

Community Banker

ICBND

INDEPENDENT COMMUNITY BANKS
of NORTH DAKOTA

Official Newsletter of the INDEPENDENT COMMUNITY BANKS of NORTH DAKOTA

July/August 2015 Issue

2015 School of Agricultural Lending

See page 10 for more details



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Tim Porter
Bank of North Dakota
Bismarck
ICBND Chairman

As I reflect on my time spent as Chairman, there are several comments I would like to share. First of all, the future of community banking is in good hands. One only has to attend an Emerging Leaders function or spend some time visiting with the participants in our Ag School to appreciate the talented individuals that will soon be leading their banks and our association. They have a passion for their community and a desire to do what's necessary to help their local customers. Many of these young professionals will be at this year's convention, so I encourage you to seek them out and introduce yourself. I think you'll be impressed.

Secondly, we should all feel fortunate to work with the dedicated team of professionals that we have at our ICBND office. Just consider the three distinct areas that comprise our office, and how their efforts impact your ability to train your staff,

provide services to your customers, and make your bank more profitable. Personally, I'm thankful that as Chairman, I was able to witness more first-hand the good work that our staff does every day. They all deserve a big "Thanks" when you see them at this year's convention.

Finally, I have been lucky to serve your association with an outstanding Board. We recently completed a full day of strategic planning that will set the course for the association in the coming years. I'm excited for the opportunity to continue to work with this fine group as we implement the strategic initiatives that will make us your association of choice.

Thank you for your support and encouragement this past year and I'll look forward to seeing you at this year's convention.

President's Remarks



Barry D. Haugen
ICBND President

It's hard to believe July is nearly over. It's been a very busy spring and summer at ICBND and it's been my pleasure to witness firsthand some of the fabulous education and development programs that were established before my time as your association president. The Emerging Leaders summer conference in Fargo included a tremendous program with Steve Scheel delivering the keynote address along with a tour of Scheels corporate campus. The success of the Scheels organization is rooted in customer service, understanding customers' wants and needs, teamwork, and accountability. It reminded me very much of the independent community bankers in our state. The talent, enthusiasm and camaraderie of the Emerging Leaders group is impressive and infectious. It's not too late to get involved in Emerging Leaders for 2015 as the fall session in Riverdale on September 18 is sure to be another great event.

In late June, ICBND convened the 2nd year of the Agricultural Lending School. I won't dwell on this too much as you can read more specifics about the school in this newsletter. Suffice it to say, it was a tremendous success with 39 participants and an almost equal mix of first-year and second-year students. I've been

anxious to participate in the school since the day I started at ICBND because I know how critical agriculture and the success of our farmers and ranchers is to our state and to community banking. The timeliness of this school and its curriculum can't be overstated. We all know that we are in the midst of challenging times in agriculture particularly on the crop production side. Understanding customers and the challenges of their business is vital to the relationship with them. This school is possible because of ICBND's tremendous partnership with NDSU and BSC and the overwhelming support of our bank and associate members. Whether it's instructional expertise, event sponsorship, or student participation, our members always seem to deliver!

Finally, if you've not already done so, please register for the 48th Annual ICBND Convention on August 16-18 in Bismarck. An impressive lineup of speakers, events and exhibitors is slated with Cam Fine, President and CEO of ICBA, delivering the keynote address at Tuesday evening's banquet. ICBND staff puts a tremendous amount of work into the convention and I'm certain it will be another memorable event. I hope to see you in a couple weeks!

Welcome!

Please welcome ICBND's newest Associate Member,
Arch Mortgage Insurance Company



Expect more from Arch MI, which delivers truly innovative solutions to expand origination opportunities for community banks. Our new Portfolio PowerSM product, available through top-rated Arch Mortgage Guaranty Company with day-one rescission relief, insures eligible Jumbo, non-QM and portfolio loans, as well as loans intended for private securitization. Learn more at www.archmi.com.

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CPAs & BUSINESS ADVISORS

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U.S. Small Business Administration

www.sba.gov/nd

657 2nd Avenue North, Room 218

Fargo, ND 58102

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U.S. Small Business Administration



Your Small Business Resource

SBA programs are focused on providing small businesses with access to capital, opportunities in government contracting, counseling, and entrepreneurial education, or the "three Cs": Capital, Contracting, & Counseling. Access to capital is provided through loan guarantees offered to participating lenders. Counseling and training is offered through SBA offices and a network of resource providers. SBA also provides low-interest loans to homeowners, renters and businesses of all sizes for physical and economic damage caused by a declared disaster.

ICBND...

LEADING YOU INTO THE FUTURE

Together We Prosper

August 16-18, 2015
Ramkota Hotel • Bismarck, ND



*48th Annual
Convention*

Independent Community Banks of North Dakota

ICBA'S TOP Loan Producers

The July issue of Independent Banker®, the award-winning magazine of the Independent Community Bankers of America® (ICBA) and the nation's number-one source for community banking news, recognizes nearly 250 community banks that have been highly successful at providing loans to individuals, families and small business in their communities.

Today's Main Street community banks certainly provide an increasingly diverse range of financial products and services. However, along with safeguarding savings and processing payments, no function remains more critically fundamental to a community bank's overall purpose and success than lending.

No community bank can be successful—for its customers, communities and shareholders—without safely turning people's deposits into valuable and productive credit for others. Invariably, the most successful community banks are those that consistently book the most solid loans. And that means winning the most business from borrowers in a marketplace rife with competitors.

For these reasons, ICBA Independent Banker® set out to identify community banks that have had the most recent success at generating the most solid loans. We developed the following listings of top loan producers among ICBA member community banks in these eight categories:

- Top 100 overall industry loan producers
- Top 50 commercial lenders
- Top 50 commercial real estate lenders
- Top 50 consumer lenders
- Top 50 mortgage lenders
- Top 50 credit card lenders
- Top 50 agricultural lenders
- Top 50 auto lenders

The top 100 overall industry loan producers are those community banks with the highest percentage of overall loans by dollar value to their total assets. The top 50 specialty lenders are those community banks with the highest percentage of loans by dollar value in the corresponding loan category to their overall loan portfolio.

Nothing is more fundamental to a community bank's success than productive lending. ICBA Independent Banker congratulates these ICBA member institutions for succeeding in the most fundamental measure of all—safely providing credit to their customers and communities.

For the full stories on these community banks, visit the Independent Banker website at

www.independentbanker.org

Overall Lending- Less Than \$500 Million in Assets

Ranking	% Total Loan to Total Assets	Community Bank	Main Office	Total Assets
16	92.30%	Bank of Glen Ullin	Glen Ullin, ND	\$52 Million
20	91.60%	Cornerstone Bank	Fargo, ND	\$246 Million
22	91.20%	First State Bank	Buxton, ND	\$173 Million

Overall Lending- More Than \$500 Million in Assets

Ranking	% Total Loan to Total Assets	Community Bank	Main Office	Total Assets
3	90.30%	Bell State Bank & Trust	Fargo, ND	\$327 Million
11	88.50%	Western State Bank	Devils Lake, ND	\$756 Million

Business Lending- More Than \$500 Million in Assets

Ranking	% Total Loan to Total Assets	Community Bank	Main Office	Total Assets
7	68.00%	Western State Bank	Devils Lake, ND	\$756 Million

Agricultural Lending- More Than \$500 Million in Assets

Ranking	% Total Loan to Total Assets	Community Bank	Main Office	Total Assets
10	49.00%	Horizon Financial Bank	Munich, ND	\$140 Million
13	48.30%	Grant County State Bank	Carson, ND	\$34 Million
22	44.50%	McIntosh County Bank	Ashley, ND	\$89 Million

Agricultural Lending- Less Than \$500 Million in Assets

Ranking	% Total Loan to Total Assets	Community Bank	Main Office	Total Assets
10	16.00%	Dacotah Bank	Aberdeen, SD	\$2.2 Billion
17	13.00%	Dakota Community Bank & Trust, N.A.	Hebron, ND	\$784 Million



**United States
Department of
Agriculture**

Direct Home Loan Program

What does this program do?

Also known as the Section 502 Direct Loan Program, this program assists low- and very-low-income applicants obtain decent, safe and sanitary housing in eligible rural areas by providing payment assistance to increase an applicant's repayment ability. Payment assistance is a type of subsidy that reduces the mortgage payment for a short time. The amount of assistance is determined by the adjusted family income.

- ✓ **no down payment required**
- ✓ **no private mortgage insurance**
- ✓ **repair loans with fixed interest rates as low as 1%**
- ✓ **repair grants available for those 62 years or older**

USDA is an equal opportunity employer and provider

FUNDS ARE AVAILABLE

Guaranteed Home Loan Program

What does this program do?

This program assists approved lenders in providing low- and moderate-income households the opportunity to own adequate, modest, decent, safe and sanitary dwellings as their primary residence in eligible rural areas. Eligible applicants may build, rehabilitate, improve or relocate a dwelling in an eligible rural area. The program provides a 90% loan note guarantee to approved lenders in order to reduce the risk of extending 100% loans to eligible rural homebuyers.

- ✓ **no down payment required**
- ✓ **no private mortgage insurance**
- ✓ **favorable rates and terms**

To view income and property eligibility information, go to: eligibility.sc.egov.usda.gov/eligibility/welcomeAction.do

To learn more, contact your local lender or the USDA Rural Development office at (701) 530-2037.

Visit us online at: www.rd.usda.gov/nd



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Presentations Include:

- Clarity Before Action. The Planning Equilibrium™
- Psychonomics of Community Banking
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- Attracting & Retaining Your Key People

Seminar Costs:

ICBND Member:

\$75.00 for first attendee from same business
\$50.00 thereafter

Non-Member:

\$105.00 for first attendee from same business
\$80.00 thereafter

*Session is also open to our Member Banks
Business and Ag Customers



John P. Schwan

John P. Schwan is the CEO and Founder of Schwan Financial Group, LLC (SFG) in Aberdeen, SD, a Multi-Family Private Office. John is considered a national expert in Estate and Business Succession Planning with more than 30 years of experience. SFG's professional team and proven processes incorporate tax planning, entity planning, income planning, investment planning, risk management, asset preservation and distributions.

Dates & Locations:

- October 13, 2015- Ramada Grand Dakota Lodge, Dickinson
- October 14, 2015- Kelly Inn, Bismarck
- October 15, 2015- Ramada Plaza Suites, Fargo

Register Now:



www.icbnd.com



info@icbnd.com



701.258.7121

ICBA Summary of FFIEC Cybersecurity Assessment Tool

BACKGROUND

During the summer of 2014, the Federal Financial Institutions Examination Council (FFIEC) piloted a cybersecurity examination program at over 500 community financial institutions to evaluate their preparedness to mitigate cyber risks. On March 30, 2015, FFIEC published General Observations following the pilot program and on June 30, 2015, FFIEC published a Cybersecurity Assessment Tool (“Assessment Tool” or “Tool”) to provide ALL financial institutions with a repeatable and measureable process to inform management of their institution’s risks (Inherent Risk Profile) and cybersecurity preparedness in relation to that risk (Cybersecurity Maturity). If the level of preparedness is not adequate, the institution may take action either to reduce the level of risk or to increase the levels of maturity (a “target” state). This Tool is meant to be used on an enterprise-wide level periodically or as technology changes. The Tool is mapped to both the FFIEC Information Technology Examination Handbook (FFIEC IT Handbook), as well as the National Institute of Standards and Technology (NIST) Cybersecurity Framework.1. Initially, the Tool will be voluntary but in the long term, it is expected that this Tool will be incorporated into the FFIEC IT Handbook and used in regular examinations.

The FFIEC offers several resources to assist financial institutions with cybersecurity risk assessment and preparedness.

- An executive overview
- A user’s guide
- An online presentation
- Appendices mapping the Tool’s baseline maturity statements to the FFIEC IT Handbook, mapping all maturity statements to the NIST Cybersecurity Framework
- Glossary of terms

Learn more about FFIEC’s Cybersecurity Assessment Tool at their website www.ffiec.gov/cybersecurity.htm

Independent Course Suites

BankersEdge Independent Course Suites provide flexibility and customization to your training experience. With our newly repackaged courses, you can select from one (Core), two (Core+), three (Comprehensive) or all seven (Elite Comprehensive) Independent Course Suites. In conjunction with the package of your choice, you can also purchase any of our Independent Course Suites as additional training to further expand your organization’s knowledge and improve performance!

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Build your sustainable, credible compliance program today! Contact your BankersEdge account executive at 1-877-999-3343 or email BankersEdge at sales@bankersedge.com.

There's still time to Register!

ICBND'S 48TH ANNUAL CONVENTION

AUGUST 16-18, 2015



1

Events

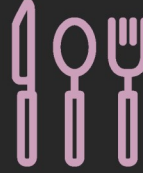
Enjoy an airshow, golf tournament, art & wine, theme party, and much more!



2

Speakers

Listen to a host of excellent speakers including Special Keynote Speaker Cam Fine



3

Food & Drinks

Indulge in excellent meals and drinks, including the 48th Annual ICBND Banquet with entertainment



4

Prizes

Win big at the ICBPAC Raffle, Silent Auction, Walk-A-Thon, and Heads or Tails Game

Booth spaces are available!

Register now: info@icbnd.com + www.icbnd.com + 701-258-7121

Increased regulation of residential real estate lending makes it cost-prohibitive for some rural lenders. BND has programs to help you serve your customers better.

Yes, we can do that!

View details at

banknd.nd.gov/yes

BND
Bank of North Dakota



2015 School of Agricultural Lending



Thirty-nine North Dakota community bankers recently attended the week long Independent Community Banks of North Dakota (ICBND) School of Agricultural Lending at the Bismarck State College (BSC) campus in Bismarck, ND. This was the second year of a two-year course that was developed by ICBND with assistance from the Ag Departments of BSC, North Dakota State University (NDSU) and ICBND member agricultural bankers.

Many North Dakota banks are finding it difficult to hire experienced agricultural lenders, especially in the rural areas and felt the need to develop training that would help newer lenders develop their skills in the ag field. A scholarship for a current BSC student who would be furthering their education in the NDSU Ag Curriculum was also established. This was done in hopes that these students would also consider a career in Ag Lending.

Mark Holkup, Associate Professor of Farm Management Education at BSC put together a “Joe Farmer” application that included all tax forms, balance sheets, and cash flow information that the class would need to follow Joe through his operating year and to assist him with his lending needs. Each year’s session concluded with a panel discussion of local Ag Lenders who have been in the community Ag lending business for many years and a keynote address from North Dakota Ag Commissioner Doug Goehring.

Of the 39 students attending this year, 17 of them were second year students and received their certificate of graduation plaque at the end of the session. The following bankers received their graduation certificates this year:

- Abe Beneda- Citizens State Bank of Lankin
- Andrew J. Wysocki- KodaBank
- Bruce Morman- Bank of Glen Ullin
- Charlie Wellman- Ramsey National Bank
- Christopher Midgarden- First United Bank
- Courtney R. Foss- First International Bank & Trust
- Deborah K. Clarys- Security First Bank of North Dakota
- Dustin Froelich- Bremer Bank
- Gustaf Schlepp- McIntosh County Bank
- Jamie D. Livingston- State Bank & Trust of Kenmare
- Joseph D. Roline- First International Bank & Trust
- Kyle W. Christensen- Bank of Glen Ullin
- Laura Sandberg- Security First Bank of North Dakota
- Mike Schmid- Grant County State Bank
- Ryan B. Holtan- American Bank Center
- Sarah M. Getzlaff- Security First Bank of North Dakota
- Wade Kusler- Bank of Hazelton

The 2014 Curriculum focused on:

- Reviewing and interpreting Tax Returns
- Assembly and overview of Balance Sheets
- Income and P/L Statements
- Ratio Analysis
- Financial Statement preparation and analysis
- Cash Flow Plans
- Qualifying land, machinery, crop and livestock values
- Risk Management, and
- Communicating with your Ag borrower

The second year, that was held June 22-26, 2015 worked on:

- Loan Structuring
- Documentation
- Proper Collateral Filing – UCCs
- Appraisals, Mortgage Searches, Abstract & Title Opinions and Title Insurance
- Crop Insurance
- Bankruptcy, collections, and repossession issues
- Regulations and Compliance
- Farm Programs
- Crop budgets and the Farm Bill
- New Technology
- Estate Planning
- Marketing your bank and Ag departments

ICBND will continue to rotate these two curriculums in the future. Attendees must complete both sessions in two years to graduate and receive their certificate plaques. Classroom size is limited to 40 students per year to insure in-depth classroom participation when working on case studies with Joe Farmer.



ICBND's Scholarship Recipient

**ICBND proudly introduces you to Alison Vetter –
ICBND School of Agricultural Lending's first
scholarship recipient.**

ICBND is pleased to announce Alison Vetter as the first recipient of the ICBND School of Agricultural Lending scholarship. As the recipient, Alison received a \$1000 scholarship in the spring of 2015 and will receive another \$2500 scholarship for the fall 2015 semester. In addition to the college scholarship, Alison received a scholarship to attend the ICBND Agricultural Lending School in 2015 and 2016.

Alison is a 2013 graduate of Linton High School and a December 2014 graduate of Bismarck State College with an Associate Degree in Science. Alison now attends North Dakota State University and is majoring in Agribusiness with a minor in Accounting. Alison plans to graduate in December 2016 with hopes of finding employment as an agricultural lender or other finance-related field. In her free time, Alison enjoys spending time with family, being outdoors, riding horse and golfing. We wish Alison the best in college and look forward to seeing her at next year's Ag Lending School.



**Don't miss the Ag School in 2016!
June 20-24, 2016**

Freedom and Lending

Written by: Camden Fine, President and CEO of ICBA

FINE Points



Let freedom ring. Let economic liberty and opportunity flourish. Let credit flow on Main Street.

This month, on the heels of celebrating our nation's birth to secure personal freedom and economic opportunity, Independent Banker highlights recently successful lending by community banks. The magazine's coverage represents snapshots of our industry, because there are far too many worthy community bank lenders to highlight in any single issue. So the coverage is part recognition of and tribute to the pivotal role community banks play in deploying local deposits to support people and local economies.

Available, affordable credit is the indispensable lubricant in our nation's mighty economic engine. In immeasurably diverse ways, credit empowers progress and helps fulfill individual ideas and dreams—the foundation of American opportunity, freedom and prosperity. Knowledgeable, responsive lending—along with processing secure payments and safeguarding savings—is fundamental to the relationship-based model all community banks follow.

Every community bank wants—and in fact counts on—its customers succeeding financially as much or more tomorrow as they do today. Inherently, that involves responsibly providing credit to as many people as possible who need it. Often when other financial institutions fail to meet consumers' needs, it's community banks that step up to provide the credit that helps Main Street succeed.

However, an underlying storyline amid this month's Independent Banker coverage is how hard community banks must work today to continue to provide responsible, needed credit on Main Street. At almost every turn, from counterproductive compliance requirements to misfit prudential mandates, one-size-fits-all overregulation is imposing costly burdens that are distracting if not downright hindering community banks from their primary role of providing useful, job-creating credit.

Fortunately, ICBA and community bankers have secured several important and

unprecedented exceptions for community banks from some, but not enough of, the newest Dodd-Frank Act provisions and mandates. But those sensible policy victories only stemmed a tide of excessive regulation already weighing down community banks. The truth is that many misdirected regulations designed for Wall Street megabanks and nonbanks continue to shackle Main Street credit, as indicated by numerous independent studies and a mountain of testimony from Main Street community bankers. The evidence is clear and overwhelming, and today few policymakers in Washington deny it.

“Every community bank wants—and in fact counts on—its customers succeeding financially as much or more tomorrow as they do today.”

With constant input and encouragement from ICBA, Congress continues to work on legislation to provide meaningful regulatory relief for community banks. Many measures derive directly from ICBA's Plan for Prosperity policy proposals. All of which would free community banks from regulation truly aimed at megabanks, and many of the proposals would directly help community banks focus their limited time and resources on Main Street lending. America's consumers, families and small businesses—and anyone with a personal stake in our economy—will benefit from the measures.

That's our primary message to Congress as we—with help from you and everyone at your community bank—push to secure meaningful regulatory relief this year. For so many important reasons, for so many people, let credit flow on Main Street. Let freedom ring!

Camden R. Fine is President and CEO of the Independent Community Bankers of America® (ICBA), a national trade association representing the interests of more than 6,500 community banks.

Key Under the Mat

Written by: Jack Hartings, Chairman of ICBA

From the Chairman



The rejection of the recent MasterCard-Target settlement showed us something that many of us community bankers have known for a long time—that pennies on the dollar is never a good deal for anyone.

When Target agreed to reimburse affected MasterCard-issuing banks roughly \$19 million following the retailer's massive 2013 data breach, which incurred significant costs for thousands of community banks, it gave community banks a choice—either accept the meager settlement or continue the costly and risky road of litigation. As ICBA's Cam Fine wrote in an American Banker op-ed on the subject, "talk about being caught between the devil and the deep blue sea."

Neither option was particularly desirable, and the rejection of the settlement proved it. This is certainly a case of, "it's better if it didn't happen in the first place."

And while we could wish that data breaches never happened, or were a thing of the past, we know that they are a very real threat to community banks and our customers. That's why you know all too well why ICBA's data security principles are more important now than ever.

"We depend on systems that use logic and trends to spot irregularities, but they are never foolproof. While technology is amazing, it's not always perfect."

As community bankers, we know our customers, but it's more difficult to protect them when we don't see them at the point of transaction. We depend on systems that use logic and trends to spot irregularities, but they are never foolproof. While technology is amazing, it's not always perfect.

The same goes for cybersecurity. Community banks are held to an incredibly high standard in protecting our websites and sensitive information, and we should be—we, and most importantly, our customers depend on us. But

it's a challenge for banks of all sizes. And as we have seen over and over again, cyber-thieves are always evolving.

And while community banks can have the most secure systems in place, we can't stop there. We need to continue to educate our customers to protect their passwords, login credentials and personal information. Not doing so leaves the key under the front doormat. And while business customers want 24/7 access to send ACH and wires, there is a cost and vulnerability associated with that.

We live in a world where everyone wants easy, real-time transactions, but there is a tremendous cost to protect those user-friendly systems. While I know community banks are up to the challenge, we need to be more than a few steps ahead of the technology. We need to keep moving because cyber-thieves are lurking behind us.

Sidebar:

- The costs of data breaches should ultimately be borne by the breached party.
- All participants in the payments system—including merchants—should be subject to Gramm-Leach-Bliley Act-like data security standards.
- A national data security breach and notification standard should replace the current patchwork of state laws.
- Unnecessary barriers to effective threat-information sharing between law enforcement and the financial and retail sectors should be removed.
- While community banks and other financial institutions continue to move to chip technology for debit and credit cards, these technologies alone may not have prevented the recent retailer breaches and do not protect against fraud in "card-not-present" transactions.

Jack Hartings is president and CEO of 1st National Bank of Scotia, in Scotia, N.Y.

Ag + Agency = Bond Alternative

Written by: Jim Reber, President and CEO of ICBA Securities

Portfolio Management



All good community bank portfolio managers have, as part of their risk-abatement strategy, the policy of diversification. This can be applied in multiple layers. One is to buy a range of investment sectors (i.e., mortgage-backed securities, munis, government agencies). Another is to purchase a variety of different maturities (which is partly dictated by the community bank's interest rate risk posture), and another is to spread the investments around a range of issuers.

In the government agency sector, the most visible names are Fannie Mae, Freddie Mac and the Federal Home Loan Bank System. Even though those three government sponsored enterprises (GSEs) have seen shrinkage in their borrowings in the last five years, they still in aggregate have about \$1.8 trillion in bonded debt. Most community banks own at least some of each of these GSEs.

As an alternative, another agency that issues bonds is the Federal Agricultural Mortgage Corp., or Farmer Mac. Farmer Mac is unique among GSEs for several reasons, starting with that it is a Preferred Service Provider of ICBA. Congress created it in 1988 during an agricultural credit crisis to provide a secondary market for qualifying agricultural and rural housing loans. Its common stock is traded on the New York Stock Exchange (stock symbol AGM), and its operations are financed primarily by issuing debt.

Same, but different

A key differential a potential investor should know is that the volume of outstanding debt is less than that of the other GSEs. As of Dec. 31, 2014, Farmer Mac had about \$12.8 billion in notes payable and has seen a slow, steady growth in its entire balance sheet. That tally, however, still leaves it far smaller than its government agency brethren.

Another unique characteristic is that Farmer Mac bonds are not rated by any of the major rating services. Their debt is senior and unsecured, and supported by the equity capital. The regulators have assigned a 20 percent risk weighting to the debt, which mirrors that of the other GSEs, and it is eligible collateral for FHLBank advances.

Risk/return in practice

Some community banks have invested in Farmer Mac debt as a means of spreading risk. By owning positions in a different obligor, they assume some other, different, risks. One is the perceived risk of owning a nonrated security. However, for many community banks that own Farmer Mac bonds, the 20 percent risk weighting allows the investment to comply with their investment policies. Another risk is the slightly less liquidity that these bonds have

compared to other GSE securities, due to their smaller scale.

Because of these two differences, Farmer Mac bonds tend to have somewhat higher yields than Fannie Mae, Freddie Mac or FHLBank issues of similar structure. For example, in February 2015, a five-year non-callable Farmer Mac bond was available at a spread over the five-year Treasury of 18 basis points (0.18 percent). At the same time, similar FHLBank bonds were trading at a spread of about 14 basis points (0.14 percent). Shorter maturities have less yield pickup, and longer maturities have more.

Be duly diligent

The Farmer Mac website, at www.farmermac.com, contains a lot of the information a community banker will want from an investigative point of view. For practical purposes, an investment manager should ensure that nonrated debt is permissible according to that community bank's investment policy, or that a maximum dollar exposure is quantified.

Finally, as you discuss Farmer Mac bonds with your favorite brokers, their supply is such that you may want to be notified when new issues come to market. Farmer Mac, depending on its financing needs, often issues a one-, three-, five- and 10-year bond each month, in block sizes generally from \$5 million to \$25 million. Your broker can advise you of the expected yields, spreads and maturities in the next issuance cycle.

Open Enrollment

ICBA Securities' investment school, the ICBA Bond Academy, will be held Nov. 9—10 at the Peabody Hotel in Memphis, Tenn. The school teaches new and upcoming managers to design, build and maintain a profitable investment portfolio. Up to 16 hours of Continuing Professional Education credits are available.



To register visit www.icba.securities.com or call (800) 422-6442 with questions.

Jim Reber is president and CEO of ICBA Securities, ICBA's institutional fixed-income broker/dealer for community banks.

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Locations in Fargo & Grand Forks

Banks Give Back

Western State Bank

Donation to the Packer Backers

Western State Bank recently made a \$3,142 contribution to the West Fargo Packer Backer Association.

Western State Bank developed a program to give back to the Packer Backers throughout the school year. During the West Fargo High School varsity boys and girls basketball season, Western donated \$2 for each West Fargo Packer point scored at regular season home games. The Packer Backers will use the donation for various school activities throughout the year.

Western has committed to continue this program for the varsity Packer football games again in the fall. During this past football season, Western donated \$1,570 to the Packer Backers.



Bank of North Dakota

College SAVE Plan Winners

North Dakota's College SAVE, the state-sponsored 529 college savings plan administered by Bank of North Dakota, is announcing the eight winners of College SAVE's 529 Day Contest. On May 29, eight lucky entrants from across North Dakota were randomly chosen to win a \$529 contribution to their College SAVE plan.

The 529 Day Contest winners are Randall Gaebe of Bowman, ND; Scott Yunko of Minot, ND; Sara Hendrickson of Hansboro, ND; Anna Hanson of Fargo, ND; Tracy Kirchner of Reiles Acres, ND; Stephen Thomas of Sawyer, ND; Brooke Kosiak of Wishek, ND; and Tara Emerson of Pembina, ND.

As the final piece of the 529 Day Contest, College SAVE gave another \$529 award to Carleen Soule of Mandan, North Dakota at the Superslide Amusement Park in Bismarck. The Soule family celebrated with thousands of people as they enjoyed a fun-filled day of giveaways and activities for the kids, sponsored by The Bismarck Tribune.



Read about these articles and more at our website: www.icbnd.com/community



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ICBA Securities' brokers provide you with custom opportunities to fit your bank's individual investment needs. Our team's primary focus is adding value by providing insight, analysis, and recommendations which are determined by our Performance Profile, a comprehensive study utilized by over 1,200 community banks. Our proprietary Risk Manager service can help identify your needs and then determine which products and strategies will assist you in achieving optimum success to take your bank to the next level.

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Healthy
meals on
a budget

Live Well, Work Well

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

With a little time, planning and strategic shopping, you can eat healthier and stay within your means.

Eating healthy on a limited budget may seem impossible, but with a little time, planning and strategic shopping, you can eat healthier and stay within your means.

Importance of Planning

Planning your meals for the week is the best place to start. Planning will help you make sure you are including foods from each food group—pay special attention to serving enough fruits and vegetables in family meals. Also, it helps you achieve a healthy balance—for instance, if you plan to serve a food higher in fat or salt, you can plan low-fat or low-salt foods to go with it.

In addition, planning saves time and money. Making a shopping list helps you know what food you already have, and what food you need—and helps avoid pricey “impulse” buys. Plus, planning your meals means fewer

trips to the grocery store and helps you make use of leftover food and ingredients.

Planning Tips

- Build the main part of your meal around rice, noodles or other grains. Use smaller amounts of meat, poultry, fish or eggs.

- Add variety to family favorites and try new, low-cost recipes. There are many online resources for finding healthy recipes.

- Try new ways to cook foods, such as a slow cooker or crock-pot, to make meals easier to prepare.

- Make use of leftovers to save time

and money. For instance, if you make a pot roast, serve half of it and freeze the rest to use later in a casserole.

- When time allows, cook large batches of certain meals and freeze family-size portions for meals later in the month.

Tips for Shopping

- After planning your meals, make a list of all the foods you need (don't forget to check the kitchen first!)

- Look for coupons for the foods you plan to buy.

- Avoid convenience foods (fancy baked goods, frozen meals, etc.);

you can usually make these at home much cheaper and can control the nutritional value as well.

- Try store brands. They cost less and generally taste as good and have equal nutritional value.

- When buying produce, buy what is in season. Compare fresh, frozen and canned to see which is cheapest.

- Read food labels and choose foods with less fat, sodium or calories, and more vitamins, minerals and fiber.

- When your budget allows, buy extra, low-cost nutritious foods like potatoes and frozen orange juice concentrate. These foods keep well.



ND BANKS

BENEFIT TRUST

Contact Angi Day at (701) 223-5303 or angi@ndba.com for more information on ND BANKS Benefit Trust.

(Article provided by Zywave Broker Briefcase)

We Don't Want to See You in the Bank Anymore



Years ago when internet banking was in the early stage of its product life cycle (similar to where mobile banking is today), a very high profile billboard in St. Paul, Minnesota contained only the words “We Don’t Want to See You in the Bank Anymore”. In smaller letters was the name of a large conglomerate bank.

Question: How would you as a banker respond to that billboard? Perhaps more importantly, how do you believe your co-workers might respond?

It is easy to find out. Just ask each individual to:

1. Provide a written answer to one simple question: “Should we use that message on a billboard in our community to market our mobile banking?”
2. Explain their answer.

The answers may give us insights that will help to guide our bank’s sales, marketing, and staff training. They will likely include some of the following concepts:

Perspective – Not all our customers come from the same perspective. A student may prefer technology over personal interaction. On the other hand, a business borrower, a young couple purchasing their first house, or a retiree may value the relationship they have with their loan officer or personal banker.

Customer Needs – Our customers vary in age, gender, education, occupation, geographical location, personal interests, and others. They have different needs. Some have needs for mobile banking; some do not.

Sales – We know that we need to have an active bank sales culture to compete in today’s environment. By definition “sales” is a one-on-one communication between the sales person and the customer. To encourage the customer not to come into the bank eliminates one of the most productive opportunities for sales.

Bob Erickson, President of Bank Training, offers a complementary background in banking, sales, public accounting, insurance, bank training and consulting.

Don't miss Bob's Session on "How to Create a Successful Sales Culture in Your Community Bank" at ICBND's 48th Annual Convention Monday, August 17th at 10:15 a.m.



A better bank starts with a better process.

Ours is a design-build process. And it's a partnership. It begins with us really getting to know you, designing a plan to accomplish your specific goals and managing construction until you're comfortably conducting business in your new space. It's our version of red carpet treatment from start to finish.

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wildcrg.com 701.293.8106 Let's talk about your bank.

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- Bank stock & ownership loans
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Next Gen Retreat

Concordia College Moorhead, MN
August 5 - 7, 2015



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Statement by CFPB Director Richard Cordray on Know Before You Owe Mortgage Disclosure Rule

WASHINGTON, D.C. — Consumer Financial Protection Bureau (CFPB) Director Richard Cordray issued the following statement on the Know Before You Owe mortgage disclosure rule:

“The CFPB will be issuing a proposed amendment to delay the effective date of the Know Before You Owe rule until October 1, 2015. We made this decision to correct an administrative error that we just discovered in meeting the requirements under federal law, which would have delayed the effective date of the rule by two weeks.

We further believe that the additional time included in the proposed effective date would better accommodate the interests of the many consumers and providers whose families will be busy with the transition to the new school year at that time.”

The public will have an opportunity to comment on this proposal and a final decision is expected shortly thereafter.

The Consumer Financial Protection Bureau is a 21st century agency that helps consumer finance markets work by making rules more effective, by consistently and fairly enforcing those rules, and by empowering consumers to take more control over their economic lives.

NEWS

Do you have an article that is newsworthy?

We are always looking for interesting, informative, and credible articles and stories pertaining to Community Banking.

If you have a story you would like to see featured, please contact us at info@icbnd.com or 701-258-7121

ICBND Members in the News

CORNERSTONE BANK



Kari Grafstrom has joined Cornerstone Bank as a full-time Mortgage Loan Officer. Kari comes to us with over 14 years of mortgage experience, most recently as a Mortgage Loan Officer in Coon

Rapids, MN. In her new role, she will work with home owners and those looking to purchase homes to find the best financing options to meet their goals.

STARION FINANCIAL



Marc Rasmussen, Credit Administration, Vice President, has joined Starion's Management Committee. This committee coaches and leads team members, strategically plans for the future

and shapes the direction and priorities of the organization. Rasmussen joined the bank in 2013.



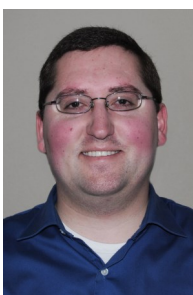
Cody Schoonover has been promoted to Investment Advisor and is located at the bank's North Washington location. Schoonover joined Starion in 2012 as a teller in Fargo, moving to Bismarck in 2013 after accepting the position of Junior Investment Advisor.



Doug Zinke has been promoted to Business Banking Officer, Vice President, and is located at the Starion's downtown Bismarck branch. He has been in banking and financial services for nearly a decade and began his career with Starion

Financial in 2011 as a Business Banking Officer.

STARION FINANCIAL



Ian Carlson has been promoted to Operations Specialist. In this role, he provides support for Business Bankers and customers with deposit products, cash management tools and quality control functions.



Monika Kitzan has been promoted to Proof Operator II. In this position, she is responsible for accurate and timely balancing of all transactions, item sorting and statement preparation, and cash letter processing.

Kitzan joined Starion Financial in 2006 as a Proof Operator I.



Ashley Schmitt has been promoted to Mortgage Operations Specialist II. Prior to joining the Starion mortgage team in 2013, she had several years of experience with title and escrow processing. Schmitt attended the

University of Mary.



Terri Hooker joined Starion Financial as a Mortgage Operations Specialist II. Hooker earned a Bachelor's Degree from Black Hills State University in Spearfish, S.D., and has more than eight years of experience in banking and sales.



Tosha Steinwand has joined Starion as a Mortgage Operations Specialist II. She brings more than eight years of experience in the mortgage servicing/title industry.

STARION FINANCIAL



Jenny Heck has taken a new role at Starion Financial as a Compliance Specialist in the Risk Management Department. She is located at the bank's Fargo Urban Plains location and her primary responsibility

is to support and maintain compliance functions of the bank.



Starion Financial was presented with a Top 10 Young Professional Workplaces award by the Bismarck-Mandan Young Professionals Network. The award, presented annually since 2007, recognizes local businesses committed to recruiting and retaining talented young professionals.

UNITED COMMUNITY BANK



United Community Bank has hired **Dan Leidholt** as a new Commercial Loan Officer at their Minot location. He brings with him four years of experience as a Consumer Loan Officer and 19 years serving the Property Management of

Investors Real Estate Trust.

VANTAGE POINT SOLUTIONS



Vantage Point Solutions (VPS) Hires **Pat Essig** as Credit Review Consultant. With 37 years of banking experience, Pat Essig is a seasoned veteran in the industry. Essig spent his career as an agricultural and

business banker, a credit administrator, and a branch manager and market president.



To have your employees featured in the News please send your articles and photos to info@icbnd.com

July/August 2015 Issue

ICBND Members in the News

VANTAGE POINT SOLUTIONS



Vantage Point Solutions (VPS) Hires **Michele Lee** as newest Risk and Regulatory Compliance Manager. Michele Lee, a Certified Regulatory Compliance Manager, has been a Compliance Analyst, Internal

Auditor and Loan Officer for local financial institutions. She brings 17 years of valuable experience to Vantage Point's growing banking division.

WESTERN STATE BANK



Sheila Schmaltz recently joined Western Equipment Finance as an Account Manager. Her primary responsibilities will include managing the administrative duties related to the support of manufacturer,

vendor and end-user relationships within a defined nationwide portfolio of commercial and agricultural transactions.



Anita Neisius recently joined Western State Bank as a Customer Care Banker. Her duties include responding to internal and external customer inquiries and referring bank products and services. Neisius joins

Western with 17 years of Customer Service experience, having worked in retail and office management.



Becca Oie recently joined Western State Bank as a Customer Care Banker. Her duties include responding to internal and external customer inquiries and referring bank products and services. Oie joins

Western with over 10 years of Customer Service experience, having worked as a Customer Service Representative at Wells Fargo for six years prior to joining Western.

WESTERN STATE BANK



Paige Hillig recently joined Western State Bank as a Customer Service Representative. Prior to joining Western, Hillig attended the University of North Dakota in Grand Forks, ND. Hillig also attended

Josef's School of Hair Design in Grand Forks where she became a Certified Massage Therapist.



Erica Cowgill recently joined Western State Bank as a Help Desk Support Specialist. Her duties include providing computer desktop support to end users, troubleshooting hardware and software issues and asset management. Cowgill joins Western with

over 12 years of experience in the Information Technology industry, having spent 11 years in the United States Navy working as an Electronics Technician.



Jake Holland recently joined Western State Bank as a Personal Banking Officer. His duties include providing financial solutions and service to current and potential customers through loan and deposit products. Prior to

joining Western, Holland worked at Wells Fargo in Moorhead, MN, where he served as a Branch Manager for two years and a Personal Banker for five years.



Beth Schmidt recently joined Western State Bank as a Personal Banking Officer. Her duties include providing financial solutions and service to current and potential customers through loan and deposit products. Schmidt will

also assist with mortgages and investments. Prior to joining Western, Schmidt worked at American Federal Bank in Moorhead, MN, as a Personal Banking Officer and Financial Advisor.

WESTERN STATE BANK



Dallas Breberg was recently promoted to Mortgage Sales Assistant at Western State Bank. Her responsibilities include distributing rates, working with lenders and clients to ensure files are compliant, assisting with marketing initiatives

and working with the mortgage department to prepare meetings and reporting.



Sheila Bozovsky, AVP/Cash Management Officer at Western State Bank, recently graduated from the Dakota School of Banking. Bozovsky was among 23 other graduates.



Jessica Bristow recently joined Western State Bank as a Mortgage Loan Processor. Her duties include processing secondary market real estate loans for all eight bank locations, working closely with underwriters and

preparing loan files. Bristow joins Western with over six years of banking experience.

Western Equipment Finance was recently ranked in the 2015 Monitor 100 for the third year in a row. Western Equipment Finance ranked 91 in the Largest Equipment Finance Companies in the United States list, increasing from last year's rank of 92, and ranked 77 in the Companies Ranked by New Business Volume list, increasing from last year's rank of 83.

Western Equipment Finance is a leading equipment finance company in the leasing and finance industry. Western Equipment Finance provides a variety of equipment finance solutions for targeted industries nationwide.

ICBND Members in the News

FIRST INTERNATIONAL BANK & TRUST



First International Bank & Trust is proud to welcome **Kelsey Toy** as a Marketing Intern. Toy will be responsible for assisting with local events, graphic design, social media, and other day-to-day activities

within the Marketing Department. Toy will be located at our Fargo South branch, where she was previously employed as a Personal Banker I.



First International Bank & Trust is proud to welcome **Kristen Wieser** as a Marketing Design Specialist. Wieser will be responsible for producing artwork for various marketing

initiatives, including print, web and social media. Wieser will be located at our Fargo South branch.



First International Bank & Trust is proud to welcome **Paige Hoffman** as a Marketing Intern. Hoffman will be responsible for assisting with local events, social media, and other day-to-day activities within the Marketing

Department. Hoffman will be located at our Fargo South branch.

First International Bank & Trust (FIB&T) earned a spot on the ranking list of the top 50 U.S. banks that were the most successful at growing their trust operations in 2014. Produced by Bank Director Magazine, the 'Nifty Fifty' award recognizes the Top 50 Banks for Trust Revenue Growth.

Placing in the top half at number 21, FIB&T is honored and dedicated to continuing to grow their trust operations in 2015.



To have your employees featured in the News please send your articles and photos to info@icbnd.com

July/August 2015 Issue

BELL STATE BANK & TRUST



Laine Brantner has returned to Bell State Bank & Trust as SVP – Administration and President of Healthcare Bank. Laine originally joined Bell in 2002 through the Bank's acquisition of Northern Capital

Trust and was heavily involved in the creation of Bell's sister company, Discovery Benefits. He also helped to create Healthcare Bank and played a key role in the Bank's acquisition of Lighthouse1 and the subsequent HSA integration development between Lighthouse1 and Healthcare Bank.



Adam Schroeder has been hired as a Graphic Designer at Bell State Bank & Trust, located in Fargo. In his new position, Schroeder will create ads, brochures, posters, mailings, newsletters and other print

materials for both internal and external marketing and communications customers.

CHOICE FINANCIAL



Choice Financial was recently recognized as the 2015 Fargo Moorhead West Fargo Chamber of Commerce Chamber Choice Award for Young Professionals Network Best Place to Work. The ChamberChoice Award finalists and winners were selected by a panel of independent judges from the regional business community who evaluated accomplishments in the areas of business growth, innovation, creativity, community involvement and unique achievements relating to a specific business or industry.

CHOICE FINANCIAL



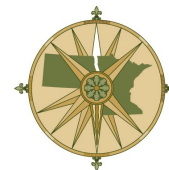
Choice Financial announces that pending regulatory and other approvals, it is acquiring Northland Financial—with locations in Bismarck, Steele and Medina—through an ownership agreement jointly approved by the board of directors of both entities. Customers will have access to 19 locations in North Dakota and be served by 250 team members across our great state. The transaction is expected to close sometime in the third quarter.



Tim Heilman, Choice Financial's Chief Information Officer, has been selected by Northwestern Financial Review as a "Rising Star in Banking." The publication's Rising Star nominees

are bankers under the age of 45 who have worked in banking for at least 10 years and who have made significant contributions to their bank, industry and community. Heilman has been with Choice Financial since 2004.

GRAND FORKS ABSTRACT & TITLE CO.



GRAND FORKS ABSTRACT & TITLE COMPANY

North Dakota Guaranty & Title Co. announced the acquisition of Grand Forks Abstract & Title Company which also includes Pennington County Abstract & Title, L.L.C. (Thief River Falls, MN) and Strander Abstract & Title, L.L.C. (Crookston, MN). With the close of this acquisition, NDGT will now provide a full range of title insurance, closing and escrow services, 1031 exchange services, tax and lien searches and title reports throughout the Red River Valley and Western Minnesota.

The Community Banker
Together We Prosper

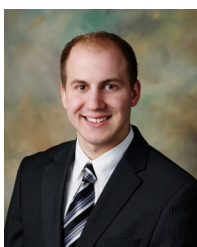
ICBND Members in the News

WIDMER ROEL PC



David Petersen has joined the accounting department of Widmer Roel, a public accounting and business advisory firm with offices in Bismarck, Fargo and Hazen. Petersen, as a Staff Accountant,

provides audit and accounting services. He has a Bachelor of Science in Business Administration from Dickinson State University and a Bachelor of Science in Accounting from the University of Mary.



Jeremy Feist has joined the audit and tax department of Widmer Roel, a public accounting and business advisory firm with offices in Bismarck, Fargo and Hazen. Feist, as an

Audit and Tax Associate, will provide audit, tax and accounting services out of the Hazen office. He has a Bachelor's Degree from North Dakota State University.

CITIZENS STATE BANK OF LANKIN

40

Congratulations to **Karen Engesather** of Citizens State Bank in Lankin. June 2015 marked 40 years of continuous employment in banking for Karen. She started her career in June 1975 when she was hired by Northern National Bank in Bemidji, MN. In 1984 she moved to Petersburg, ND where she was employed by Citizens State Bank of Petersburg. In 1994 Karen moved to Grafton, ND and worked at the new Citizens State Bank of Grafton/Petersburg. In 2001 she joined the staff of Citizens State Bank of Lankin, where she is currently employed.

ND HOUSING FINANCE AGENCY



Joe Fink was recently hired by North Dakota Housing Finance Agency (NDHFA) as a Housing Development Officer. As part of the agency's

planning and housing development division, Fink will primarily be responsible for the administration of the Housing Incentive Fund, a program that supports the development of affordable multi-family housing units for essential service workers, main street employees and fixed-income households.

Sponsorship Opportunities

Independent Community Banks of North Dakota is currently looking for sponsors for our various seminars, and programs being held in 2016 as well as our annual convention.

Sponsorships for these programs would cover expenses such as food, hotel, travel, speakers/exhibitors, and more. Recognition will be given to those sponsoring the event!

Sponsorship opportunities include:

- The Emerging Leaders Development Program
- The Community Bankers for Compliance Program
- The School of Ag Lending
- Frontline Seminars
- ICBND 2015 Annual Convention and events

..And Much More!!

For more information on how you can become a sponsor please contact us at:

info@icbnd.com

+

701-258-7121

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www.icbnd.com

Cornerstone Bank

Cornerstone Bank has the following positions open:

- ⇒ Junior Mortgage Loan Officer
- ⇒ Mortgage Origination Assistant
- ⇒ Business Banker II

We offer competitive salaries, a comprehensive benefits program and career development opportunities within an exciting growing company. To join a community bank and rewarding work environment, interested applicants please apply online at: www.cornerstonebanks.net.

AA/EEO
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Starion Financial

Starion Financial has the following positions open:

- ⇒ Business Banking Officer- Fargo
- ⇒ Business Banking Officer- Mandan
- ⇒ Chief Risk Officer- Bismarck
- ⇒ Commercial Documentation Specialist- Multiple Locations
- ⇒ Commercial Pre-Closing Review Specialist- Multiple Locations
- ⇒ Information Security Officer- Mandan
- ⇒ Mortgage Banking Assistant- Mandan
- ⇒ Private Banker- Bismarck

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

Apply online at www.starionfinancial.com or
Contact Human Resources
humanresources@starionfinancial.com
701-250-1441

First Western State Bank & Trust

First Western Bank & Trust has the following positions open:

- ⇒ Commercial Lender
- ⇒ Internal Auditor

We offer an excellent salary and benefit package. For a complete position description or to apply, go to Job Opportunities at www.bankfirstwestern.com. A resume may be sent directly to:

First Western Bank & Trust
Attn: Human Resource Manager
P.O. Box 1090
Minot, ND 58702-1090

Dakota Certified Development Company

Dakota CDC is looking for a Business Development Officer/Commercial Loan Officer to join their team. The incumbent will be Dakota CDC's primary representative in the "Northwestern" area of North Dakota. As primary representative the incumbent will be responsible for developing and fostering Dakota CDC's relationships with lenders and economic development professionals. The incumbent will market and promote the loan programs administered by Dakota CDC to lenders, small business owners, potential small business owners, and economic development professionals. When necessary the incumbent will also be responsible for developing, packaging, underwriting, and evaluating the creditworthiness of loan applications.

Please contact Steve Dusek, President & CEO for further information and submit resumes with references electronically to steve@dakotacdc.com

Citizens State Bank of Lankin

Citizens State Bank of Lankin is currently hiring for the Chief of Operations Officer & Information Systems Manager position. This positions manages the day-to-day functions of the bank in implementing corporate objectives. Responsible to CEO, President and BOD. Responsible for and involved in the supervisions of all direct operating functions of the bank. Develop and communicate policies on operating matters. Responsible for the bank's IT activities. Administers and coordinates IT functions, including computer operations, systems and networks. Provides strategic direction and recommends objectives, policies and procedures. Evaluates the capability and limitation of hardware and software for present and future use and recommends changes. A minimum of 10 years experience in bank operations and IT and demonstrated leadership skills are required. Please send resume to:
Citizens State Bank of Lankin (Attn: Greg Bauer, President)
PO Box 128
Park River, ND 58270

Equal Opportunity Employer
Member FDIC

EEO/Member FDIC

The Bank of Tioga

The Bank of Tioga has the following positions open:

- ⇒ Ag Lender
- ⇒ Client Service Representative
- ⇒ Credit Administrative Assistant

At The Bank of Tioga, our number one priority is providing the best banking experience for our clients. If you think you've got what it takes to help us be the best, then we're looking for you! If you would like to see our current job openings please visit our website at www.thebankoftioga.com/about-us/careers.

EEO
Member FDIC

Western State Bank

Western State Bank is in search of an energetic and experienced Mortgage Loan Processor to join our growing team in West Fargo. This full time position includes a variety of responsibilities including, but not limited to, preparing loan closing documents for in-house and secondary market loans, working with underwriters, and performing file maintenance. A minimum of three years of experience is preferred.

Please apply online at www.westernbanks.com, at the "About us", "Career opportunities" tab.

Western State Bank is an EEOE and Affirmative Action Employer/Member FDIC

Olson & Burns, P.C.

Olson & Burns, P.C. is looking for an accomplished attorney with interpersonal and analytical skills interested in commercial litigation, general corporate law, banking, & real estate areas of law. Financial law is one of our strongest practice areas. We represent more than 40 banks and financial institutions throughout North Dakota. Olson & Burns regularly represents banks on a variety of matters that include contract and document preparation and reviews, employment relationships, contract negotiations, business transactions, bankruptcy, commercial litigation, and advising clients on complex legal matters. Interested applicants should send a cover letter, transcript, resume, two references and writing sample to: Kaysee Price, Office Manager, Olson & Burns, P.C., P.O. Box 1180, Minot, ND 58702-1180, Fax: (701)838-5315, E-mail: rpolson@minotlaw.com Equal Opportunity Employer



Just a friendly reminder that if your bank has been the victim of any type of fraud please email the information to 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.



NORTH DAKOTA
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ELDG Summer Conference

ICBND's Emerging Leaders Development group met June 4-5, 2015 for a fun filled, informative 2 day event. The Emerging Leaders enjoyed tours of Downtown Fargo courtesy of the Kilbourne Group, reserved seating at the Red Hawks baseball game, as well as a host of keynote speakers throughout the two-day event. Keynote speakers included Steve D. Scheel, CEO of Scheels, Mike Allmendinger, General Manager of the Kilbourne Group, Brandi Malarkey from North Dakota Compass, Karen Bertrand, Review Examiner with the Kansas City Region FDIC, Chris Heeter, award winning speaker and business owner, and John P. Schwan, CEO and Founder of Schwan Financial Group, LLC.

To learn more about the ELDG, please visit our website www.icbnd.com.



FDIC Bankers College

ICBND proudly hosted the 2015 FDIC Bankers College May 12th in Fargo, ND and May 14th in Bismarck, ND. The seminar, hosted by the FDIC Kansas City Region, was designed with bank executives in mind. Presentations were delivered by a group of experienced FDIC speakers and subject matter experts. Topics addressed during the sessions included Ag Lending, Compliance, BSA, Credit Culture, Insider Fraud, Interest Rate Risk, and IT Cybersecurity.

Over 160 Community Bankers were in attendance for the event.

Learn more about all of the live seminars ICBND offers at our website www.icbnd.com.



Educational Opportunities

Webinars

Aug 4	Fair Lending Comparative File Review
Aug 5	Cross Selling & Referral Opportunities for the Frontline: Strategies to Enhance the Customer's Experience & Grow the Bank
Aug 6	Business Account Signature Cards & Resolutions: Entities, Authority & Documentation
Aug 11	Garnishments, Subpoenas, Summonses, Levies: Handling Official Demands for Customer Funds
Aug 12	Advanced Commercial Loan Documentation
Aug 13	CFPB Income Verification Rules for Self-Employed Borrowers: Tax Implications for Qualified Mortgages
Aug 18	Website & Social Media Compliance
Aug 19	USPAP Issues & Best Practices for Residential Appraisal Reviewers: Avoiding Violations
Aug 20	How to Redesign Your BSA Program to Impact Your Bottom Line
Aug 25	Debt Service Coverage Calculations in Underwriting
Aug 26	Mastering the SBA 7a Loan Part 3: Servicing, Liquidation & Guaranty Purchase
Aug 27	Facebook: Update on System, Strategies, Techniques & Tips
Sept 2	Strategic Planning Years 1, 3 & 5: Scope, Techniques & Elements in Drafting Your Written Plan
Sept 3	Defining & Identifying Third-Party Senders: Risk, Liability & Audit Requirements
Sept 9	UDAAP for the Board & Senior Management
Sept 10	Call Reports: Understanding the New Regulatory Capital Requirements & the Revised Schedule RC-R
Sept 11	Mortgage Advertising: Keeping Your Promotions Compliant
Sept 15	Managing the 8 Categories of Risk Assessment
Sept 16	Loan Underwriting Basics: Interviewing, Credit Reports, Debt Ratios & Regulation B
Sept 17	Imaged Documents: What to Keep, What to Destroy, What Holds up in Court?
Sept 22	Auditing IRAs Step-by-Step
Sept 23	Basic Banking for New Employees Part 1: Banking System, Deposit Operations, Lending
Sept 24	Regulator Guidance & Issues in ATM Security
Sept 29	HR Danger Zones: Regulations, Requirements & Best Practices to Keep You Out of Trouble
Sept 30	Mandatory Compliance Regulations for Deposit Operations

Live Seminars

August 24 ICBND Office Bismarck, ND	Completing Your Annual ACH Audit
August 25 ICBND Office Bismarck, ND	Conducting an ACH Risk Assessment
September 15-16 Radisson Hotel Bismarck, ND	Community Bankers for Compliance Fall Session
September 21-24 Bismarck, ND Minot, ND Grand Forks, ND Jamestown, ND	Fall Frontline Seminar- Tying It All Together- BSA Training and Much More
September 22 Bismarck, ND	Enterprise Risk Management Focus Group Meeting
October 13 Ramada Grand Dakota Dickinson, ND October 14 Kelly Inn Bismarck, ND October 15 Ramada Plaza Suites Fargo, ND	Sustainable Success Thru a Process Driven System



Remember for every 10 Telephone/Webcasts you purchase you will get the 11th Session **FREE**

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ICBND Directory

Together We Prosper



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.

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