



## Educational Opportunities Inside

# Quick Look

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## Chairman's Remarks



**Tim Porter**  
Bank of North Dakota  
Bismarck  
ICBND Chairman

If you don't like the weather, just wait for a couple of hours, because this is North Dakota and it will change. We frequently joke about our weather, and many times, are the butt of jokes across the country as others can't imagine putting up with such extreme conditions. For the past few years, we've also been the recipient of a lot of positive press with respect to a different climate: our business climate. Throughout this time period, we've been touted as the best run state for 3 consecutive years, with the lowest unemployment in the country. While we're certainly proud of these accomplishments and happy that we're being noticed for something other than frigid weather, we're also aware that our bread and butter industries (energy and agriculture) have the same potential for sudden change as our outdoor weather. With oil prices hovering around a five-year low and low ag commodity prices, we're forced to at least consider what-if scenarios that go beyond a few months. How does our business model change if the prices for these commodities find a floor and

stay there for six months, one year, or beyond a year?

For the next four months, our Legislature will be considering the state's budget for the next two years. They will also be addressing many bills and a few of those bills impact the banking industry. ICBND's Legislative Committee actively monitors those industry bills and, if necessary, provides testimony with our position to the legislative committee hearing the bill. We're fortunate to have these dedicated bankers, our staff at ICBND, and our lobbyist Jack McDonald, to watch out for our best interest during the legislative session. I urge you to stay informed during the session by reading the legislative updates provided by ICBND and let our staff know your thoughts on pending legislation. It's kind of like voting in the elections; if you don't participate, you can't complain about the outcome.

I hope you all have had a happy start to the New Year and I look forward to seeing you in 2015.

## President's Remarks



**Barry D. Haugen**  
ICBND President

2015 is off and running! On January 6th, North Dakota convened its 64th Legislative Assembly. That same week, ICBND held its Legislative Reception at the beautiful new Heritage Center. We were pleased to welcome over 400 people through the doors despite some very inclement weather that evening. It was a terrific event and I thank those of you who were able to attend. For more information about the reception see pages 15 and 16 in this issue of the Community Banker.

The state legislative session has now kicked into high gear and we've been diligent in our advocacy efforts. We're following about 50 bills thus far that have varying degrees of effect to community banking, but overall banking-related issues during this session have been somewhat quiet. Human trafficking bills and "surge/jumpstart" funding proposals, on the other hand, have been more high profile. By early-February, budget issues including tax relief proposals for the biennium will dominate the discussion. It's a whole new ballgame given the recent freefall in oil prices. As I write this column, WTI crude oil prices are hovering around \$46 per barrel. That's about half what they were on October 1 of 2014 and over \$20 lower than the day Governor

Dalrymple delivered his 2015-2017 budget address. Oh, how things change! These dynamics will certainly consume this session and will undoubtedly affect our communities. I encourage you to stay involved in the political process. You may not think it matters, but it does.

Closer to the office, we are focused on improving your association and the value of your membership. We just "soft-launched" our newly revamped website. The website has been in planning and development for many months. We are very pleased with the results even though we are still working the bugs out and populating the site! We hope that you enjoy exploring our new website ([www.icbnd.com](http://www.icbnd.com)) and that you find it easy to use and navigate.

We're also putting the finishing touches on our 2015 Emerging Leaders Development Program and the School of Agricultural Lending. These are tremendous programs that develop the leadership qualities and professional skills of our community bankers. We're proud to offer these programs and encourage you to take advantage of them.

Until next time,  
Barry

# Associate Profiles

## Grand Hotel

[www.grandhotelminot.com](http://www.grandhotelminot.com)

1505 North Broadway

Minot, ND 58703

Phone: 701-852-3161

Contact Information:

Kristen Wick, Sales Director- Email: [iinn@srt.com](mailto:iinn@srt.com)



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## USDA Rural Development

[www.sba.gov/nd](http://www.sba.gov/nd)

657 2nd Avenue North, Room 218

Fargo, ND 58102

Phone: 701-239-5131 Ext. 209

Fax: 701-239-5645

Contact Information:

Alan Haut, Lender Relations Specialist - Email: [alan.haut@sba.gov](mailto:alan.haut@sba.gov)

USDA Rural Development's mission supports rural communities by improving economic opportunities, community infrastructure, environmental health, and the sustainability of agricultural production. USDA provides guaranteed loans to lenders to improve the economic and environmental climate in rural communities. This purpose is achieved by bolstering the existing private credit structure through the guarantee of quality loans which will provide lasting community benefits. Guaranteed loans are available for business, energy, essential public facilities and services such as water and sewer systems, community facilities, and single family and multi-family housing. USDA also provides technical assistance to assist communities undertake community empowerment programs.

## SHAZAM Network

[www.shazam.net](http://www.shazam.net)

6510 White Oak Road

Lino Lakes, MN 55038

Phone: 866-468-1497

Fax: 515-248-5828

Contact Information:

John Peck - Email: [jpeck@shazam.net](mailto:jpeck@shazam.net)



The SHAZAM Network was founded in 1976 and is one of the last remaining member-owned and -controlled electronic funds transfer (EFT) networks and processors in the industry. SHAZAM provides innovative financial services to community financial institutions throughout the United States. SHAZAM is a single-source provider of the following services: core, risk management, card, ATM, marketing, merchant, mobile, and automated clearing house (ACH).

To learn more, visit [www.shazam.net](http://www.shazam.net).



## Security Will Be Top Washington Priority in 2015

By: Lily Thomas, ICBA Vice President and Aaron Stetter, ICBA Senior Vice President



### Cyber Showdown

The rising visibility of data breaches and the pervasiveness of hacking ensure that cybersecurity and data protection will be top Washington priorities in 2015. Despite the public's apparent apathy to the seemingly daily reports of cyber threats, Congress and the regulators are under increasing pressure to act in the aftermath of breaches at Home Depot, Target Corp. and other major retailers.

For ICBA and community banks, this represents a new set of opportunities and challenges—to improve the nation's cyber defenses and require greater data protections among retailers without incurring additional and unnecessary regulatory burdens. By supporting cybersecurity information-sharing and consistent data-security standards for all payments system participants, ICBA is looking to reduce security risks for community banks by bringing others up to their standard.

#### Bipartisan opportunity

While 2015 will have no shortage of Washington partisanship, Republicans and Democrats appear to share common ground in pursuing data-security and cybersecurity reform in the 114th Congress. Following an executive order from President Obama, the National Institute of Standards and Technology last year released a cybersecurity framework that is voluntary and focused on aligning policy, business and technological approaches to address cyber-risks in all critical infrastructure sectors. Similarly, a Republican task force recently issued an innovation agenda for the new Congress that emphasized public-private partnership, individual rights and a non-regulatory approach.

Several congressional committees will have a hand in crafting legislation on

cybersecurity and data protection, so the process might get unwieldy at times. But if policymakers stick to these core principles of voluntary standards and collaboration, community banks will have ample opportunity to achieve successful reforms of both data-security and cybersecurity policies.

#### Data duties

Data security is front and center in Washington due to the onslaught of massive data breaches at major retailers. ICBA's data-security objectives focus on ensuring all participants in the payments system—including merchants—are required to play by the same kinds of rules and regulations. That means applying standards such as those in the Gramm-Leach-Bliley Act on all participants and requiring the costs of data breaches to be borne by the breached party. ICBA also will continue to support a national data-security breach and notification standard that will replace the current patchwork of state laws. Further, ICBA opposes efforts to make banks liable for losses incurred by business customers as a result of their poor security practices.

And while community banks continue to move to chip technology for debit and credit cards, policymakers and other stakeholders should understand that these technologies alone would not prevent future data breaches and do not protect against fraud in card-not-present transactions, such as online purchases. Community banks had to reissue more than 4 million payments cards following the data breaches at Target and Neiman Marcus at a cost of more than \$40 million, according to an ICBA study. This doesn't begin to include the subsequent breaches at Home Depot, Kmart, P.F. Chang's and countless other merchants. Together, ICBA's data-security initiatives are designed to reduce the cost of retailer data breaches for community banks while ensuring the breached merchants pay their fair share. With the power that the lightly regulated retail sector wields in Washington, increasing merchant accountability will not be easy. But ICBA and community banks will do everything we can to promote a fairer system for our industry.

#### Information sharing

In the realm of cybersecurity, ICBA is working to ensure Washington recognizes that community banks take the issue seriously and already comply with a bevy of mandates under existing federal and state laws, regulations and guidance. Community banks and others in the financial sector are on the frontlines in defending against cyberthreats. Protecting the

confidentiality and integrity of consumer data and mitigating the risks of hacking and cyberfraud are part of the community bank business.

To improve how we as a nation combat this persistent threat, the public and private sectors must be willing and able to share advanced threat and attack data in a timely manner and among financial institutions of all sizes. This principle of equitable information-sharing is a central part of ICBA's cybersecurity platform, and fortunately it is a top issue for policymakers as they consider legislation to encourage two-way information-sharing among the public and private sectors including liability protections for private-sector institutions that would encourage them to share cyberthreat information with the government.

Further, ICBA opposes efforts to make banks liable for losses incurred by business customers as a result of their poor security practices and is working with the industry to enhance card security by implementing chip technology, tokenization and end-to-end encryption. While community banks are diligent in managing these vendors, mitigating cyberthreats to these outside parties is a challenge.

#### Tools of the trade

The impact of the upcoming Washington action on cybersecurity and data security remains to be seen, but there are available resources to help community banks protect themselves and their customers from persistent threats. For instance, banking regulators are encouraging all financial institutions to participate in the Financial Services Information Sharing and Analysis Center.

FS-ISAC provides alerts and real-time information on security threats. The member-owned organization, which offers memberships starting at nominal fees, is designed to foster collaboration, gather and validate information, and disseminate insights on security issues. Meanwhile, ICBA continues to offer data- and cybersecurity resources on its website, including a toolkit to help community banks respond to retail data breaches.

The stubborn threat of cybercrime that plagues the public and private sectors has put the onus on Washington to act in 2015. ICBA and community banks will work diligently to maximize the effectiveness of our nation's response while mitigating the potential for negative consequences for our industry and the communities we serve.

# Upcoming Live Seminars



## Community Bankers for Compliance

March 24-25, 2015 - Ramada Hotel, Bismarck, ND

## A Day in the Life of the RDFI

March 26, 2015 - Hilton Garden Inn, Fargo, ND

## The Financial Ins & Outs of Community Banking- Leadership, Succession Planning and Business Strategy

April 14, 2015- Kelly Inn, Bismarck, ND

April 16, 2015- Ramada, Dickinson, ND

## Professional Frontline Certification

April 27, 2015 - Ramkota Hotel, Bismarck, ND

April 28, 2015 - Holiday Inn Riverside, Minot, ND

April 29, 2015 - Hilton Garden Inn, Grand Forks, ND

April 30, 2015 - Gladstone Inn, Jamestown, ND

You can register for these courses online at [www.icbnd.com](http://www.icbnd.com), by email to [info@icbnd.com](mailto:info@icbnd.com), or by phone at 701-258-7121

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## Economic Commentary

By: Al Weisbeck, Bank of North Dakota Treasury Services Manager

The biggest daily news item and the biggest mover of the markets in the last few weeks, has been the falling price of oil. There have been hundreds of articles and commentaries reported on this commodity over the past few weeks. Little has been said about how low they think the price will go, or specifically how long it will stay here. Some of the commentary regarding the level of prices is that it should be back to \$70-\$80 range by the end of the year. On January 19, Moody's reported they feel the oil price will be in the 60 dollar range later in the year. Obviously this is extremely contingent on several moving parts. Moody's also felt that ND will be just fine and is not worried about the economic condition of the state with the oil price decline at this time.

The WTI oil price at this point hit a bottom around the \$43/barrel level around January 13, and seems to be real content around that \$45-\$50 per barrel range. If it continues to average around these levels for the next 6 months, North Dakota oil tax collections will be severely impacted along with lessor impacts on all the other tax collections that have been at record levels due to all the heightened economic activity in the oil patch. Obviously with the lower oil prices we will have lower oil drilling activity with the number of rigs dropping by 37 in the past few months, the lowest since 2010. This slowdown would appear to me to be a good opportunity for the fastest growing areas in the Bakken to do some catchup with infrastructure items and housing that are badly needed. The good thing about much of the oil taxes collected is that they were put into reserves to be used for infrastructure items and will continue to be spent for those items.

The major drivers of the lower oil prices have been attributed to the substantial slowdown, around a 10-15% reduction in GDP growth in China this past year. Obviously the continued increase in production in the Western Hemisphere, along with Russia and the coming back on line of Iraq and Libya, has created a surplus in supply. The reduced demand by increased energy efficiency in the US and the overall economic slowdown in the world has created a perfect storm of sorts to put an extreme amount of downward pressure on the price of oil. The OPEC decision to keep their production level and agreement not to meet again on this topic for 6 months to try and drive many of the newer shale oil producers out of the market also helped drive prices down to levels not seen in many years.

The strong value of the dollar is also creating real havoc on the prices of all commodities we produce in this state. The dollar has a very strong negative correlation with commodity prices. That is, when the dollar strengthens, commodity prices drop. A few years ago when the dollar was weaker many investors would invest in commodities, like oil, to protect themselves against a falling dollar. Now that the dollar is stronger, the reverse is true. Investors are investing in dollars, because the outlook for the US economy is very positive which will increase the value of the dollar.

The worldwide economic slowdown is dramatically reducing the demand for all commodities, driving their prices down, so investors once again are moving money out of commodities and into the US dollar.

Another driver of the dollar is the flight to quality into US Treasuries. Not only is the US seen as the safest and most stable economy in the world, it now has some of the highest interest rates in the world. Treasuries have to be purchased in dollars which increases their demand and pushes up the value. For example, the German, Japanese, Swiss and Netherland 5 year government bond rates are either negative or very near zero. The 10 year German government bond is below 50 basis points and the Japanese bond is 25 basis points. This flight to safety and massive buying of the US Treasuries has caused our 30 year Treasury bond to set a new low of 2.35%. This has increased refinancing and should increase home buying in the coming months.

This drop in the longer end of the curve is creating a much flatter yield curve, because the shorter end of the curve is being supported higher because of the threat of the Fed increasing rates. We expect the long end of the curve to continue to be under pressure because of continued slow global growth and flight to quality. We also expect the short end to under pressure because of the threat of the Fed to tighten rates later this year.

The arguments for Fed tightening are hinging on the strengthening employment and increased business and consumer confidence. The arguments against tightening are low inflation, slow housing and global weakness. The Wall Street Journal had an article this morning that the Fed intends to tighten this year. Once again, like we have been hearing for over 4 years now, the Fed's move will be data dependent. If the data support a rate rise, it will happen. We have over 11 months to go in 2015, with that said, a raise in rates is very likely sometime this year, as the economic numbers improve and support it. Currently the Fed Fund futures project ff averaging 42 basis points in December 2015, so the fed could raise rates only one-eighth of one percent like some of their estimates show. The FOMC's dot plots have rates around 1% by year end.

The important thing to remember is that the short end Treasury curve will move 50 to 75 basis points higher in rates before the Fed does anything. Back in late December when the markets felt the Fed was going to tighten by end of first quarter in 2015, they pushed the 2 year up to 75bp. Now that the tightening seems to be further off, the 2 year is 46bp. So if you are ever wondering what the markets are thinking about Fed tightening, just watch the level of the 2 year Treasury.

Regarding North Dakota, the next biggest news is the farm prices. A monthly survey of bankers released today suggests the economy will remain weak in rural parts of 10 Midwestern and western states because of low grain and oil prices. In general this past year as I have traveled throughout the state there have been concerns stated with the lower grain prices.

\*This article represents Al Weisbeck's personal opinions, and not those of the Bank of North Dakota.



# Banks Give Back

## Choice Financial's "Swipe Out Hunger" Campaign Gives Back in a Big Way

Choice Financial recently donated \$32,336 to 13 food pantries throughout North Dakota in conjunction with their "Swipe Out Hunger" campaign. During the six week campaign, Choice donated 25¢ for each debit card 'swipe' a customer made and an additional 25¢ for every new Facebook 'like' received on their Choice Financial Facebook page ([www.facebook.com/choicefinancial](http://www.facebook.com/choicefinancial)). According to the Great Plains Food Bank's website, \$1 donated provides food for four meals. This equates to food for 129,344 meals donated by Choice Financial!

"One of our organization's core values is to 'better the places we live.' The efforts of our customers, friends and neighbors helped us provide a significant contribution to the sustainability of food pantries in need," says Brian L. Johnson, CEO.



The road to success starts with a giving heart.

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**Giving Hearts Day**

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Day develops tomorrow's  
leaders.

Donations from generous donors  
have made matching funds available for this event!

## Western State Bank recently awarded \$1,570 to the West Fargo Packer Backer Association

Western State Bank developed a program to help raise money to support the West Fargo Packer Backers throughout the school year. During the varsity boys' football season, Western donated \$10 for each West Fargo Packer point scored at regular season home games. The Packer Backers will use the proceeds for various school activities throughout the year.

"Being active in our local schools and communities is one way Western shows it's hometown banking philosophy. The West Fargo Packer Backers give back to numerous organizations within the school so it ensures the funds go to the programs that need them. Western is proud to contribute to the school, the programs and the youth in our community," commented Brad Jacobson, President.

This program is in its fourth season of making contributions during the football season. Western has donated over \$5,000 to the West Fargo Packer Backers during football season since starting the program. Western will support this program for the upcoming West Fargo girls' and boys' varsity basketball season as well.







Independent Community Banks of North Dakota is a proud sponsor of the North Dakota Dollars for Scholars Program. ICBND would encourage both students and community bankers to learn more about this great opportunity and how to get involved.

Over \$100,000 in scholarships is available to students through North Dakota Dollars for Scholars. North Dakota high school seniors and college students are encouraged to apply. Applications are now open and being accepted online through April 1. Scholarships ranging from \$500 to \$2,500 will be awarded for the 2015-2016 academic year. Applicants must be from a North Dakota community with an active Dollars for Scholars chapter to qualify. Students from a wide range of backgrounds will be awarded as scholarship offerings cover a variety of areas including need-based, vocational/technical schools, military family, community service and continuing college students. Scholarship details and a link to the online application are available at [northdakota.dollarsforscholars.org](http://northdakota.dollarsforscholars.org).

### How to apply?

- Create or edit your student profile by logging in under the Students & Parents tab at [northdakota.dollarsforscholars.org](http://northdakota.dollarsforscholars.org).
- Remember the deadline for North Dakota Dollars for Scholars Scholarships is April 1.
- By editing your profile you will be matched to scholarships to which you meet the minimum eligibility requirements. You may be matched to Dollars for Scholars scholarships offered by your local chapter, state chapter and even national opportunities.
- You do NOT need to complete the Financial Info section or the References section of your profile to be matched to scholarships from North Dakota Dollars for Scholars. You may still apply for scholarships even if your profile is less than 100% complete.
- Next visit the My Scholarships section of your profile to view and apply for scholarships to which you have been matched. Click each scholarship to answer additional questions and to submit an online application. You must submit to each scholarship in order to be considered.
- Be sure to update your profile annually and reapply for new scholarships.

Contact Laura Fiedler, State Director, if you have questions or need assistance: [lentzel@nd.gov](mailto:lentzel@nd.gov) or 701.328.5702



# Felony Lane Gang

From the Federal Bureau of Investigation

## Felony Lane Gang Defrauds US Banks of Millions of Dollars Using Stolen Identity and Banking Information

The FBI is warning US banking institutions about increasingly sophisticated tactics used by the “Felony Lane Gang” (FLG). This advisory will inform the reader how the FLG operates, provide options on mitigating the threat, and advise how to report incidents to law enforcement.

### Who is the FLG?

The FLG is a large, loosely affiliated, mobile criminal network based in Florida but operating in more than 30 states. The gang is referred to as the FLG because the transactions typically happen in the drive-through banking lanes farthest away from the tellers and video cameras, often referred to as the “Felony Lane.”

Since 2004, the FLG has defrauded US banking institutions out of millions of dollars by cashing stolen checks and making fraudulent withdrawals using identity documents stolen from vehicles parked in high traffic establishments. It is not uncommon for FLG members wearing various disguises to obtain \$20,000 to \$30,000 in a single day by traveling from bank to bank or branch to branch.

### Tactics

The FLG travels throughout the US targeting females who leave their purses and valuables in the car while making short stops, including dropping children off at schools and daycares, or visiting gyms and parks.

After stealing the identity documents (driver licenses) and financial documents (check cards, checkbooks), FLG members travel from bank to bank using the farthest drive-through lane in a rental vehicle, presenting stolen identity documents and forged bank instruments, and quickly departing the bank. The FLG recruits mostly women who resemble the victims whose identity and banking information has been stolen in order to cash the checks and make withdrawals; these women accomplices are commonly referred to as “cashers.”

The FLG’s methodology is becoming increasingly sophisticated and designed to avoid detection by the banks and law enforcement. Some of the FLG tactics used to avoid detection include the following:

- Contacting the financial institutions, inquiring about balances prior to attempting to cash stolen checks.
- Recruiting individuals who resemble the victims’ photographs on identity documents and use of wigs and other disguises to make the casher more closely resemble the identity documents. Cashers often have “cheat sheets” with answers to additional questions that might be asked by the bank.

- Cashers attempt to hinder detection by communicating on a cell phone or looking at a magazine while the transaction is underway.
- Cashers could be either the driver or a passenger in the car. In cases where the casher does not closely resemble the identity documents presented to the bank, they will sometimes be a passenger in the car making it harder for the teller to check the identity of the check casher.
- Cashers will drive away if they see the teller on the phone, conferring with another teller about the transaction, or are alerted by an accomplice inside the bank as to law enforcement activity or possible bank detection.
- Cashers disguised as one identity theft victim may attempt to cash fraudulent checks as the payee on checks drawn on another victim’s account.
- The use of rental vehicles and attempts to disguise the fact that it is a rental vehicle by changing out or obscuring license plates, adding heavily tinted windows, and using magnetic signs and bumper stickers.

The FLG also conducts counter-surveillance inside and outside the financial institution in efforts to detect any suspicions by bank personnel and/or the presence of law enforcement. They communicate any such activity to the casher via cell phone.

### Mitigating the Threat

FLG’s activity is spreading and their operating tactics continue to evolve. Activity which was once seen on the East coast has now been seen as far west as Utah and Nevada. Accordingly, the FBI recommends members of the banking industry be on the lookout for unusual check cashing or withdrawal transactions. Specifically, transactions conducted by female drivers or female passengers attempting to obscure their face while in the farthest drive-through banking lane, should be further scrutinized. Bank tellers are encouraged to carefully compare the individual cashing the check with the photographic identity information and signature. They should also be very discreet when alerting other bank personnel about any discrepancy. Bank security personnel are encouraged to be aware of individuals communicating by cell phone while hovering near bank tellers and/or watching bank activity.

The FBI encourages financial institutions to educate customers on the importance of always taking their purses and valuables with them when exiting their vehicle, even for short stops. If the customer witnesses the break-in, they should not attempt to apprehend the subjects; instead they should immediately contact the local police department and notify the bank.

### Reporting the Crime

The FBI encourages financial institutions to report the crime to your local police department and FBI field office.





## ND BANKS Benefit Trust: Growing Strong

ND BANKS Benefit Trust Board of Trustees met on October 28. Trustees were presented with the latest developments and were pleased with the momentum the trust is gaining. Currently, the trust insures 53 banks, with 811 contracts and 2,205 lives. The trustees also discussed the shift of organizations choosing high-deductible insurance plans over traditional plans and what that means for banks and the insured.

ND BANKS Benefit Trust's brand is also moving forward. The board approved the logo and stationery package which was designed to showcase the professionalism and integrity of the trust.

This was the final meeting for John Brown, outgoing president of ICBND, and the first for Barry Haugen, incoming president of ICBND.

ND BANKS Benefit Trust looks forward to continued success and serving the insurance needs of North Dakota Banks and their employees.



**ND BANKS**  
BENEFIT TRUST

The **ND BANKS Benefit Trust** logo was designed to reflect the goal of providing a quality and stable product. The shape of the shield was chosen as a symbol of security and protection, with the wheat giving a nod to North Dakota and the dollar sign to the trust and member banks. Creating ND BANKS Benefit Trust was a new, exciting development, yet it handles the serious matter of caring for employees. With that in mind, it was important to portray credibility with the style and colors used in the logo. The dark blue adds to the feeling of integrity, while the olive green hints to innovation.

**Back Row:** Rick Clayburgh, NDBA (Bismarck); Todd Heilman, Western State Bank (Devils Lake); John Brown, ICBND (Bismarck); Barry Haugen, ICBND (Bismarck); Dave Middaugh, Middaugh & Associates, Inc. (Fargo); Rick Beall, Jr., Peoples State Bank (Minot)

**Front Row:** Sarah Getzlaff, Security First Bank of North Dakota (Mandan); Ilene Baker, First Western Bank & Trust (Minot); Pamela Binder, Northland Financial (Steele); Bonnie Dahl, Starion Financial (Bismarck); Nancy Petersen, Lakeside State Bank (New Town); Angi Day, ND BANKS Benefit Trust (Bismarck)



## Eating Out Can Be Healthy

# Bank on Your Health

Health and Wellness tips for your work, home and life—  
brought to you by ND BANKS Benefit Trust.

**Though it may seem like an impossible feat, you can still maintain your diet while enjoying a meal out with friends and family.**

Since restaurants (especially fast food chains) tend to serve meals with more fat, salt and sugar than a meal prepared at home, it is important to understand what foods to avoid and which ones to select from the menu.

### Foods to Avoid

There are many foods full of excess fat and calories that can destroy your healthy diet. Steer clear of these foods while dining out:

- Condiments such as salad dressings, cheese sauces, tartar sauce, gravy and guacamole
- Butter and cheese
- Fried foods such as chicken or French fries
- Beverages such as regular soda, whole milk and various alcoholic drinks

### Foods to Try

To make healthier decisions while out enjoying a meal, try some of these foods to keep your diet on track and your waistline thin:

- Soups made with juices and broth versus cream
- Raw vegetables without a marinade
- Fresh fruit
- Steamed seafood
- Poached or boiled eggs
- Salads with low-calorie or fat-free dressing on the side
- Whole-grain breads and crackers
- Baked, boiled and steamed potatoes without sour cream, butter or cheese on top
- Roasted, baked, broiled and grilled meats and poultry
- Diet soda, low-fat or non-fat milk, or water
- Yogurt
- Whole wheat tortillas

### General Suggestions

In addition to opting for healthier foods, there are many other things you can do as a restaurant patron to make your dining experience less fattening. First, order your food to go. Research suggests that Americans eat less at home on their own plates than they do in a restaurant. Plus, you can prepare a healthy side dish to accompany the meal you purchased from the restaurant.

Also, avoid buffets whenever possible. They promote over-eating with so many choices and the option to return for seconds and thirds.

In addition, remember that you have the option to special order your meal. Ask the wait staff if the chef can prepare your vegetables with olive oil as opposed to butter, or bake your chicken breast instead of frying it.

Finally, one of the most important proactive approaches to healthy eating you can do is to watch your portion sizes. Restaurant portions are typically double what you would normally eat at home. Either request a smaller portion of the desired meal or ask the wait staff to wrap up half the meal right away and take it home to eat the next day.

*(Article provided by Zywave Broker Briefcase)*



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angi@ndba.com for more information on  
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## Defining Main Street

By: John H. Buhrmaster, Chairman of ICBA



### From the Top February 2015

When you think of Main Street, you think of community banks, right?

As community bankers, we know this to be true, but I can't help but think what a world this would be if every American also knew this to be a fact. While there's no question that community bankers themselves and ICBA have elevated community banks to superstar Main Street status in the minds of many, there is still more we can do to shine a light on our connection to Main Street. And let me tell you, your team at ICBA will be there every step of the way to help you spread the positive story of community banks.

After all, that is ICBA's one and only mission—to create an environment where community banks can flourish. And flourish we will.

The time is ripe, and it's time for our community banks, our customers, our communities and Main Street to shine. After all, we're all in this together. We all depend on one another. It's all part of this powerful symbiotic relationship that has been forged over decades and in many communities for over a century. Community banks and Main Street have thrived together for years, and that won't stop anytime soon. In fact, I think this symbiotic relationship will only get stronger over time.

Why? Because we know who we are, what we stand for and who we stand for.

The Wall Street financial crisis forced community bankers to more aggressively define themselves. We are a humble bunch, but that didn't mean that we were going to stand back and let our banks be scooped up and counted with Wall Street. It was through this determination to differentiate ourselves throughout the crisis that we found ourselves once again. We may have known it before, but the financial crisis was a catalyst for us to realize even more fully that we aren't like the others; community banks are something special and unique. That's something to be proud of.

As I've traveled across the country as your ICBA chairman over the past year, talking and meeting with many of you, I couldn't help but feel this incredible sense of vigor and excitement for the community bank industry. Sometimes it takes a crisis to fully see what you have in front of you and why it's important. It forces you to see things through a different lens, and many times, a clearer one. While none of us ever want to relive the Great Recession, we can all take away some important lessons from it—one being that the community banking industry needs to stick together and always define itself and its connection to Main Street. We refused to be pushed over and lumped in with the Wall Street crowd, and by doing so we more fully defined who we are and, just as importantly, who we aren't.

So as you move forward with your marketing and public relations plans over the next year, please don't forget one important basic—never forget to define your community bank and its connection to Main Street. You and your bank stand for something more powerful than any Wall Street megabank could dream of—you directly help your community thrive one loan at a time.

# You're INVITED

## BND RECEPTION & MIXER

for North Dakota Legislators, Bismarck/Mandan Chamber of Commerce members and our business partners

Thursday, February 5<sup>th</sup> | 5-7 p.m. | 1200 Memorial Hwy | Bismarck

Join us for a delicious array of hors d'oeuvres and a cash bar

Stop in and visit the staff about the popular student loan consolidation program, DEAL One, and the state-sponsored 529 plan, College SAVE

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*State of North Dakota*  
Department of Financial Institutions



## BANKERS COLLEGE

The FDIC, in the Kansas City Region, is pleased to announce the 2015 Bankers College. This one-day educational seminar was designed with bank executives in mind and will include up-to-date information on various emerging issues relevant to all bank officers. The presentations will be delivered by a group of experienced FDIC speakers and subject matter experts. As you finalize your training plans, please consider this unique opportunity to interact with your bank's regulators and enhance your experience and knowledge.

### Event Information

#### Who should attend:

Bank executives and officers with responsibility for lending, asset liability management, financial reporting, information technology, and regulatory compliance.

#### When and Where:

May 12, 2015  
9:00am to 3:30pm  
Hilton Garden Inn  
4351 17th Ave S  
Fargo, North Dakota 58103  
(701) 499-6000

May 14, 2015  
9:00am to 3:30pm  
Ramada (formerly Doublewood)  
3808 E Divide Ave  
Bismarck, North Dakota 58501  
(701) 221-3030

Registration Fee: \$185.00

#### ICBND Contact:

Wendy Ruud  
701-258-7121  
Register Online [Here](#)

#### Contacts For Questions

FDIC Coordinators

Coreen Rafert, FDIC  
(308) 381-1016 ext. 4623  
E-mail: [crafert@fdic.gov](mailto:crafert@fdic.gov)

Karen Bertrand FDIC  
(701) 235-3160 ext: 4449  
E-mail: [kbertrand@fdic.gov](mailto:kbertrand@fdic.gov)

### Highlights of the Program

- Accounting Hot Topics
- Agricultural Banking
- Bank Secrecy Act
- Building a Strong Credit Culture
- Compliance, Fair Lending, and CRA
- Corporate Governance and Strategic Planning
- Fraud
- Information Technology & Cybersecurity
- Interest Rate Risk
- Managing Concentration Risk
- Regulatory Exams—What to Expect
- Regulatory Capital Issues
- Third Party Risks





## 2015 Legislative Reception

The 2015 Legislative Reception was held on January 8, 2015. The event was co-sponsored by the State Historical Society of North Dakota and its Foundation, Independent Community Banks of North Dakota and North Dakota Grocers Association.

The event took place at the North Dakota Heritage Center in Bismarck, ND. The North Dakota Heritage Center encompasses 600 million years of history throughout its galleries and displays. Thousands of artifacts and specimens fill the exhibits along with high-tech and interactive displays to help tell the story of historic North Dakota. Over 400 attendees were present at the reception.

The event began with personal guided tours of the Four New World-Class Galleries. These galleries included:

- Adaptation Gallery- A look at the geological events on Earth that transformed the environment
- Innovation Gallery- A look at the early peoples native to North Dakota and their journey to the state.
- Inspiration Gallery- A look at the history of North Dakota shared by it's people through displays of "Yesterday and Today."
- Governors Gallery- Features temporary and traveling exhibits as well as educational programs.

### Speakers for the event included:

Claudia J. Berg, Director of the State Historical Society of North Dakota

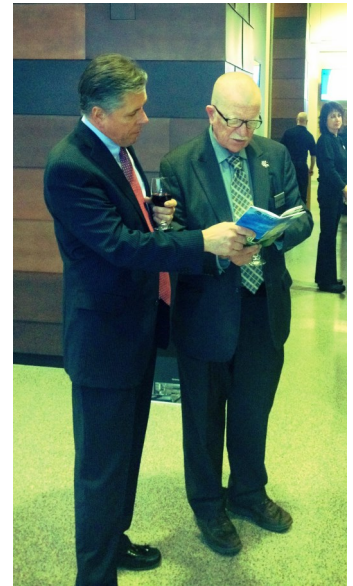
Tom Woodmansee, President of the North Dakota Grocers Association

Barry Haugen, President of Independent Community Banks of North Dakota



*A special thank you to the ICBND Staff, the Emerging Leaders, the ND Grocers Association, the Board of Directors, and to the SHSND for sponsoring a wonderful event.*







## Securing Payments Security

By: Camden Fine, President and CEO of ICBA



Safeguarding customers' financial information is central to maintaining essential public trust in the financial and payments systems. Nobody understands this more intrinsically than the nation's community banks. Security, along with trusted financial products and expertise, is a foundation of every community bank's franchise value. As dedicated financial guardians, you stand the watch for your customers every single day.

Today, community banks must defend against a staggering barrage of relentless, highly sophisticated cyberthreats. As card issuers and account providers, you know firsthand that the most successful attacks have occurred against the largest retailers. Those data breaches have resulted in record card reissue costs and other losses for community banks. The Target and Home Depot card data breaches alone have cost community banks at least \$130 million to reissue customer credit and debit cards, in addition to direct fraud losses.

For years ICBA has been working to put consistently strong security standards, regulations and procedures in place across the entire payments system. In 2014, in response to massive retail breaches, ICBA released a set of core data security principles to

help guide policymakers, the payment card networks, the largest banks, merchants and technology service providers through the next steps to modernize and strengthen, as well as equitably sustain, how data is protected throughout the payments system.

Three of those core principles stand out as particularly important in light of today's cybersecurity risks and challenges.

1. Costs of data breaches should be borne by the breached party. Any breached party should bear responsibility for the fraud and mitigation costs it causes—to itself and to others. Aligning incentives to maximize data security by all parties that process or store consumer data will make the payments system stronger over time. However, payment card network rules governing fraud and card reissuance and the interchange model, designed before today's wide-scale data breaches, amount to reimbursement of pennies on the dollar and don't begin to fairly compensate community banks for their expenses.
2. All payments system participants must uphold similarly strong data security standards. Since 1999, all financial institutions have been subject to rigorous data protection standards under the Gramm-Leach-Bliley Act while

*Story continues on page 20...*

When a farm family approached their local lender about diversifying their farming operations with a metal machining business, the lender called BND to assist with an interest buydown.

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[banknd.nd.gov/yes](http://banknd.nd.gov/yes)



## Bell State Bank & Trust Names Michael Solberg CEO



**Third CEO since 1966 for region's largest independent bank plans to continue focus on culture, service and growth**

Bell State Bank & Trust's board of directors has named Michael Solberg, 42, the company's third chief executive officer (CEO) in its nearly-50-year history. As Bell's president and CEO, Solberg will assume roles previously held by his father, Richard Solberg, 68, who has served as the bank's chairman and CEO for the past 32 years. Richard Solberg will continue to serve as board chairman of Bell State Bank & Trust, the largest independently owned bank in the Dakotas and Minnesota.

As president of Bell State Bank & Trust since 2008, Michael Solberg has helped lead the company's continued growth, acquiring the Minneapolis-based Bell Mortgage, rebranding the company as Bell State Bank & Trust, developing the bank's footprint in the Twin Cities metro area and expanding its wealth management division, which offers trust, investment and 401(k) services.

In 2007, Solberg initiated the bank's Pay It Forward program, which empowers employees and community members to give money to individuals, families and organizations in need. To date, the program has awarded more than \$6 million to help people in need both regionally and around the world.

Raised in Finley and Fargo, N.D., Michael Solberg is a graduate of Concordia College, Moorhead, Minn., and William Mitchell College of Law, St. Paul, Minn. He started his financial career at State Bank of Fargo in 1998. Solberg is chairman of the board of Prairie Heights Community Church in Fargo, a member of the Concordia College Board of Regents, and a board member for the Bush Foundation in St. Paul and the Guthrie Theater in Minneapolis. He and his wife, Charleen, live in Fargo with their three children.

Richard Solberg was named CEO of State

Bank of Fargo in 1982 and became a major shareholder, along with Thomas L. "Buck" Snortland and his son, Thomas M. "Mickey" Snortland, both farmers from Sharon, N.D., and daughter Laura (Snortland) Fairfield. Under Solberg's leadership, the bank expanded from a single north Fargo location with \$28 million in assets to 20 full-service locations in North Dakota and Minnesota, with assets of more than \$3 billion.

A native of Finley, N.D., and a graduate of Concordia College, Richard Solberg started

his banking career in Grand Forks, then served as president of Citizens State Bank in Finley before joining State Bank of Fargo. Solberg was the first chairman of the board of the Greater Fargo-Moorhead Economic Development Corporation. He also served on the Concordia College Board of Regents, and he received the college's Alumni Achievement Award in 2006. He and his wife, Jo Ellen, live in Fargo.

While he plans to continue involvement with Bell State Bank & Trust on a part-time basis,

*Story continues on page 19...*

## Working with community banks throughout the upper Midwest

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*Continued from page 20...*

Richard Solberg said the timing is right to pass the torch of strategic leadership to his son.

"Michael and I have shared a common belief in doing all we can to create a place where people sincerely like coming to work and are proud of their company," he said. "When that happens, without question, our employees go out of their way to give great service and do everything they can for our customers."

"I have been blessed to work alongside my dad and so many amazing people who have created a culture of service and giving that impacts lives inside and outside our company," commented Michael Solberg. "With the support of the Snortland family and our board, we have been able to focus on doing what's right for our customers and employees, not just the financial bottom line. We are committed to moving forward as a locally owned bank for many years to come."



**From left to right: Julie Snortland, Michael Solberg, Laura (Snortland) Fairfield and Richard Solberg**

1966 **STATE BANK OF FARGO**

1967  **STATE BANK OF FARGO**

1975  **STATE BANK OF FARGO**

1982  **STATE BANK OF FARGO**

1989  **STATE BANK OF WEST FARGO**

1998  **STATE BANK OF FARGO**

2003  **STATE BANK & TRUST**

2012  **Bell State Bank & Trust**

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[www.info@icbnd.com](mailto:www.info@icbnd.com) for questions.

## Securing Payments Security

By: Camden Fine, President and CEO of ICBA

*Continued from page 17...*

merchants and other payments parties have not. Every system is only as strong as its weakest link, and the weakest link must be subject to the same or similar federal data security standards. Sensitive bank data should not become vulnerable to cybercriminals because other entities involved in the payments system don't maintain the same strong data security standards as banks.

3. Technology will never provide infallible protection. Community banks, other financial institutions and, increasingly, merchants are adopting smart-chip technology, tokenization and end-to-end encryption to construct a layered approach to security. However, because cybercriminals search for the weakest links in every system chain, the payments marketplace must retain the regulatory flexibility to continually innovate to maintain strong security.

Ultimately, data protection is a shared responsibility of all those involved in the payments system. There's a lot of work to do by everyone. Guided by these principles and others, ICBA will continue to be the voice for the nation's community banks toward building a flexible but comprehensive payments system that continues to protect Americans today, tomorrow and for years to come.

For useful information and resources on data security, visit ICBA's Data Security Breach Toolkit at [www.icba.org/publications/breachtoolkit](http://www.icba.org/publications/breachtoolkit).

### Registration is Now Open



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Independent Bankers Insurance Services

## Civil Money Penalties Insurance Update

[www.ibisinsurance.com](http://www.ibisinsurance.com)

Community bank directors and officers haven't had much to be happy about over the past 5 or 6 years and regulatory issues are still a prime source of insomnia and heartburn for many. To add to the pressure, the FDIC came out strongly against the indemnification of Civil Money Penalties (CMP) or the addition of CMP insurance coverage as an endorsement to Directors and Officers Liability Insurance forms.

The vast majority of Civil Money fines and penalties are simply levied or assessed and don't involve any type of litigation. In the unlikely event litigation ensues, legal defense costs for civil money cases are approved as an insurable event on most directors and officers insurance policies but coverage for the actual fine or penalty cannot be included. This shortfall in D&O protection added to the argument that serving as a community bank board member can be hazardous to one's financial health. Section 359 of the FDIC's Rules and Regulations refers to prohibited indemnification payments. The FDIC interprets this section as applicable to premium payments on Directors and Officers Liability Insurance policies that include coverage reimbursing individual officers and directors for Civil Money Penalties, Fees and Fines. The practice of including Civil Money Penalties coverage in Directors and Officers Liability Insurance forms had become widespread in recent years and in some cases was added at no additional charge. The FDIC's recent interpretation prohibits inclusion of CMP on D&O forms entirely.

Help has arrived. A newly-developed insurance product, Civil Money Penalties Personal Protection Coverage, is now being introduced by AmTrust North America.

Here are some highlights of this new insurance product:

- The policy covers only the Civil Money Penalty or regulator imposed fines. Defense costs, if and when applicable, could potentially be offset by directors and officers liability insurance but are not covered by AmTrust's new Civil Money Penalties Personal Protection Coverage.
- Coverage applies to monetary penalties or fines imposed by the FDIC, FRB, OCC, NCUA or any similar federal or state financial institution regulatory agency.

- The insuring process is the responsibility of the individual being insured - the entity is not insured and the entity is only designated in the application to define the scope of the individual insured's duties.
- Coverage is applied for, paid for, and issued to the individual officer or director at his/her home address.
- Pricing is reasonable - individual coverage limits are available from \$100,000 (\$750 annually) to \$250,000 (\$1,500 annually) and the policies carry a zero deductible. If you choose to include a \$1,000 deductible, the price falls to \$500/\$1,000. Excess and Surplus Lines Fees and Taxes, where applicable, are not included in these prices.
- These are annual non-cancellable insurance policies issued on a claims-made basis.
- The insurer, AmTrust North America, is a significant player in the financial institutions insurance marketplace and is an A.M. Best rated "A" (Excellent) insurer with a Financial Size Category of XII (policyholder's surplus between \$1 billion and \$1.25 billion).

AmTrust offers a full menu of community bank insurance solutions including Financial Institution Bonds, Directors and Officers Liability Insurance, Cyber Liability Insurance, Bank Commercial Property Package, and Workers Compensation Insurance. As with any insurance product, underwriting approval will apply. If you are interested, or know a community bank officer or director who would be interested in applying for this protection, get in touch with Jodi Brown at [jbrown@ibisinsurance.com](mailto:jbrown@ibisinsurance.com) (701) 751-2687. Jodi works for Independent Bankers Insurance Services (IBIS) an ICBND endorsed business partner. IBIS is endorsed by more bankers associations than any specialty insurance broker in the United States and is directly appointed with every major insurance market serving community banks.

If you have any questions about any facet of your bank's insurance coverage please get in touch. Our advisory services have no strings attached and are free of charge.

Please contact Jodi Brown, Regional Account Manager at IBIS, by phone at 701-751-2687 or by email at [jbrown@ibisinsurance.com](mailto:jbrown@ibisinsurance.com).

North Dakota Bankers Reception  
March 2<sup>nd</sup>, 2015  
6:00 p.m. – 8:00 p.m.  
Charley's Steakhouse  
Invite with RSVP will be sent out  
via email



## The Community Banking Event of the Year!

March 1-5, 2015

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ORLANDO, FLORIDA

[www.icba.org/convention2015](http://www.icba.org/convention2015)



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## Nancy Baerwald Retires from American Bank Center

ICBND's Barry Haugen and Marilou Voegele traveled to Cando on December 30, 2014 to attend the retirement open house for Nancy Baerwald held at American Bank Center.

Nancy was the Market President at American Bank Center in Cando, ND at the time of her retirement and worked in the banking industry for nearly 40 years. She began her career at Towner County State Bank in Cando as a teller in 1976. Towner County State Bank changed its name in 1998 to CountryBank USA before it was acquired by American Bank Center in 2010.

Nancy has been a part of numerous boards and committees throughout her career. She has always been a very active member of Independent Community Banks of North Dakota. She served as ICBND president from August 2004 to August 2005. She has also served as secretary on the ICB Services Board of Directors since December 2007. Nancy has been a member of the ICBA Agricultural Rural American Committee, as well as served on the Legislative Committee, the Blue Ribbon Committee, and the Executive Committees for ICBND.

Nancy and her husband Darwin farm near Cando. She is looking forward to spending more time with Darwin and traveling to Fargo to see her grandchildren.

All of us at ICBND want to thank you Nancy for your service and continued support of our association. We wish you the very best in your retirement. You deserve it!



From left to right: Barry Haugen, Nancy Baerwald, and Marilou Voegele attend Nancy's Retirement Open House in Cando, ND on December 30, 2014.

# Celebrating

1914

100<sup>th</sup>

2014

Anniversary  
First State Bank of Golva



# ICBND Members in the News

## WESTERN STATE BANK



**Antoinette Hellekson** has recently been promoted to Customer Service Supervisor at Western State Bank. Her duties will include supervising a team of individuals who process banking transactions, identifying customer needs and creating customer financial

solutions to meet those needs. She will also work directly with customers to identify and establish new relationships.



**Rhiannon Wenzel** recently joined Western State Bank as a Part-Time Customer Service Representative. Her duties include processing bank transactions, identifying customer needs and connecting with customers to create and deliver an exceptional customer experience.



Western Equipment Finance promoted **David Lee** to National Business Development Manager. Lee has been with Western since 2008, serving as an Asset Manager and Administrator. His duties will include identifying target markets and customer

opportunities to utilize equipment financing across the U.S.



**Kelle Lavecchia** joined Western State Bank as a Customer Service Representative. Her duties include processing bank transactions, identifying customer needs and connecting with customers to create and deliver an exceptional customer experience.



**Dylan VonBank** was recently promoted to Credit Review Analyst at Western State Bank. He has been with Western since October 2014, serving as a Human Resources intern. His duties will include reviewing retail and commercial loan files

to determine compliance with company loan policy, reviewing real estate appraisals and assisting with credit administration.

## STARION FINANCIAL Bismarck



**Laken Moore** has been promoted to Finance Specialist. Moore has moved to the finance department while maintaining prior accounts payable responsibilities. She has 10 years of experience in the banking and insurance industries. Moore holds a Bachelor's Degree in Finance and Management from Minot State university and an Accounting Degree from the University of Mary.



Wesleyan College.

**Kevin Valleroy** has been promoted to Information Technology Manager/Vice President. Valleroy began his career with Starion Financial in 2002 as the Network Manager. He holds a Bachelor's Degree in Computer Science from Iowa



**Lindsey Matter** has been promoted to Mortgage Banking Officer/Assistant Vice President. Since joining the bank in 2005, Matter has held various positions. She earned a bachelor's degree in business from Dickinson State University and made

the Mortgage Executive Magazine's Top 1% of Mortgage Originators list in 2012 and 2013.

## STARION FINANCIAL Mandan



**Cody Clark** has been promoted to Retail Supervisor at the Bismarck South location. He has been with Starion for more than four years, serving as a Customer Service Representative, Personal Banker and Assistant Retail Branch

Manager. Clark earned a Bachelor's Degree in Business Management and Finance from Dickinson State University.



**Steve Heydt** has been promoted to Retail Branch Manager/Vice President, providing leadership to the retail area of the bank for all Bismarck-Mandan branches. Heydt has been with Starion since March 2004 and has held various leadership roles within the bank.



**Brenna Ohman** has been promoted to Financial Analyst III. She has more than seven years of accounting and audit experience in the public and private sectors, including three years with Starion Financial. Ohman is a Certified Public Accountant and

graduate of North Dakota State University with a Bachelor's Degree in Accountancy.

# ICBND Members in the News

## BANK OF NORTH DAKOTA



**Melanie Moen** was hired as an Administrative Assistant in Student Loan Services. Prior to joining BND, Moen was a Disaster Program Manager at American Red Cross. Moen earned her Bachelor's Degree in Emergency Management from North Dakota State University.

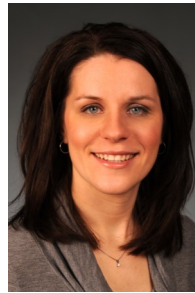
**Kirby Evanger** was hired as Director of Risk Management. Evanger earned his Bachelor's Degree in Accounting from Minot State University. Prior to joining BND, Evanger was SVP of Internal Audit/Loan Review at BNC National Bank and worked as the Chief Credit Officer/SVP at Starion Financial.



**Bryce Tellmann** was hired as the business Communications Specialist at BND. Prior to joining BND, Tellmann was the Communications Coordinator at Great River Energy. Tellmann earned his Bachelor of Arts Degree in Communications with an emphasis in Journalism and Public Relations from Concordia University in Nebraska.



## BELL STATE BANK & TRUST



**Katie Grant** has been hired as a Correspondent Credit Officer at Bell State Bank & Trust in Fargo. In her new position, Grant will analyze financial statements and prepare credit presentations for loan committee approval. Originally from Wahpeton, Grant earned a Bachelor's Degree in Agriculture Economics from North Dakota State University. She spent nearly 8 years at CHS, working in Grain Marketing, Producer Finance and most recently as a loan officer at Central Plains Ag Services in Hannaford, N.D.



**Dustin Kleppe** has been hired as Vice President/Ag Business Banker at Bell State Bank & Trust in West Fargo. In his new position, Kleppe will provide service to existing ag/business customers and look for opportunities to grow new business. Originally from Napoleon, N.D., Kleppe earned a Bachelor's Degree in Business Administration from North Dakota State University. He was most recently employed at Town & Country Credit Union.

**Craig Samuelson** has been hired as VP/Client Services Manager at Bell State Bank & Trust in Fargo. In his new position, Samuelson will provide strategic planning, sales development and operations with Bell Investments.



Originally from Pelican Rapids, Minn., Samuelson earned a Bachelor's Degree from Concordia College. He spent the past 16 years at Bank of the West as the Regional Manager for BankWest Investment Services.

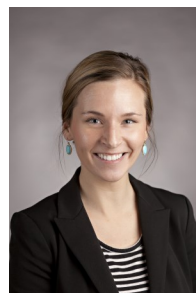
## WESTERN STATE BANK



**Peg Klemisch** recently joined Western State Bank as a Mortgage Loan Assistant. Her duties include processing secondary market real estate loans for all seven locations. Prior to joining Western, Klemisch worked with Valley Mortgage, Inc. and Northwestern Bank. Originally from Detroit Lakes, MN, Klemisch furthered her education by attending North Dakota State University, Fargo, ND, focusing in Business.



**Marissa Olson** recently joined Western State Bank as a Credit Analyst. Her duties include underwriting commercial loans, analyzing commercial credits and assisting with credit administration efforts. Prior to joining Western, Olson worked at Gate City Bank, West Fargo, ND. Olson earned her Bachelor of Science Degree in Finance with a Minor in Accounting from North Dakota State University, Fargo.



**Sam Krause** recently joined Western State Bank as a Communications Specialist in the Sales & Marketing Department. Her duties will include designing and managing communication strategies for Western State Bank. She will focus on enhancing brand awareness, upholding our vision and values and share company initiative updates through internal, external and online communication resources. Prior to joining Western, Krause was a Strategic Marketing Intern at UnitedHealthcare in Minnetonka, MN. Krause earned her Bachelor of Arts Degrees in Communication and English writing at Concordia College, Moorhead, MN.



To have your employees featured in the News please send your articles and photos to [info@icbnd.com](mailto:info@icbnd.com)



# ICBND Members in the News

## WILDMER ROEL



**Andrew Huus** has joined the Tax Department of Widmer Roel, a Public Accounting and business advisory firm with offices in Fargo, Bismarck and Hazen, N.D. Huus, as a Staff Accountant, provides tax and accounting services. Huus has a Bachelor's Degree from the University of North Dakota.



**Kyle Veum** has joined the Audit Department of Widmer Roel, a public accounting and business advisory firm with offices in Fargo, Bismarck and Hazen, N.D. Veum, as a Staff Accountant, provides audit and accounting services. Veum has a

Bachelor's Degree from North Dakota State University.



**Tim Erickson** has joined the Audit Department of Widmer Roel, a public accounting and business advisory firm with offices in Fargo, Bismarck and Hazen, N.D. Erickson, as a Staff Accountant, provides audit and accounting services.

Erickson has a Bachelor's Degree from Minnesota State University Moorhead.

## FIRST INTERNATIONAL BANK & TRUST



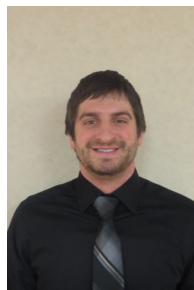
First International Bank & Trust is proud to welcome **Nate Monson** as a Mortgage Loan Officer. Monson will be responsible for developing potential mortgage business, then preparing, analyzing and verifying mortgage loan applications to

purchase real estate or to refinance an existing mortgage. Monson will be at the Moorhead Branch located at 800 30th Avenue South. Nate comes to First International Bank & Trust with 27 years of mortgage lending experience within the Fargo-Moorhead area.



First International Bank & Trust is proud to welcome **Jake Germundson** as a Community Banker. Germundson will be responsible for completing duties related to a variety of banking functions including credit

analysis, credit review and consumer lending. Germundson will be at the Fargo South branch located at 3001 25th Street South. Jake comes to First International Bank & Trust with a degree in Accounting from North Dakota State University.



First International Bank & Trust is proud to welcome **Norman Nicholson** as a Community Banker. Nicholson will be responsible for completing duties related to a variety of banking functions including credit

analysis, credit review and consumer lending. Nicholson will be at the Fargo South branch located at 3001 25th Street South. Norman comes to First International Bank & Trust from Sea View Farms and with a degree in Agribusiness from North Dakota State University.

## CORNERSTONE BANK



**Cindy Morse** has joined Cornerstone Bank as a Full-Time Mortgage Loan Processor at our Bismarck South Branch. Cindy comes to us with over 5 years of office administration experience.



**Teresa Boeckel** has joined Cornerstone Bank as a Full-Time Customer Service Representative/Teller at our Bismarck North Branch. Teresa comes to us with over 5 years of customer service and 3 years of cash handling experience.

## BELL STATE BANK & TRUST

Please join us in wishing **Pam Ganyo** a happy retirement as she completes her career with Bell State Bank & Trust. Pam has been working with **Deanna Linstad** over the past six months to ensure a smooth transition for all of her clients.

**Tyler Seeger** is venturing to Minneapolis as of January 1, 2015, to begin a career in auditing with RSM McGladrey. Over the past month, Tyler has been working with **Jonathan Skauge**, who will be taking over Tyler's duties as Retirement Services Coordinator. Jonathan will also have Tyler's phone number to make the transition even easier for our clients.

**Natasha Sanders** is moving to the role of Retirement Services Specialist, serving in the position previously held by Jonathan Skauge. Natasha will also maintain Jonathan's phone number to seamlessly work with clients.

Finally, we welcome a new face to our group, **Abigail Delling**. Abigail will be our new Retirement Administration Specialist as of January 5, 2015.



To have your employees featured in the News, please send your articles and photos to [info@icbnd.com](mailto:info@icbnd.com).

# ICBND Members in the News

## Senechal Obtains Certification



Bismarck- Mike Senechal, Trust Officer at American Trust Center, Bismarck, was recently awarded the Certified Trust & Financial Advisor (CTFA) designation from the Institute of Certified Bankers (ICB), a nonprofit organization sponsored by the American Bankers Association, in Washington, DC. Mike earned the designation as an honors graduate of the ABA, National Graduate Trust School. The CTFA designation is awarded to individuals who demonstrate excellence in the field of

trust and investment management. In order to be authorized to use the CTFA credential, you must meet the experience, education, ethics and examination requirements determined to be competency measures for personal trust professionals. The CTFA exam covers many areas including fiduciary and trust activities, personal financial planning, tax law, investment management and ethics.

## Heilman Named To National Advisory Board



Tim Heilman, Choice Financial's Chief Information Officer (CIO) was recently named Vice Chair of the Fidelity National Information Systems, Inc. (FIS) Advisory Board. The advisory board meets numerous times a year to discuss research and development trends to help shape the software landscape for community banks. He will serve two years in the Vice Chair position, and then an additional two years in the Chairman position. Heilman has been with Choice Financial since 2005. Prior to becoming CIO,

he was Chief Technology Officer, and currently serves on the company's executive management team. Heilman is a native of Rugby, N.D., and graduated from the University of Mary, Bismarck, N.D., with Bachelor's Degrees in Computer Information Systems and Business Administration.

FIS is the world's largest provider of banking and payments technology solutions and a global leader in consulting and outsourcing solutions. FIS serves more than 14,000 institutions in over 110 countries. First in financial technology, FIS tops the annual FinTech 100 list, the FinTech Forward 100 list, is 426 on the Fortune 500 and is a member of Standard & Poor's 500® Index.

## Starion Financial Names Zetocha Market President



**Starion Financial has named John Zetocha president of the Oakes market effective Jan. 31, 2015.**

In 1996, Zetocha joined Starion Financial in as a loan officer. Two years later he was promoted to Business Banking Officer/Assistant Vice President and in 2004 was named Business Banking Officer/Vice President. Throughout his career, Zetocha has helped businesses and agriculture customers find proper financing, leasing, e-Banking, cash management and hail insurance services for their individual needs.

Zetocha earned a Bachelor of Science in Agricultural Education from North Dakota State University and is a graduate of the North Dakota School of Banking and the inaugural class of Rural Leadership North Dakota.

Since 1984, Zetocha has operated a corn and soybean farm and small livestock operation in the Oakes area. He is active in a variety of clubs and organizations including the Oakes Lions Club, Oakes Area Community Foundation and Oakes Enhancement, Inc. He is also a member of the Knights of Columbus, Ludden Sportsman Club, Oakes Teammakers, Oakes Basketball Boosters and NDSU Team Makers Club. Zetocha served on the North Dakota Corn Growers Association board and corn utilization council for six years. Zetocha and his wife, Ann, have four children.



## American Bank Center Opens Mandan Branch

Mandan-American Bank Center opened its new Mandan branch on Wednesday, January 7, 2015. The Mandan branch is located at 101 East Main Street. Following extensive remodeling of the old Iverson building, the Mandan branch for American will be a full service institution with lobby hours of 8am - 5pm Monday thru Friday. The drive up will be open from 7am - 6pm Monday thru Friday and on Saturday from 9am - noon. American Bank Center will offer services from personal banking, ag banking, business banking and mortgage services.

Todd Humphrey will be the Market President for the Mandan location. Todd has more than 25-years of experience in the banking industry. Most recently, he held the position of VP Business Banking Officer/Supervisor for the Bismarck market. Todd is a graduate of Moorhead State University, and the Graduate School of Banking in Colorado. He is also a CPA. Todd has extensive Involvement with community, banking, tribal and volunteer organizations.



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# Classifieds

## Operations Assistant I

**Cornerstone Bank** is looking for an Operations Assistant I – Wires/Recons to join our professional team at its Fargo location. This candidate is responsible for reviewing daily loan reports, escrow administration, incoming and outgoing wires, and monthly reconciliation of reimbursable accounts, cashier checks, expense accounts, bank controlled accounts, levies, and IOLTA/RETA. A High School diploma or GED and 2 years of bank experience required. Bank operations experience preferred. We offer competitive salaries, a comprehensive benefits program and career development opportunities within an exciting growing company. Interested applicants please apply online at: [www.cornerstonebanks.net](http://www.cornerstonebanks.net).

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## Operations Assistant II

**Cornerstone Bank** is looking for an Operations Assistant I – CTR/Loan Entries to join our professional team at its Fargo location. This candidate is responsible for processing daily block entries, new and renewed loan entries, and researching daily transactions on Currency Transaction Report. A High School diploma or GED and 2 years of bank experience required. Bank operations experience preferred. We offer competitive salaries, a comprehensive benefits program and career development opportunities within an exciting growing company. Interested applicants please apply online at: [www.cornerstonebanks.net](http://www.cornerstonebanks.net).

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## Operations Assistant II

**Cornerstone Bank** is looking for an Operations Assistant II – Participations to join our professional team at its Fargo location. This candidate is responsible for processing secondary market funding's, title company closings, processing/calculating participation payments/advances, sending billings to participants, and preparing entries. A High School diploma or GED and 2 years of bank experience required. Bank operations experience preferred. We offer competitive salaries, a comprehensive benefits program and career development opportunities within an exciting growing company. Interested applicants please apply online at: [www.cornerstonebanks.net](http://www.cornerstonebanks.net).

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Just a friendly reminder that if your bank has been the victim of any type of fraud please email the information to Shantel Schuh at [info@icbnd.com](mailto:info@icbnd.com) with as many details as you can so we may in turn alert our fellow community bankers around the state. It seems that there are more counterfeit bills, checks, and suspicious activity including robberies in our state at an increasing rate these days.

Please stay safe and help us to keep all our North Dakota Community banks, customers and employees safe by getting us your information to pass on to our members.



# Classifieds

## Ag Banking Officer

**North Country Bank** is seeking an Ag Banking Officer for our McClusky office. Will be responsible for developing and maintaining relationships with agricultural-based customers. Will solicit and originate quality loans, deposits and other products and services with customers. A minimum of three years related banking experience along with a bachelor's degree in accounting, finance, economics or another business field is preferred. To apply, please send resume to: North Country Bank, Attn: Human Resources, 308 Lincoln Avenue, PO Box 40, Underwood, ND 58576.

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## Assistant Commercial Loan Officer

The Assistant Commercial Loan Officer will provide a high level of support to the Dakota Certified Development Corporation (Dakota CDC) lending staff and the lending operations of the entire Corporation. This position will be based out of our Fargo office, but travel is required. Responsibilities include, but are not limited to, developing and fostering relationships with lenders, small businesses, and economic development professionals; market and promote the loan programs offered by Dakota CDC; retrieving and assembly of loan information provided by lenders and small business to support the lending process; assisting in the preparation of loan packages; and in the assembly and preparation for submission to the Dakota CDC Loan Committee and the SBA Loan Processing Center.

To learn more please visit: [www.icbnd.com/blog-root/entry/assistant-commercial-loan-officer](http://www.icbnd.com/blog-root/entry/assistant-commercial-loan-officer)

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To learn more about advertisement opportunities in the Community Banker, please contact us at 701-258-7121 or at [info@icbnd.com](mailto:info@icbnd.com)

Advertisement information available at [www.icbnd.com/get-involved/advertising](http://www.icbnd.com/get-involved/advertising)

## Vice President/ Business Banking Officer

**Western State Bank** is seeking an energetic, experienced, business banking professional to join our team in West Fargo as Vice President/Business Banking Officer. The ideal candidate has an established referral network and significant experience forming relationships of trust with clients and prospective clients, based on in-depth knowledge of products and services, and a commitment to creating a superior customer experience. The VP/Business Banking Officer will facilitate a solid partnership with retail leadership to optimize growth opportunities in accordance with Western's vision, core values, and business plan. The qualified candidate possesses a bachelor's degree in business, finance or a related field, 7 or more years in business banking, and is in search of a setting focused on the customer experience, and doing great work, with great people, at a dynamic, growing company.

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# Educational Opportunities

## Webinars

Feb 3	Revisiting Your RESPA & TILA Policies to Include the New Integrated Disclosure Requirements
Feb 4	Understanding Appraisals & Appraisal Review Concepts for Lenders
Feb 5	New BSA Officer Training
Feb 10	FASB/GAAP Update, Including Proposed Modifications to ALLL Calculations
Feb 11	Qualifying Borrowers Using Personal Tax Returns Part 1: Basics, Itemized Deductions, Interest & Dividend Income, Sole Proprietorships & Capital Gains
Feb 12	Account Opening Due Diligence
Feb 18	FinCEN Guidance on Banking Marijuana Businesses
Feb 19	Regulator Issues & Update for the Credit Analyst
Feb 24	Setting & Monitoring Effective ACH Exposure Limits
Feb 25	FFIEC Assessments & Recent Developments in Cyber Security Risk Management
Feb 26	Top 10 Compliance Mistakes in Advertising
Mar 3	Traditional & Roth IRA Fundamentals & Compliance Considerations
Mar 4	Qualifying Borrowers Using Personal Tax Returns Part 2: Income from Rentals, Royalties, Partnerships, S Corporations & Farms
Mar 5	Free Checking Trends in Today's Market: Feasibility, Regulations & Benefits
Mar 10	Update on Capital Planning, Contingency & Basel III for the Board
Mar 12	Legally Handling ATM & Debit Card Claims Under Regulation E
Mar 17	Flood Insurance Compliance Review & Update
Mar 19	Real Estate Valuation: Beyond the Basics
Mar 24	The TILA/RESPA Integrated Disclosure Line-by-Line Part 1: Loan Estimate
Mar 25	Call Report Revisions & Update: Including an Overview of Basel III Regulatory Capital Changes to Schedule RC-R
Mar 26	Social Media Content Strategies for Visibility & Positioning of Your Bank Online
Mar 31	Opening Trust Accounts: Compliance, Documentation, Signing Authority & Deposit Insurance Issues

## Live Seminars

Mar 24-25 Ramada Hotel Bismarck, ND	Community Bankers for Compliance
March 26 Hilton Garden Inn Fargo, ND	A Day in the Life of the RDFI
April 14 Kelly Inn Bismarck, ND April 16 Ramada Dickinson, ND	The Financial Ins & Outs of Community Banking- Leadership, Succession Planning and Business Strategy
April 23 TBD Jamestown, ND	Emerging Leaders Spring Meeting
April 27 Bismarck, ND April 28 Minot, ND April 29 Grand Forks, ND April 30 Jamestown, ND	Spring Frontline Session
May 5 Ramada Plaza Suites Fargo, ND	The Financial Ins & Outs of Community Banking- Leadership, Succession Planning and Business Strategy
May 12 Hilton Garden Inn Fargo, ND May 14 Ramada Hotel Bismarck, ND	FDIC Bankers College
June 4-5 Hilton Garden Inn Fargo, ND	Emerging Leaders Summer Conference
June 22-26 Bismarck State College Bismarck, ND	ICBND School of Agricultural Lending
August 16-18 Ramkota Hotel Bismarck, ND	ICBND Annual Convention
September 10 ICBND Training Room Bismarck, ND	ACH Rules Compliance Audit Workshop
September 15-16 Radisson Bismarck, ND	Community Bankers for Compliance
September 18 Riverdale High Lodge Riverdale, ND	Emerging Leaders Fall Meeting
September 21-24 Four Locations	Fall Frontline- Annual BSA Training

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## ICBND Directory



*Community Banker* is the official publication of the Independent Community Banks of North Dakota. Deadline for submission and advertisements is the 5th of the month prior to publication.

Send your items to:

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PO Box 6128  
Bismarck, ND 58506-6128  
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### ICBND Office Hours:

#### Regular Business Hours

Mon-Fri  
8:30 am to 5 pm

#### Summer Hours

(Memorial - Labor Day)  
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## Together We Prosper

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