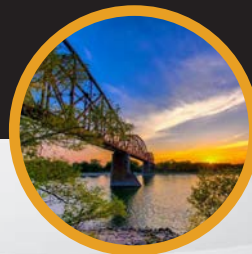


SEPTEMBER 10

Fargo

Holiday Inn

Southeast Region



SEPTEMBER 11

Bismarck

Sixteen03 Main Events

Southwest Region



SEPTEMBER 12

Minot

Sleep Inn and Suites

Northwest Region

REGISTER AT [NDBA.COM](https://www.ndba.com)

An Invitation

NDBA's Regional Member Meetings provide a special opportunity to visit with regional bankers, share a great meal and get inspired!

This is the perfect event to attend as a team. Enjoy an evening of learning how to "do" better, both professionally and personally ... and start committing to excellence.

Many NDBA business partners sponsor the Regional Member Meetings and are always grateful for the opportunity to connect with bankers. If you enjoy hitting the links, there is also an optional golf event during the day.

I look forward to serving as NDBA Chair this year and hope to see you the week of September 9-12.



Deneen Axtman | NDBA Chair
SVP/COO - Cornerstone Bank
Fargo

Schedule

| | |
|----------------|--|
| 11:00 am | Golf Tee Times Start |
| 4:30 - 5:30 pm | Registration and Reception |
| 5:30 - 6:30 pm | Dinner and NDBA Service Award Presentations |
| 6:30 - 6:40 pm | NDBA Update by NDBA President & CEO Rick Clayburgh |
| 6:40 - 6:50 pm | Message from NDBA Chair Deneen Axtman |
| 7:00 - 7:50 pm | Dustin E. James: "Create Everyday EXCELLENCE" Identify the factors we can control daily to elevate relationships, sales, and the customer experience. |
| 8:00 pm | Adjourn |

Featured Speaker

Dustin E. James

Dustin E. James is high-octane all the time. He carries a huge amount of energy and a winning attitude to everything he does... and the tank never runs empty. Dustin is a proud husband and father of two, a sales professional, serial entrepreneur, and motivational speaker. He has presented to over 500,000 individuals. Dustin brings over 20 years of real business experience to his audience and is currently managing three very successful businesses.

Create Everyday EXCELLENCE

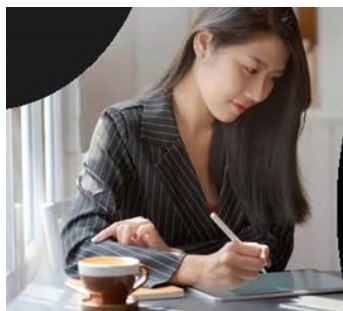
Program Highlights

Master the 4 Es of **EXCELLENCE** in our everyday lives:

- **EMOTIONAL** control
- the confidence of **EXPERIENCE**
- the value of daily **EDUCATION**
- and impact of **ENERGY**

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GET STARTED



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Join an online course with group collaboration, instructor feedback and guidance, and fixed start and end dates. Facilitated online courses provide an opportunity to meet your learning goals with the benefit of a classroom, but in an online environment:

- Peer interaction in the learning community with the instructor and other students keeps you actively engaged and motivated
- Experienced industry professionals provide frequent feedback and context to your learning
- Convenient weekly schedule with no required meeting times means you decide when to work on course assignments

IRA Online Institute | [click here](#)

September 2, 2024 – November 24, 2024

Member Price: \$1,795 (readings included)

This course is a comprehensive, 12-week, web-based IRA training program developed and supported by Ascensus' experienced instructors. This innovative training program teaches you in-depth, essential IRA information, and is the only approved online training program that prepares you to take the Certified IRA Services Professional exam. Extensive IRA reference materials, objective-based training methods, and practical applications of IRA rules create an effective learning environment.

The Banking Industry | [click here](#)

September 2, 2024 – September 27, 2024

Member Price: \$255 (readings included)

The Banking Industry is an essential introduction to the business of banking. The course covers the evolution of banking since the 2008 financial crisis, the role of banks in the U.S. economy, and the environment in which banks operate and compete. It provides a look into various banking career tracks to inspire, prepare and motivate new bankers. The course also covers innovations in financial products.

Analyzing Bank Performance | [click here](#)

September 9, 2024 – October 25, 2024

Member Price: \$1,050 (with text)

An overview of tools and techniques to analyze and improve a bank's financial performance. Participants observe the effects of certain kinds of risk on a bank's financial track record, and the correlation between risk optimization and superior financial performance.

Building a Bank-Wide Data Management Program | [click here](#)

September 9, 2024 – October 5, 2024

Member Price: \$895 (readings included)

This hands-on virtual course teaches key data management concepts and how to apply them to advance your bank's business strategy. Designed for professionals across business lines and functional areas, this facilitated course will help you and your bank colleagues understand the power of data — and how to harness it — to generate value.

Legal Foundations in Banking | [click here](#)

September 9, 2024 – November 8, 2024

Member Price: \$810 (with text)

Presents the underlying legal structure for conducting the business of banking. This course covers key legal requirements affecting banks and bankers, as well as core language that must be understood to be effective. It provides the critical legal knowledge that every banker should know.



Bank Security & Leadership Training

October 8 – Holiday Inn, Bismarck

October 9 – Holiday Inn, Fargo

Time: 9:00 am - 4:00 pm

Register now at NDBA.com

ABOUT THIS NEW PROGRAM

Enhance your organization's security with training that's practical and addresses what works for real people under highly chaotic and potentially dangerous circumstances.

BLUE-U training focuses on people and the Life-or-Death Cap™. If you are going to assign the responsibility of keeping people secure, it's critical those trained be highly skilled in security and true leaders. Learn how to create a culture that supports employee and customer security!

Bank Security & Leadership Training Curriculum Includes:

- The Robbery Experience
 - Active Shooter vs. Armed Robbery
 - Increasing Customer Service and Security
 - Security Assessments
- Plus ...
- Recognize signs of violence and learn how to de-escalate.
 - Develop practical policies and procedures.
 - Effectively test your security.

Security officers/ directors, operations managers, auditors, HR directors, legal staff, loan officers, disaster recovery managers, collection staff and fraud investigators are invited. Save when you register multiple team members!



VIRTUAL CREDIT ANALYST DEVELOPMENT PROGRAM

October - November 2024

State Banking Association Members*: \$2,275, \$2,775 after September 6

Non-Members: \$3,275, \$3,775 after September 6

Register online: www.bankerscontent.com/24cadp



NDBA Ag Credit Conference

October 2-3, 2024

In-Person and Virtual Options

Conference Location:
Hilton Garden Inn | Fargo ND



Join fellow ag lenders at the **NDBA Ag Credit Conference** to hear from experts and build relationships with your peers. This training will help experienced and new ag lenders better serve their ag customers.

Featured Speakers



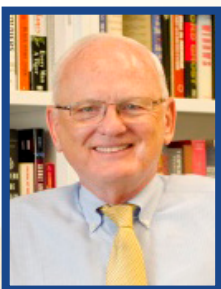
Delaney Howell
AgCulture Marketing



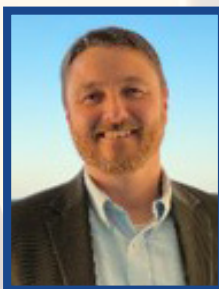
Dr. David Kohl
Professor Emeritus
Virginia Tech University



Roger McEowen
Washburn University School of Law



James Olson
Former CIA

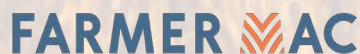


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WEDNESDAY, OCTOBER 2

A Unique Conference Experience! An Afternoon at Grand Farm



Explore and experience the Grand Farm Innovation Campus. Located 20 miles west of Fargo, Grand Farm stands as fertile ground where growers, startups, corporations, students, researchers, and government converge to forge innovative solutions and explore the high points of agricultural technology.



Ed Elfmann

- | | |
|--------------|--|
| 1:30–2:15 pm | Grand Farm Welcome and Panel of Innovation Projects |
| 2:15–2:55 pm | Land and Equipment Update |
| 3:00–3:45 pm | Federal Agricultural Banking Policy Update Ed Elfmann, ABA |
| 3:45–4:30 pm | Tours |

Ready to Register?

Questions about the conference?
Call NDBA's SVP of Education Dorothy Lick at 701.223.5303

[Online Form](#)

[PDF
Save/Send](#)

LIVE WELL. WORK WELL.

MONTHLY HEALTH & WELLNESS NEWSLETTER

AUGUST 2024 EDITION

The Health Benefits of Camping

Millions of Americans enjoy camping each year, especially as temperatures rise and days get longer in the summer. Moreover, interest among noncampers has been growing steadily for years. According to a 2024 report by camping platform Dyrft, more than 20 million Americans have gone camping for the first time since 2021, including 5.5 million first-time campers just in 2023.

Dyrft revealed that nearly 2 out of 3 Americans say they are somewhat interested in camping in the next three years.



Camping has seen a resurgence in popularity as more people seek ways to unplug from their daily routines and reconnect with nature. Beyond the scenic views and adventures, camping offers the following wellness benefits that can significantly enhance your physical and mental health:



Increased physical activity

Camping naturally encourages movement. Activities such as hiking, setting up camp or gathering firewood provide a full-body workout.

Boosted immune system

Fresh air improves respiratory function and boosts the immune system. Sunlight helps the body produce vitamin D, which is crucial for bone health and immune support.

Better sleep

Natural light regulates the body's circadian rhythm, which can help reset sleep patterns. This can lead to deeper, restorative sleep so you wake up feeling refreshed.

Reduced stress

The calming effect of natural surroundings helps lower levels of the stress hormone cortisol.

Enhanced mood

Exposure to green spaces and natural light can improve mood and reduce symptoms of anxiety and depression. Being outdoors can also trigger the release of endorphins, the body's natural mood enhancers.

Elevated mental clarity

Camping provides an opportunity to disconnect from technology and daily distractions, allowing for mindfulness.

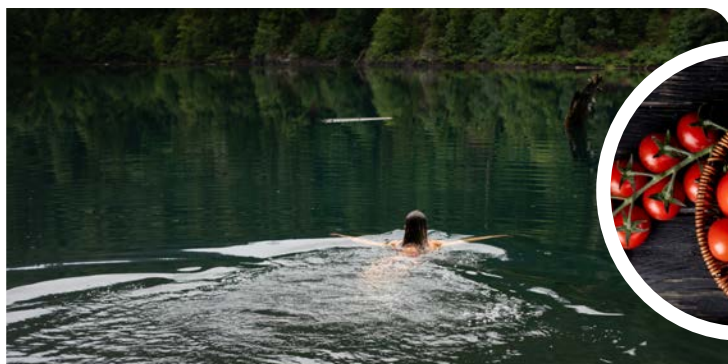
Heightened creativity

Immersing yourself in nature can stimulate creativity and encourage problem-solving.

LIVE WELL. WORK WELL.

MONTHLY HEALTH & WELLNESS NEWSLETTER

AUGUST 2024 EDITION



MONTHLY RECIPE

BROILED TOMATOES AND CHEESE

Makes: 3 servings

Drowning Rates on the Rise

After two decades of decline, the Centers for Disease Control and Prevention (CDC) reports that accidental drowning rates are increasing in the United States. According to the latest data, more than 4,500 people died due to drowning each year from 2020–22, which is 500 more individuals per year compared to 2019.

Drowning has long been the leading cause of death for preschool-age children. However, it's important to note that roughly 15% of adults—40 million people—don't know how to swim, and more than half of adults have never taken a swimming lesson. The new CDC study found that, in general, many Americans lack the skills they need to stay safe in the water. Regardless of age, it's important to learn basic swimming and water safety skills. Check out the infographic below for water safety tips to help prevent drowning.

Water Safety Tips

- Learn how to swim.
- Know how to perform CPR.
- Wear life jackets when boating and swimming.
- Avoid alcohol during water activities.
- Supervise children around water.

Are You Up to Date on Your Immunizations?

August is recognized as National Immunization Awareness Month to promote the importance of immunizations at all life stages. Vaccination protects against severe illnesses and complications of vaccine-preventable diseases, including measles, polio, hepatitis, meningococcal meningitis and COVID-19.

Vaccinations are so vital that the CDC offers immunization schedules to help you understand if you or others are up to date on shots:

- Infants and children (birth to age 6)
- Preteens and teens (ages 7-18)
- Adults (ages 19 and older)
- Pregnant women (before, during and after pregnancy)

Talk to your doctor for more information on vaccines or to learn more about which ones you may need.

INGREDIENTS

- 3 large firm tomatoes
- 8 oz. low-fat cottage cheese
- ½ tsp. dried basil
- ⅛ tsp. black pepper
- 3 Tbsp. breadcrumbs
- Cooking spray

PREPARATIONS

1. Wash the tomatoes and cut them in half.
2. Mix the cottage cheese, basil and black pepper.
3. Spread cheese on the tomato halves.
4. Sprinkle the halves with bread crumbs and spray them with cooking spray.
5. Spray the broiler pan with cooking spray. Place the prepared tomatoes on a pan and broil for about 10 minutes.

NUTRITIONAL INFORMATION

(per serving)
Total calories: 127
Total fat: 3 g
Protein: 11 g
Sodium: 307 mg
Carbohydrate: 15 g
Dietary fiber: 3 g
Saturated fat: 1 g
Total sugars: 8 g

Source: MyPlate

TAKE BACK YOUR PRODUCTIVITY



It makes you crazy. You reach the end of the day and wonder where all your time went ...

There's a good chance some of it was stolen by time thieves—seemingly harmless distractions that steal your productivity, things like:

- **Notifications:** Time slips away as you deal with email notifications and chat messages constantly interrupting your workflow
- **Social Media/Web Browsing:** Two minutes to check a restaurant review, 10 minutes to catch up on headlines, five minutes checking in on social media—it adds up fast
- **Disorganized Workflow:** Lack of prioritization and poorly structured work processes rob valuable time from both you and others waiting on your work
- **Procrastination/Distraction:** Putting off your work just creates stress and anxiety
- **Multitasking:** Multitasking seems efficient in theory but results in tasks taking longer

RECLAIM YOUR LOST TIME WITH BETTER TIME MANAGEMENT SKILLS

Effective time management not only improves productivity, but it also reduces stress and anxiety and improves mood and energy levels.

Take back your time with these strategies:

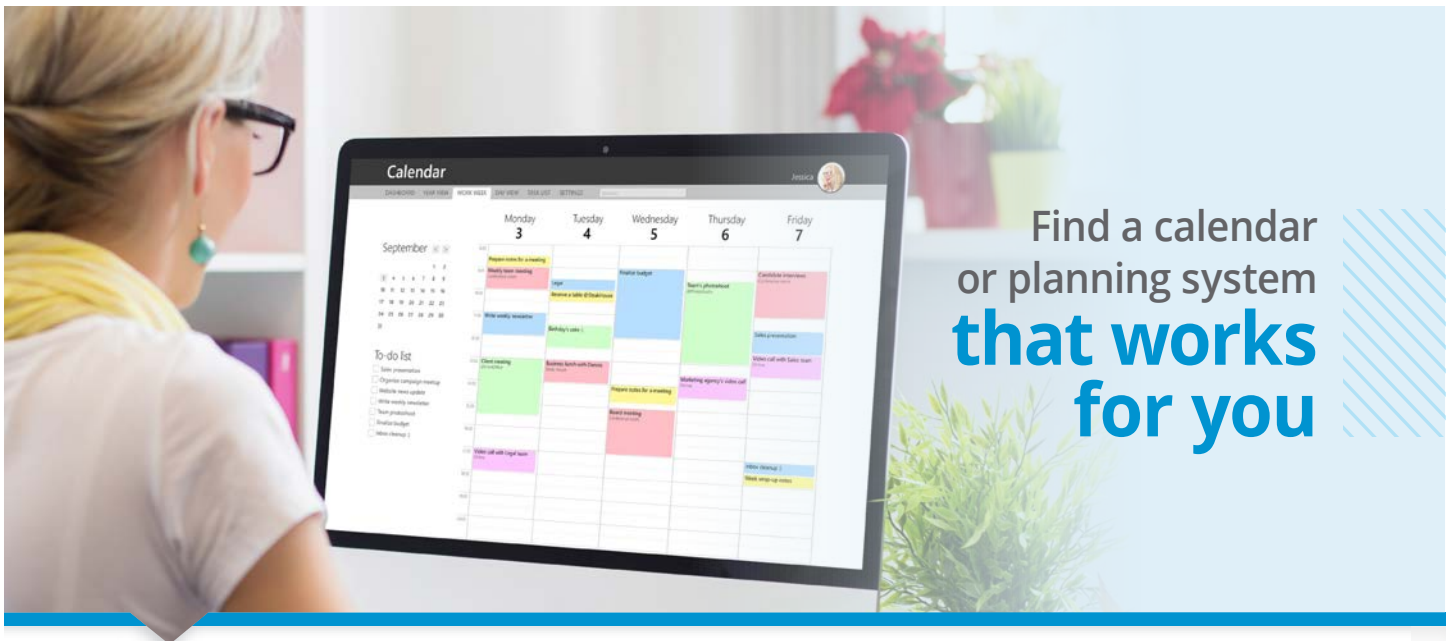
- Set clear goals and deadlines and break large tasks into smaller, more manageable ones
- Use a planner or calendar to keep track of everything and schedule buffer times in between tasks and appointments to avoid feeling overwhelmed
- Prioritize tasks based on importance and urgency. Tackle challenging tasks during your peak productivity hours. Say “no” to low-priority requests that don’t align with your goals.
- Shut down those time thieves by turning off distracting notifications and scheduling specific times to catch up on emails, social media and texts
- Use time-tracking or productivity apps to stay on track and accountable
- Take regular breaks to avoid burnout



ND

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BEAT BURNOUT WITH BETTER TIME MANAGEMENT

Burnout can negatively affect productivity, creativity, relationships and your overall well-being. A healthy work-life balance is critical to stopping burnout in its tracks. Here are some great strategies to get ahead of burnout:

- **Find a calendar or planning system that works for you:** Keep track of all your commitments and tasks in one place and refer back to it. Leave room for unexpected events and schedule adjustments.
- **Plan ahead:** Set deadlines and work backward to manage time more effectively. Planning ahead can help you prevent being over-committed, a guaranteed fast track to burnout.
- **Prioritize and re-prioritize:** Work with your supervisor and colleagues to determine essential tasks and be realistic with your goals. That open dialogue allows you to more easily ask for help too, when you need it.
- **Get started:** Break down overwhelming tasks and jobs into smaller, more manageable pieces and then jump in
- **Practice self-care:** Get enough sleep, take breaks and prioritize your well-being

USE YOUR HEALTH PLAN TO BOOST YOUR PRODUCTIVITY

Your health plan includes a variety of resources to help you manage your health, including online therapy, an [online wellness center](#), a daily habit tool and more.

Our [online therapy program](#) can help you recognize burnout before it becomes overwhelming. Visit the website or download the app (use code BLUEND) to get started, or if you're already a member, log in to your account to continue or start a new program.

Sources: Harvard Business Review, HIMSS



The monthly wellness topics are part of BlueElements—a health and wellness platform that encompasses six areas—physical, social, emotional, financial, professional and environmental.



ND

Blue Cross Blue Shield of North Dakota complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. This information is available in alternate formats, free of charge, by calling Member Services at 1-844-363-8457 (toll-free) or through the North Dakota Relay at 1-800-366-6888 or 711.

ATENCIÓN: Si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-844-363-8457 (TTY: 1-800-366-6888).
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Join us...

September 2024 Webinars

Boost your emotional health by joining us for live webinars led by Learn to Live's clinical team.

Time Management: Capturing our Time Thieves: Struggling to get it all done each day and feeling overwhelmed? Juggling workload, family obligations, squeezing in time to see our friends and set aside some time for ourselves? It can be a lot! But chances are, we can accomplish our goals with just a few adjustments to our approach. We'll explain how we get off track and provide practical tools for achieving our goals when it feels like there is never enough time.

[Wednesday, September 11th: 12-12:30pm CST/1-1:30pm EST](#)

Building a Resilient Mindset: The Learn to Live Clinical Team explains the mind-body connection, reviews how to improve your emotional resilience, and incorporate present awareness and mindfulness into your everyday life.

[Friday, September 13th: 10-10:30am CST/11-11:30am EST](#)

Raising Future Ready Kids 2: Anxiety and Depression: Childhood anxiety and depression have been on the rise for over a decade now. As parents, watching a child struggle with anxiety and depression can be overwhelming. Learn to Live's clinical team will provide you with information on what anxiety and depression might look like for the kids in your life and share with you effective Cognitive Behavioral Therapy (CBT) strategies to help you and your children overcome these challenges.

[Tuesday, September 17th: 11-11:30am CST/12-12:30pm EST](#)

What Is Anxiety and What Can I Do About It? Do worried thoughts command all your attention and steal your joy? Or does your body tell you that you're troubled with an upset stomach, trembling hands, and sweat on your forehead? Even when they seem like they're coming out of nowhere, these can be symptoms of anxiety. The Learn to Live clinical team will help you better understand anxiety and introduce you to evidence based cognitive-behavioral strategies. These strategies will help you address anxiety symptoms and improve your well-being.

[Friday, September 20th: 12-12:30pm CST/1-1:30pm EST](#)

[Tuesday, September 24th: 3-3:30pm CST/4-4:30pm EST](#)

To Register:

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





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ND Banks Benefit Trust Celebrates 10 Years

Thank you to our member banks for your participation and support!

Over the last ten years the ND Banks Benefit Trust (NDBBT) goals have not changed. We continue to research benefit plan options in the areas of health, dental, vision and overall wellbeing to provide the best benefits at the lowest cost available to our members.

The 2024 Plan Year is off to a good start! In December 2023, the NDBBT provided a Premium Holiday for member banks for the first time since its inception in 2014.

The NDBBT also began offering the following benefits in 2024 – with NO cost to the member banks or their employees:

HINGE Health – an on-line exercise therapy benefit that offers virtual programs that combine gentle exercise with 1-on-1 support to reduce pain and help members move with confidence. This benefit is available to bank employees and their dependents (18+) enrolled in the NDBBT health plans – at NO COST to the bank or employee!

Check it out: [Virtual Physical Therapy: Personalized Pain Care | Hinge Health](#)

The CALM App - The world's #1 app for sleep, meditation and relaxation. Millions of people are experiencing lower stress, less anxiety, improved focus and more restful sleep with Calm. Whether you have 30 seconds or 30 minutes, Calm content is made to suit your schedule and needs. This benefit is available to **all** Member bank employees and their dependents – at NO COST to the bank or employee!

Check it out: <https://www.calm.com/>

We're looking forward to the next 10 years!

For more information on **ND Banks Benefit Trust**,
contact Angi Day at (701) 527-4298 or angi@ndba.com.

CONGRATULATIONS BARRY HAUGEN ON YOUR RETIREMENT THANK YOU FOR YOUR SERVICE ON THE NDBBT BOARD OF TRUSTEES

The ND Banks Benefit Trust (NDBBT) would like to thank Barry Haugen, president of the Independent Community Banks of ND, for his service on the Board of Trustees. His time, dedication, and contributions over the last ten years have been paramount in the growth and success of the NDBBT.

Barry served as a Trustee from 8/1/2014 to 8/1/2024. ICBND and NDBA are the Plan Sponsors for the NDBBT.

THANK YOU, BARRY! YOU WILL BE MISSED!



Barry Haugen

ND BANKS BENEFIT TRUST WELCOMES ALEXIS BAXLEY TO THE BOARD OF TRUSTEES



Alexis Baxley

Alexis Baxley has been hired as the new president of the Independent Community Bankers Association, replacing Barry Haugen, effective July 1, 2024.

ICBND is one of the Plan Sponsors of the NDBBT. The Presidents of the Plan Sponsor Organizations hold Trustee positions on the NDBBT Board.

Prior to becoming the President of ICBND, Baxley was the executive director at North Dakota School Boards Association for the past seven years. Before that, she was the government affairs manager at North Dakota Petroleum Council for over five years. Baxley is a native of Golden Valley, ND, and a graduate of North Dakota State University.



**October
15-16, 2024**

Courtyard by Marriott
Bismarck ND

Schedule

October 15

8:00 am – 5:00 pm

October 16

8:00 am – noon

Continental breakfast
provided both days.
Lunch provided Tuesday.

Dress: Feel free to
dress comfortably in
business casual or
casual attire.

Hotel

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Bismarck, ND

NDBA Rate: \$139
Reserve by October 1

Phone: 701.223.6667

Online Reservations:
<https://bit.ly/3HrR8ya>

Registration

\$695 per person

After September 23 add \$50.

Program will be limited
to **28 participants**.

**Visit ndba.com to
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- **Create** a collaborative, enthusiastic work environment;
- **Increase** effectiveness in setting goals, providing clear direction, listening, observing, monitoring & giving feedback;
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Dale Sheller

Associate Partner
Director of Financial Strategies Group
The Baker Group



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Words of Wisdom - Investing for the Next Rate Cycle

The last several years have been nothing but an ever-changing, dynamic environment for financial institutions to operate in. First, the pandemic induced the recession of 2020, followed by historic low interest rates across the entire yield curve. Second, the historically low interest environment quickly turned into the most aggressive tightening cycle from the Fed since the 1980s. Liquidity levels and interest rates swung in many directions over the course of the last few years. As senior management and investment portfolio managers look back over the decisions (or indecision) they made regarding the investment portfolio, many wish they would have done a handful of things differently. Typically, most portfolio mistakes are made at or near the trough or peak during any given rate cycle. As of the date of writing this article, it is all but a foregone conclusion that the Fed will cut rates in September. We have already seen the bond market yields fall in the last few weeks in anticipation of impending interest rate cuts. The following are words of wisdom for investing during the next cycle of falling rates.

1. A community financial institution's bond portfolio is not a hedge fund. I'll go ahead and use a baseball reference: We aren't always trying to hit homeruns with our bond purchases; rather, we are typically looking for singles and doubles. The portfolio doesn't live in isolation as it is part of a broader balance sheet with loans and deposits. Excess return or earnings are always a goal of the investment portfolio but may not always be the primary objective. The

portfolio must also satisfy the institution's liquidity, interest rate risk and safety of principal, and pledging needs. The portfolio isn't a vehicle for speculating and making large bets on the direction of interest rates.

- 2. There is no free lunch in the bond markets.** When investing in bonds, you're always making trade-offs between risk and reward. Yield and risk move hand in hand. Typically, if you are comparing two different bonds that look similar in risk, but one has a lower price and therefore higher yield, there is some difference in the amount of liquidity, credit, or interest rate risk. Sometimes the difference in risk is clear and sometimes it can be hiding a little bit.
- 3. Interest rate risk is a two-sided coin.** I teach several banking schools where I like to ask this trick question: Which has more interest rate risk, a 3-month Treasury bill or a 10-year Treasury bond? Most of the students tend to pick the 10-year Treasury bond because it has a longer maturity and therefore longer duration than a 3-month Treasury bill. They both have interest rate risk, but different types. The reinvestment risk of a 3-month Treasury bill is higher than a 10-year Treasury bond due to its maturing every 3 months with the investor subject to market rate movements over that 3-month period. The 10-year has more long-term interest rate risk or price risk. If the 10-year Treasury bond is

held for the entire 10-year period, the yield will not change. However, the unrealized gain or loss (value) will fluctuate based on the movement of market rates. Understanding this dynamic in fixed income investing is important, especially in times when the inverted yield curve is tricking you to keeping a lot of your dollars in the shorter part of the curve. Late cycle investing typically involves moving towards protecting the yield or income of the portfolio versus the value of the portfolio.

4. There are good ways and bad ways to extend duration.

Traditional late cycle fixed income investment strategies typically involve some level of extension of duration to ensure the “locking” in of yield over a longer period. Extending duration needs to be done in a prudent manner with bonds that have some level of call or prepayment protection. Sacrificing structure for extra yield is not a strategy that typically ends well. The bonds that provide less call or prepayment protection are typically going to yield more than those that provide adequate call or prepayment protection. As portfolio managers look to extend duration to protect future yields, they must do so in a prudent manner.

5. Waiting for where rates used to be can cost you. Trying to buy bonds at or near the peak in the rate cycle is a challenging and usually impossible task. However, a better

approach is to participate in the market as liquidity allows by deploying excess liquidity through a well-thought-out investment strategy. The investor should think about “time in the market” and not “timing the market.” It’s easy to think you missed the peak in rates and not take any action. Market interest rates, like the treasury markets, tend to lead the Fed Funds Rate both up and down.

As we head towards an upcoming easing cycle from the Fed, we should be ever mindful that we do not have the crystal ball when it comes to predicting interest rates. Instead, we should stick to our written investment strategy of building a portfolio of bonds with stable and predictable cash flows to complement our entire balance sheet. Utilize the words of wisdom in this article to ensure we can build a higher performing portfolio at start of this next rate cycle.

Dale Sheller is an Associate Partner and the Director of Financial Strategies Group at The Baker Group. He joined the firm in 2015 after spending six years as a bank examiner with the Federal Deposit Insurance Corporation. Sheller holds a bachelor’s degree in finance and a master’s degree in business administration from Oklahoma State University. He works with clients on investment portfolio strategies, interest rate risk management, liquidity risk management, and regulatory issues. Sheller regularly speaks at educational seminars nationwide and serves as a faculty member for multiple banking schools. Contact: 800-937-2257, DSheller@GoBaker.com.



45th Anniversary CELEBRATION SEMINAR

November 7-8, 2024

Scottsdale, AZ
JW Marriott
Camelback Inn Scottsdale

5402 East Lincoln Drive,
Scottsdale, AZ 85253

In honor of The Baker Group's 45th anniversary, we invite you to our celebration seminar in Scottsdale, AZ. We are looking forward to celebrating this tremendous accomplishment with our clients and friends.

For 45 years, The Baker Group has been customer focused and industry responsive, providing honest and insightful guidance to our partners through strategic balance sheet and investment solutions.



FEATURED SPEAKER

David Rosenberg – President/Chief Economist & Strategist
Rosenberg Research & Associates Inc.

ACCOMMODATIONS

A block of rooms is available at JW Marriott Camelback Inn Scottsdale. The special room rate will be available until **October 14, 2024** or until the room block is sold out. Hotel price: \$329 + \$20 resort fee.

There is no cost for this seminar.

For more information and to register, visit GoBaker.com/arizona/. Call Skoshi Heron at 888.990.0010 for questions.



Interest Rate Risk and Investment Strategies Seminar

AGENDA

Wednesday, November 6

Welcome Cocktail Reception

Thursday, November 7

Breakfast, Economist-David Rosenberg, Seminar, Lunch, Seminar, Adjourn, 45th Anniversary Celebration Cocktails and Dinner

Friday, November 8

Breakfast, Seminar, Conclusion, Golf Included at the Padre Golf Course

WHO SHOULD ATTEND

Financial institutions' CEOs, CFOs, investment officers, board members, and those who are directly or indirectly responsible for financial management functions will benefit from this seminar.

10 hours of Economics and Finance CPE credits will be earned for your attendance.

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

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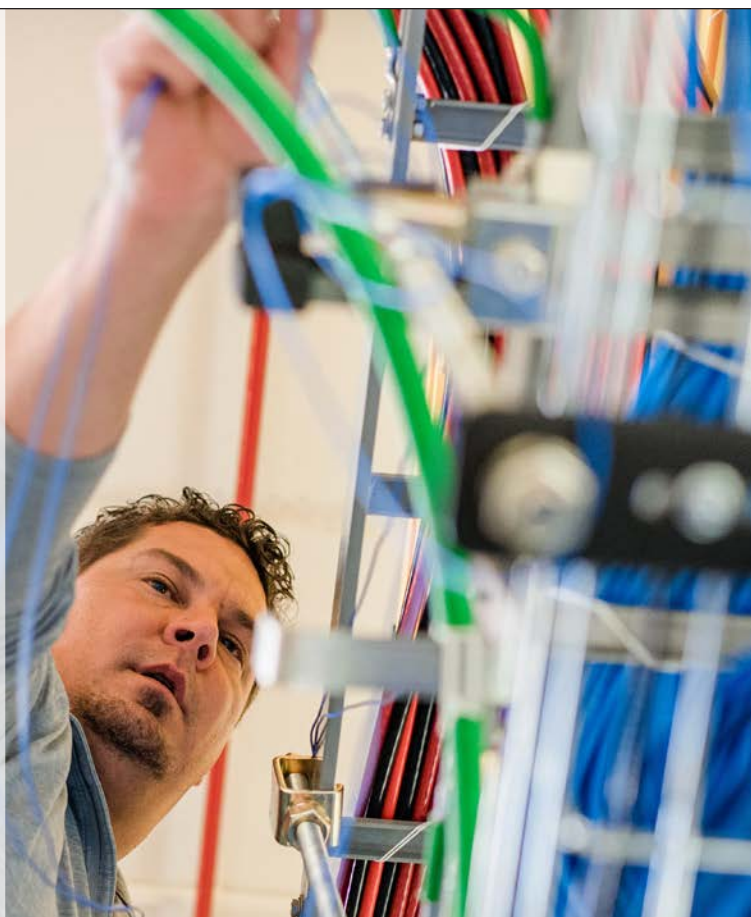
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HAPPENINGS



Bismarck

Niki Hjelle joined the **Bank of North Dakota** team as a loan quality control specialist. Prior to joining BND, she worked at Unison Bank in Jamestown. Niki attended and obtained a degree from Montana State College of Technology.



Niki Hjelle



Kristi Entzi

Kristi Entzi accepted the portfolio administrator position with **Bank of North Dakota**. Kristi has been with BND since 2023.

Mandan

Starion Bank has promoted **Troy Hilz** to business banking officer. Hilz joined Starion Bank in 2022, bringing previous finance and sales experience. He began as a universal banker and quickly moved up to credit analyst. Hilz graduated from North Dakota State University with a degree in agricultural economics.



Troy Hilz

West Fargo

Susan Eichhorn joined **First Western Bank** as a loan administrator. Susan has 27 years of banking and financial experience. She received her bachelor's degree from Dickinson State University.

Barty Ogbu joined **First Western Bank** as a commercial banker. Barty holds a bachelor's degree in business administration from NDSU and a master's degree in public administration from UND.



Susan Eichhorn



Barty Ogbu

associate

HAPPENINGS

Bismarck

North Dakota Housing Finance Agency (NDHFA) announces the application period for supportive services under the HOME Investment Partnerships American Rescue Plan (HOME-ARP). The application window will be from September 1 through September 30, 2024.

HOME-ARP funds provide financial support to eligible non-profit organizations to reduce homelessness and increase housing stability and must benefit qualifying individuals and families who are homeless, at risk of homelessness, or in other vulnerable populations.

Approximately \$2.6 million in funding is available for supportive service activities which include:

- Working with households at risk of homelessness or housing instability to maintain housing.
- Providing housing stability case management services to assigned households utilizing a strength-based approach that is rooted in Housing First, harm reduction, and trauma-informed care.
- Assisting participants in developing and attaining goals related to education, vocational training, and employment.
- Assisting in navigating eligibility requirements for service access amongst community resources.
- Identifying resources that may be available to make necessary modifications to promote continued independent living.

The application process for awarding funds is competitive and based on the supportive services threshold and scoring criteria outlined in the allocation plan. The application is available on NDHFA's website under Homeless Programs. For additional information contact the Homeless Programs Administrator at hfahomelessprograms@nd.gov, 701-328-8080, 800-292-8621, or 711 (TTY).

GSB 2024

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BUSINESS OF BANKING CURRICULUM

- Introduction to the Business of Banking
- Bank Performance Analysis
- Regulatory Environment
- The Future of Community Banking

STRATEGIC MARKETING CURRICULUM

- Strategic Marketing Planning
- Data Management and Research
- Marketing Metrics & Goal Setting
- Relationship Building Skills
- Marketing Budgeting and ROI
- Content and Digital Marketing
- Customer Acquisition Strategies
- Culture and Employee Engagement
- Customer Experience Management

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The cost is \$25 to run in two consecutive issues of the Bulletin and be posted on NDBA's website for 6 weeks.

Bank Secrecy Act (BSA) Analyst Fargo & Mandan, ND; Middleton, WI



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- Provide necessary sanctions data for FinTECH relationships to search their data bases and report any potential matches

You should have:

- Minimum of three to five years of BSA experience
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- Ability to work independently, multitask, and work cooperatively with others
- Strong verbal and written communication skills
- Proficiency with Excel, Word, PowerPoint and Outlook.

Starion offers a competitive salary and a full comprehensive benefit package including health, life, dental, vision, health savings account, 401K, profit sharing, paid vacation and holidays.

Join our team and work at a bank recognized as "Best of the Best" by Independent Banker magazine, "50 Best Places to Work" by Prairie Business magazine and "Top 10 Workplaces" by Bismarck-Mandan Young Professionals Network!

Apply online at www.starionbank.com/careers.

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

Commercial Banker West Fargo ND



Full job description: www.firstwestern.bank/careers/.

Commercial Banker Overview

Direct and manage First Western Bank & Trust's Bismarck Region's retail, commercial, and ag banking activities to fulfill growth objectives and policies.

- Conduct sales calls and meet with prospective and existing customers to establish new loan business
- Represent the bank in local community at meetings and events to market the bank's products and services
- Administer individual loan portfolio including commercial and other assigned loans
- Interview loan customers to determine lending needs
- Work with the Small Business Administration and Bank of North Dakota to qualify customers for participation lending programs
- Negotiate direct lending terms as well as collateral and payment structures
- Maintain customer relationships through regular communication and follow up contact
- Meet with customers to request information for loan applications, including appraisals, credit reports, background checks and other information needed for loan evaluation
- Compile financial information including income tax records, balance sheets and other data to create loan spreads
- Analyze applicant financial status and conduct collateral evaluations to make lending decisions
- Approve credits up to lending authority and prepare those credit requests that exceed lending authority for loan committee and/or Board approval

Qualifications

- Bachelor's degree in business or finance related field
- Experience in bank lending, loan review, compliance or finance is required
- Strong understanding of financial statements and credit standards
- Knowledge of business management principles preferred

Skills/Abilities

- Excellent oral and written communications skills
- Demonstrate professionalism in working with the public and all levels of management
- Ability to define problems, facts and draw valid conclusions
- Strong analytical, problem solving and decision-making skills
- Computer proficiency, especially in Microsoft Excel

To apply, go to www.firstwestern.bank/careers/

First Western Bank & Trust is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, sexual orientation, gender identity, national origin, age, disability, genetic information, marital status, or veteran status.

Ag Credit Officer Fargo ND



At Bank Forward, our greatest asset is our employees. Working for a widely respected company with a rich tradition, in an atmosphere of enthusiasm, positivity, with a culture grounded in teamwork focused on the future is what can be expected at Bank Forward...It's Simply the Forward Way!

Compensation: Starting at \$82,000 or greater annually, depending on experience.

Benefits: Health (Traditional and High Deductible plan options), Dental, Vision, Medical & Dependent Care FSA, HSA, 401k, Employee Stock Ownership, Company paid Life and Long-term Disability Insurance, Voluntary paid benefits, Paid Time Off, Holidays, Extended Medical Absence Leave.

Work Hours: Monday through Friday 8-5pm.

Skills / Requirements / Qualifications:

- Acts as a resource for bank officers in the credit administration process by analyzing and spreading of financial statements for potential new clients and providing preliminary recommendations as to the feasibility of the credit request.
- Assists lenders with the preparation of loan committee presentations, credit reviews and problem loan summaries.
- Acts as a resource for bank officers in the credit administration process.
- Spread and analyze financial statements for existing and prospective clients. Provide preliminary recommendation regarding the feasibility of the credit request.
- Prepare independent, written credit evaluation of new, renewal or modification loan proposals as well as annual credit reviews.
- Identify trends and analyze performance in order to develop an assessment of credit risks.
- As required, monitor credit quality through the review financial information such as interim financial statements, to provide early warning of possible deterioration.
- Provide input to lending officers on terms under which a credit request could be structured including costs, repayment methods and collateral requirements.
- Develop and maintain a thorough understanding of the Bank's credit policies, procedures, processes and manage to best practices.
- Knowledge, skill, and mental development equivalent to the completion of a four-year college degree in Accounting, Finance, or a related field and five years of credit, lending, or banking experience.

Resumes can be sent to: humanresources@bankforward.com

Risk Specialist Aberdeen SD

◆ DACOTAH BANK ◆

Dacotah Bank is seeking an experienced, detail-oriented banking professional to join our growing team as a Risk Specialist in Aberdeen, SD!

Investigate allegations of criminal, civil or other acts of wrongdoing posing a potential risk of loss to Dacotah Bank. Investigations will include, but are not limited to, transactions originated by check, checkcard, electronic banking, wire transfer or automated clearinghouse (ACH). Incidents requiring investigations may include corporate account takeover, fraudulent transactions facilitated through phone, mail and email communication and unauthorized access. Perform tasks relating to garnishments, levees, subpoenas, bankruptcies, and other legal work. This position requires a strong working relationship with various constituents.

As a Risk Specialist for Dacotah Bank, you must have in-depth knowledge and understanding of regulatory requirements related to fraud detection, investigation, and legal work.

Primary Accountabilities:

- Serve as the Bank's primary resource for fraud monitoring and investigation;
- Document fraudulent activity and issue Fraud Alerts;
- Investigate potentially fraudulent and criminal activity in cooperation with other departments, market or branch locations and the board-designated security and information security officers to ensure proper action is taken in resolving unauthorized checkcard activity, disputes and cases of fraud;
- Assist in maintaining fraud and legal procedures;
- Process checkcard disputes in compliance with VISA Operating and Chargeback Rules and Regulations, ACH Rules and Federal Reserve Board of Governors Regulation E; and assure that regulatory timeframes are maintained;
- Review compromised checkcard numbers provided by VISA CAMs and notify affected cardholders;
- Assist with preparation of monthly reports on fraud losses and recoveries;
- Reconciliation of general ledger accounts;
- Attend applicable training sessions and adhere to Legal Process Procedures;
- Receive and service fraud and legal-related customer phone calls;
- Perform annual Access Management reviews as requested by the Risk Analyst;
- Assist in the administration of Dacotah Bank's Security Program as needed;
- Work with Talent Management to educate staff and customers about risks, fraud and trends in criminal activity; and
- Perform other duties as assigned.

Qualifications/Skills:

- An Associate's degree in Accounting, Finance, Business or related field and/or four years of applicable work experience in the financial, or other similar industries;
- Simultaneously handle multiple tasks; meet identified deadlines; and work independently;
- Excellent oral and written communication skills;
- Ability to analyze data and transactional patterns;
- Ability to maintain the confidentiality of Company, employee and customer information;
- Working knowledge of Microsoft Office, including Outlook, Word and Excel
- Knowledge and understanding of regulatory requirements related to fraud detection and investigation, including but not limited to, Federal Reserve Board of Governors Regulations E and Z; local, state and federal privacy statutes and regulations; Suspicious Activity Report requirements; the USA Patriot Act; Visa rules and regulations; and rules promulgated by the North American Clearing House Association.
- Ability to lead self and meet or exceed leadership expectations

Dacotah Bank has both a rich history and a sharp vision for the future. We are a family-friendly community bank with high ethical standards and a commitment to ongoing training and education – a great place to grow! At Dacotah Bank, we are here for each other and here for our customers and our communities - that's why it's good to be in Dacotah Territory.

Dacotah Bank offers a competitive salary and exceptional benefits package including but not limited to: individual and family coverage health and dental insurance premiums 100% paid for by Dacotah Bank; health savings accounts, life insurance for employee and family, paid vacation, paid sick time, retirement plan options, and additional perks and benefits. Don't miss out on your opportunity to shine with one of American Banker's Best Banks to Work For!

Make an impact in fighting financial crime and apply today: www.dacotahbank.com/careers

Equal Opportunity Employer/Protected Veterans/Individuals with Disabilities

Commercial Loan Servicer Bismarck & Fargo, ND; Middleton, WI



Full job description: www.starionbank.com/careers.

At Starion Bank, we're looking for talented people who will put our customers at the center of everything we do. Join our diverse team where you'll feel valued and inspired to contribute your unique skills and experience.

Commercial Loan Servicer Responsibilities:

- Funding-boarding of new and renewed commercial-ag operating & real estate loans
- Maintenance of existing loans due to modification or Change in Term Agreements
- Ongoing monitoring of UCC filings, final title work, insurance, and real estate taxes for tickler management.
- Participation payments, wires, and maintenance.
- Balancing of applicable GL's and various internal accounts
- Keeping up to date with ongoing compliance regulations and changes and bank guidelines, policies and procedures.

You should have::

- One to three years similar experience and the equivalent of an associate's degree
- Strong organization, time management, and problem-solving skills
- Demonstrated ability to prioritize work, multi-task, and work independently
- Excellent oral and written communication skills
- Exceptional customer service skills
- Computer skills including Outlook, Word, Excel and Power Point

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Ag Banker Mandan and Oakes ND



Full job description: www.starionbank.com/careers.

Are you a disciplined leader driven to know your customers and meet their needs? Do your get-er-done attitude, high ethical standards, and community involvement inspire others? If so, you may be an excellent fit at Starion Bank! Position level, officer designation and salary dependent on experience.

In this role, you will:

- Start new banking relationships and grow existing ones through:
 1. Proactive sales calls, community engagement, and collaboration with Starion colleagues, and
 2. Diligent, data-driven administration of loan portfolios that complies with all bank policies and regulatory standards.

You should be:

- In the know—always keeping up with both local & national ag news as well as government policies and programs on farming & ranching
- Analytical—with top-notch financial and credit analysis skills
- Self-aware—including highly intentional about your decision-making processes, and skilled in communicating them to diverse colleagues and customers
- Customer-focused—happy to help others, genuinely curious about an array of industries, and hungry to learn new sales best practices at any stage of your career

You should have:

- A bachelor's degree in business, finance, economics or a related field.
- Knowledge of credit, compliance and regulatory standards preferred.
- Proficiency with Microsoft Excel.

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Market President Fargo ND

DACOTAH BANK

In support of Dacotah Bank's strategic plan goals, this position manages and directs a bank market toward achieving profit, growth, and return on equity objectives. It is responsible for the administration and coordination of market activities, providing advice and guidance to bankers, and recommending and monitoring objectives while supporting established company policies and procedures. Additionally, this role serves as a leader by overseeing budget planning and profitable customer relationship growth to include loans, deposits, and all other revenue lines maximization.

Key responsibilities include high visibility market leadership for Dacotah Bank within the community, profitable growth for the market and the company, credit quality, effective marketing efforts, supervision of bankers and loan support staff, the underwriting of loan requests and authority for banker's loan requests, and networking with prospective customers. This position reports to and works closely with the Regional President and works with a team of peers within the region and the Company.

Accountabilities:

- Within the framework and in support of the goals and objectives of the company strategic plan, establishes and manages market-based goals, objectives, and plans to maximize revenue and profitable growth for the market.
- Directs and oversees market's budgetary and financial activities.
- Both directly and indirectly through team members, prospects broad based customer relationships in the market using local networks and connections.
- Places priority on market-based goals achievement, with expectations of meeting or exceeding those goals, to include loans, deposits, other revenue lines and all other goals as set forth.
- Monitors loan portfolio to maintain a high-quality asset base; assures the proper credit-risk based management of all client files including all required financial records and loan documentation.
- Promotes the effective growth and management of the loan portfolio.
- Works with credit administration in the proper recognition of portfolio risk through active management of all monitoring tools and processes and ongoing oversight and engagement with market portfolio loan risk rating considerations.

- Participates in the hiring, promotion, and performance review process while managing, mentoring, and improving support staff performance. Coaches and develops individuals to ensure the team is meeting market, region, and company strategic goals.
- Dispenses advice, guidance, direction, and authorization to carry out plans, standards, and procedures consistent with the established policies and procedures of Dacotah Bank.
- Serves as a member of the President's Council leadership team, with responsibility for strategic focus and financial performance of the Company.
- Collaborates and engages effectively with employees, peers, internal departments, and other President's Council members, and encourages others to do the same.
- Demonstrates confidence and agility through changing priorities.
- Engages with community or service organizations.

Qualifications:

Bachelor's degree or equivalent work experience required; degree in Finance, Business or Economics preferred; or 5-10 years related experience and/or training; or equivalent combination of education and experience.

Completion of a GSB program preferred.

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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.



**HIGHLY ACCURATE
FLOOD ZONE
DETERMINATIONS**

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



Contact your Flood Services experts today at
800-841-0662 or learnmore@dataverifyflood.com.

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





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Win for North Dakota Banks

- Use the buying power of North Dakota banks working together through the association
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Allied Solutions

www.alliedsolutions.net

Fargo ND

Contact: Steve Owens, Client Development Manager

Phone: 612-845-4282

stephen.owens@alliedsolutions.net



IntraFi

www.intrafi.com

Arlington VA

Contact: Bradley Cole, Managing Director, Northern Plains

Phone: 703-292-3392

bcole@intrafi.com



Arctic Wolf

www.arcticwolf.com

Eden Prairie MI

Contact: Logan McAlpin, Sr. Account Representative

Phone: 612-304-0875

logan.mcalpin@arcticwolf.com



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



Compliance Alliance

www.compliancealliance.org

Austin TX

Contact: Brittney Stacey, Director of Membership Development

Phone: 833-683-0701

brittney@compliancealliance.org



SBS Cybersecurity

www.sbscyber.com

Madison SD

Contact: Cole Kratovil, Account Executive

Phone: 605-923-8722

cole.kratovil@sbscyber.com



BHG Financial International Network

www.bhgloanhub.com

Davie FL

Contact: Keith Gruebele, EVP/Institutional Relationships

Phone: 954-263-6399

kgruebele@bhg-inc.com



Superior IRA & HSA

www.superiorira.com

Perham, MN

Contact: Jason Bain, SVP - Sales

Phone: 218-330-5099

jason.bain@superiorira.com



DataVerify Flood Services

www.flood.dataverify.com

Norwalk OH

Contact: Teri Sizemore, National Sales Executive

Phone: 419-660-8589

teri.sizemore@dataverifyflood.com

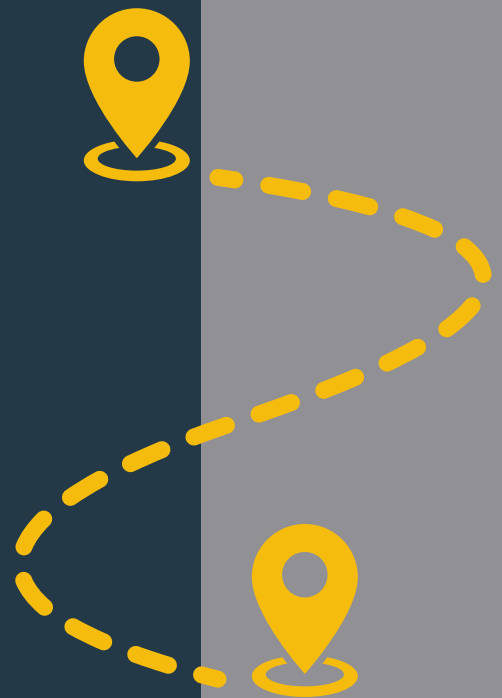


Simplifying the Path to FedCash® E-Manifests

Becoming FedCash E-Manifest Ready is needed to do business with the Federal Reserve long term and for modernizing the cash supply chain.

Part of the industry-wide Cash Visibility initiative, the Fed Cash E-Manifest Service creates a framework to identify, track, and share data about cash packages as they move through the cash supply chain. The result is replacing paper manifests with electronic manifests, known as E-Manifests.

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Visit go.rochesterarmoredcar.com/cashvisibilitypreparation for more information.

Rochester simplifies the path to FedCash® E-Manifests.

Rochester's *E-Manifest Preparation Service* puts your financial institution in the right place for the Federal Reserve's new standard operating procedure. We lead financial institutions like yours through three necessary steps to a final destination of being FedCash E-Manifest Ready.

We secure your GSI Company Prefix, assign Global Location Numbers for your various branches, and manage that data within the Rochester system. This allows Rochester to prepare the *What to Expect* file for connection with the Federal Reserve for you.



Take the first step on the path to being FedCash® E-Manifest Ready!
Visit: go.rochesterarmoredcar.com/cashvisibilitypreparation