



INDEPENDENT **COMMUNITY** BANKS
OF NORTH DAKOTA

COMMUNITY BANKER NEWSLETTER

Official Newsletter of Independent Community Banks of ND

May/June 2018 Issue



NEW Seminar Presented by ICBND:

HR Survival Kit in Today's Challenging World

Wednesday, September 12, 2018

**Ramkota Hotel & Conference Center,
Bismarck**

Who Should Attend: HR Professionals, Branch Managers, Market Presidents and anyone who wants to learn strategies on improving the workplace.

Session Overview:

Addressing the Basics in Hiring and Firing

- Mistakes in hiring and firing
- Techniques used for successful interviews
- What to do before and after the interview
- Legal versus illegal questions
- Strategies for successful new employee orientation
- The necessity of proper documentation
- Avoid surprises by honest feedback before firing employees
- Horror stories you've experienced

Handling Workplace Bullies

- Definition of bullies in the workplace
- Reasons why they continue to bully their targets
- Learn the GAP and Verbal Aikido to gain control

Communicating Why Sexual Harassment and Discrimination Can't be Tolerated

- Challenges you have experienced in the workplace
- Mistakes others have made handling sexual harassment and discrimination
- How to stop the culture of keeping silent and letting powerful people get away with it
- Successful changes experienced by your colleagues

Having Tough Conversations with Mediocre Employees

- How to handle performance appraisals
- Discuss possible complications
- Mistakes you have made
- Learning how your colleagues use PA
- Discover the power talk formula to create outstanding results

Supporting Employees to Advance Their Communication Skills

- Empower others to resolve conflict in the workplace without involving HR
- Coach others how to enhance their listening skills
- Communication techniques to ensure that others feel heard



Register Here!

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Chairman's Remarks



Tim Karsky

Choice Financial Group
Bismarck
ICBND Chairman

Can you believe it? Summer is almost here and half of 2018 will be shortly behind us. As you know WE actually got the Reg Relief bill passed! S. 2155 is now in the books and has been signed by the President. Ladies and Gentleman, we could not have done this without all of your help. I would like to personally thank you for all the phone calls and emails you wrote to our Washington delegation. I truly believe all of our trips to Washington and special meetings we held in North Dakota have paid off. I hope you have all sent a quick note to thank them, as we are not done and we will continue to push hard to advance the banking industry.

As I said above, summer is going to be here shortly, and that means it is time to get your registration in for the ICBND annual convention. I know the ICBND staff and the planning committee have put together a great

event and it will be worth the effort to get to Bismarck and hang out with your fellow bankers and banking friends. I think the theme, "There's Treasure to be Found In Community Banking" is such a true statement and why I am still here after all these years! I am looking forward to the Annual Exhibitor's Theme Party, Pirates of the Caribbean Treasure Hunt....I can't wait to see all the costumes and the excitement of the great prizes. This year, bring a banker that has not been to the convention for a while or reward one of your employees by letting them attend. See you soon,

Tim

President's Remarks



Barry Haugen

ICBND President

Finally! Senate Bill 2155 became the law of the land upon President Trump's signature on Friday, May 25th. A great way to end a great week as earlier the House brought S.2155 to the floor which passed by a vote of 258-159 including the support of 33 moderate Democrats. This very welcome relief has long been in the making as ICBND and ICBA and their member banks for years have fought for regulation that is tiered to the size, risk, complexity and business model of community banks. This bill represents the first significant "walk back" of Dodd-Frank. It's a heck of a start, but there's a whole bunch more regulatory relief needed. You have to like the momentum though!

ICBND sincerely thanks Senator Heitkamp, Senator Hoeven, and Congressman Cramer for their votes in support of this legislation. A special thanks to Senator Heitkamp. When things seemed to be falling apart after Ranking Committee member Brown divorced himself of the bill when went on counterattack, Senator Heitkamp took a lead role in reviving it and rallying support from her Senate colleagues on both sides of the aisle.

So now what? Well, some of the provisions of the bill require agency rulemaking before they go into effect but most of the provisions of the law are technically effective immediately. However, if

they conflict with existing regulation, the banking agencies must conform their regulations to the new law. We expect the agencies to act quickly. Rather than bore you to tears here, the details can be found at [S.2155 and What It Means To You](#).

In short, here's where I see many of the practical benefits for ICBND members:

- Qualified Mortgage status (QM) for home mortgages held in portfolio
- Exemption from TILA escrow requirements for community bank mortgages held in portfolio if the bank originates fewer than 1000 first lien mortgages annually
- Relief from new HMDA data collection and reporting for lenders that originate fewer than 500 mortgages annually
- Creates "short form" call report for use in first and third quarters of each year by well-rated banks with assets of less than \$5 billion
- Eases restrictions on reciprocal deposits to keep deposits in the community
- Appraisal requirement exemption in areas with scarcity of licensed appraisers
- Increases eligibility for the 18-month exam cycle

I hope S.2155 is an indication of a wonderful summer to come for all of you! Barry

Featuring our valued Associate Members

Shown Alphabetically by logos



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Community Banker Victory: President Signs S. 2155 into Law

Following the Senate's 67-31 vote in March, Tuesday, May 22nd, 2018, the United States House of Representatives passed S. 2155, the Economic Growth, Regulatory Relief and Consumer Protection Act, by a vote of 258 to 159 with 33 Democrats supporting the bill. **A special thanks goes out to those of you who voiced your support for passage of this important legislation.** This legislation represents the first comprehensive "walk back" of the excessive regulation that has burdened community banks since the financial crisis a decade ago. President Trump signed S. 2155 into law and it includes the following regulatory relief for community banks:

- Automatic "qualified mortgage" (QM) status for community bank mortgages held in portfolio.
 - Escrow relief for community bank mortgages held in portfolio.
 - Relief from new HMDA data collection and reporting for lenders that originate fewer than 500 mortgages annually.
 - Relief from Basel III capital rules for community banks with a high leverage ratio.
 - Creates "short form" call report for use in first and third quarters of each year by well-rated banks with assets of less than \$5 billion.
 - Volcker Rule exemption for banks with assets of less than \$10 billion.
 - Eases restrictions on reciprocal deposits to keep deposits in the community.
 - Appraisal requirement exemption in areas with scarcity of licensed appraisers.
 - Expands access to the Fed's Small Bank Holding Company Policy Statement.
- Increases eligibility for the 18-month exam cycle.

"This landmark law signed by the president unravels many of the suffocating regulatory burdens our nation's community banks face and puts community banks in a much better position to unleash their full economic potential to the benefit of their customers and communities," ICBA President and CEO Rebeca Romero Rainey said. "While this new law will make a positive difference for community banks, there is plenty more work ahead of us to ensure a tiered and proportionate regulatory environment that will allow community banks and local communities to flourish."

As illustrated in a [new digital timeline](#) outlining ICBA's road to regulatory relief, the new law was signed after years of outreach by ICBA and community bankers. ICBA's tireless advocacy campaign included hundreds of meetings with policymakers on Capitol Hill and at the White House, tens of thousands of community banker messages to lawmakers, congressional testimony, joint state association letters, petitions, articles and op-eds. Most recently, ICBA delivered to the House a [petition](#) signed by more than 10,000 community bank employees and allies urging immediate passage of the regulatory relief bill.

"There are beneficial regulatory relief measures in this law for community banks of all sizes," said ICBA Chairman Tim Zimmerman, CEO of Standard Bank in Monroeville, Pa. "We thank the president for signing this vital community bank regulatory relief legislation into law, along with the members of Congress who stood up for Main Street communities by supporting the bill. It will go a long way in helping community bankers like me serve the needs of our customers and communities."

Thanks again for making your voice heard! It matters!



Picture shared by Senator
Heitkamp's staff



**REBECA ROMERO
RAINEY,
PRESIDENT AND
CEO**

*"the future holds so
much promise"*



FLOURISH COLUMN

As I pen my first column for the newly revamped *Independent Banker* as ICBA's president and CEO, I'm filled with a tremendous amount of pride and optimism. I am proud of what ICBA has accomplished over its 88-year history and optimistic about what the future holds for community banks.

ICBA's incredible members, staff, state and regional partners, leadership bankers and, of course, the inimitable Cam Fine have given strength and momentum to our association and to the community banking industry more broadly. Now, the future is ours for the taking. We own what will happen next.

I'm honored to be part of that future and look forward to leading ICBA as we write the next chapter of the community bank story. Together, we will build on our tradition of service and differentiation as we continue to make even more positive change happen for our industry,

our customers and the communities we serve.

Mission: Flourish

As ICBA's leader, I will always look to our mission for inspiration and as a barometer of our success. That's why you'll see that my column here in *Independent Banker* is titled "Flourish." Every month, I want you to see what the ICBA team is doing to create and promote an environment where community banks flourish.

This mission is why ICBA has been, and always will be, there for you—fighting against threats like the disproportionate regulatory burden, unfair competition from tax-advantaged credit unions and, more recently, the specter of technology companies like Amazon that want to operate like banks but not be regulated like them.

It's also why ICBA will help you navigate and harness changes in the industry by bringing you best-in-class education

and innovative business solutions.

Through advocacy, education and innovation, we will fulfill our mission by helping you fulfill your mission.

Opportunity is knocking

The future holds so much promise. There's no telling what community banks can accomplish, especially when we face challenges head on and turn them into opportunities to flourish.

Thank you for your continued support of ICBA. I look forward to getting out and meeting with so many of you in the months ahead, so we can discuss more ways to help your community bank thrive.

Rebeca Romero Rainey is president and CEO of the Independent Community Bankers of America® (ICBA), the leading advocacy organization exclusively representing community banks.



FROM THE CHAIR

“every voice counts”



TIM ZIMMERMAN COLUMN

What a great event in Washington! The recent ICBA Capital Summit brought together hundreds of community bankers from across the country to carry our industry’s message to the halls of Congress when it is needed most. With meaningful regulatory relief awaiting action by the House of Representatives, we community bankers rallied in the nation’s capital to advocate the immediate passage of S.2155. And yes, we made a statement!

While it was a successful event and a pleasure to see so many of you, community banker outreach shouldn’t be restricted to those who came to D.C. ICBA continues to put the full-court press on immediate House passage of regulatory relief with our regulatory relief petition (bit.ly/regreliefpetition). If you haven’t signed it yet, please do so as soon as possible. Quite simply, now is our time to act.

Pass it on

I also continue my call for active bankers to enlist colleagues who are not engaged in our advocacy initiatives. During my speech at ICBA Community Banking LIVE in March, I asked those in attendance to commit to seeking out a fellow community banker who isn’t currently advocating and encourage them to participate.

For those committed to serving as mentors, there is a vast array of resources to help. ICBA offers an advocacy guide with tips on getting involved, a short webinar tutorial about community bank advocacy, customizable messages in the Be Heard grassroots action center, and a guide to inviting lawmakers to visit your community bank. See icba.org/advocacy for the full suite of resources.

Think laterally

For community bankers having a hard time finding someone to mentor, think about your contacts and

peers. There are plenty of community bankers out there who are talented and knowledgeable but who might be intimidated by the advocacy process or simply short on time. Tell them they already have what they need. They have a story to tell, and ICBA has the resources to help them tell it.

By mentoring a fellow community banker, you are growing our community bank advocacy family and helping to make a positive impact on our industry. And as you know by now, every voice counts.

Timothy K. Zimmerman is chairman of the Independent Community Bankers of America® (ICBA), the only national advocacy organization that exclusively represents community banks and is CEO of Standard Bank in Monroeville, Pa.



JIM REBER,
PRESIDENT AND
CEO OF ICBA
SECURITIES

*“take a trip to your
favorite broker’s
financial fitness center”*

PORTFOLIO MANAGEMENT

Portfolio Power Barbell structure may be the right regimen

As yields continue to set cyclical highs during 2018, many community bankers have asked us questions about what to invest their next purchases. Some of them have been surprised to hear an answer that I’ve been giving for the better part of this decade, even though absolute yields and the shape of the curve look nothing like the 2010s.

This answer is rooted in history and in forecasts. While the difference in yields between short maturities and longer ones is the smallest in 11 years (i.e. the curve has flattened), most bond analysts, economists and the Federal Reserve itself are predicting that we’ll see more of the same. And when it’s expected that yields will continue to converge into what looks like a straight line, the type of portfolio structure that performs the best is a “barbell.” This month, we review the structure and the advantages of such an exercise for your investment portfolio.

Repetition and resistance

By being disciplined and deliberate about your investments’ structure, you can take advantage of today’s yields and simultaneously hedge your risk against what looks to be on the cards for the next couple of years. The barbell is simple to build and easy to evaluate later. It just requires an investor to define what it considers to be suitable short-term and long-term investments. To be sure, community bankers have differing opinions on what counts as a long-term investment, but generally speaking, those with durations of five years and greater are considered as being on the high end of the price-risk scale.

Once we’ve identified the target investments, the portfolio manager will simply purchase roughly similar amounts of both and keep the weightings balanced through ongoing monitoring. By having a collection of bonds that are heavy on both ends of the maturity spectrum, you’ve successfully built a barbell.

Classic structure

Among the bonds that meet community banks’ criteria of liquidity and credit quality are those issued by the Small Business Administration (SBA). They are direct obligations of Uncle Sam, and new issue volumes continue to set records, so the SBA market continues to broaden and deepen. Two of the more visible products are 7(a) pools, which are true floating rate instruments, and Development Company Participation Certificates (DCPCs), which are fixed rate pools with long average lives.

It makes logistical sense to consider them together for a barbell. For one thing, credit quality is unsurpassed. For another, one would be hard-pressed to find two bonds with more disparate price-risk profiles. For still another, we can address premium risk that attaches to the 7(a)s by pairing them with a DCPC that is available at a price below par. Finally, at this point in the rate cycle, both ends of the barbell yield much more than they would have a year ago, so an investor today has a big head start over 2017.

End of cycle projections

We created a hypothetical barbell portfolio by modeling equal amounts of 7(a)s and 20-year DCPCs. (The latter generally are issued with 10- or 20-year maturities.) We made note of their market values and yields as of April 30, 2018, and in a 75-basis point (0.75%) higher environment

over the next year. This rate-hike assumption was driven by both the fed funds futures market and by the Fed’s most recent projections.

Here are the more important weights and measures:

	<u>Current</u>	<u>Mid-2019</u>
Yield	2.72%	3.05%
Effective Duration	3.18 years	3.34 years
Market Value	105.27	102.78

These results are probably conservative in that we are assuming a *parallel* shift upward in the yield curve. What’s more likely to happen is further flattening, by virtue of short rates reacting more in step with continued Fed tightening, and longer rates moving very little in comparison. A flattening would help preserve the market value of the DCPC, resulting in the price declining less than is displayed.

Stretch before you lift

As always, a word of advice from your trainer. These securities will probably produce very little cash flow in the early stages, especially if the pools are new. In fact, the fixed rate securities have prepayment penalties for the first 10 years. As they season, it’s more likely the floaters will have faster prepayments, so you’ll need to monitor your positions to keep the fixed/floating balance in place.

So, if your bond portfolio is suffering from a lack of recent energy or isn’t built to run with the tailwinds from the Fed’s monetary policy, take a trip to your favorite broker’s financial fitness center. A session in barbell lifting can help flex your community bank’s economic muscle.

Jim Reber is president and CEO of ICBA Securities and can be reached at 800-422-6442 or jreber@icbasecurities.com.



ICBA: COMPLAINT DATABASE EXCEEDS BUREAU'S AUTHORITY

ICBA called on the Consumer Financial Protection Bureau to stop publishing its consumer complaints database, which exceeds the bureau's statutory authority. In a comment letter to the bureau, ICBA noted that publishing complaints ignores banks' reputational risk, disseminates unverified and insufficient data, fosters misleading comparisons, and threatens consumers' privacy.

The letter—part of ICBA's response to the bureau's 12 requests for information—also notes that regulators are in the best position to interpret and use disaggregated data and that banks already strive to resolve consumer complaints. ICBA said it is pleased that the bureau is reevaluating the complaint database.

[Read ICBA Letter >](#)

TIMELINE DETAILS ROAD TO REGULATORY RELIEF

ICBA details the road to passage of the Economic Growth, Regulatory Relief and Consumer Protection Act in a comprehensive timeline. Alongside other resources about the law on ICBA's "Regulatory Relief for Community Banks" webpage, the timeline details the tireless Plan for Prosperity efforts of ICBA and the nation's community banks.

[View the ICBA Timeline >](#)

REPORT OFFER STEPS TO MITIGATE CYBERSECURITY THREATS

A new report from the Department of Commerce and Homeland Security offers guidelines to help reduce the threat of botnets and similar cyberattacks.

The report lists five goals to improve resilience of the Internet ecosystem, which include:

- identifying a pathway for a secure technology marketplace,
- promoting innovation to adapt to evolving threats,
- promoting innovation to prevent, detect & mitigate attacks,
- promoting and supporting industry collaboration, and
- increasing awareness and education.

The report is in response to a 2017 Executive Order on Strengthening the Cybersecurity of Federal Networks and Critical Infrastructure.

[Read the Report >](#)

FS-ISAC HIGHLIGHTS CALLS TO REBOOT ROUTERS

This week's community institution risk summary report highlights calls by federal government agencies and private sector organizations for citizens to reboot their home and office network routers and storage devices, update the firmware, and reset the administrative password.

The alert comes in response to reports of a possible widespread malware attack affecting nearly half a million routers in 54 countries.

[Read the FS-ISAC Report >](#)

FED EXPECTED TO BACK GRADUAL RATE HIKES

Federal Reserve Governor Lael Brainard indicated that the central bank would support gradual interest rate hikes this year.

"Continued gradual increases in the federal funds rate are likely to be consistent with sustaining strong labor market conditions and inflation around target," Brainard said Thursday in [a speech](#) to the Forecasters Club of New York.

During her remarks Brainard said she sees evidence of wage growth while noting that underlying inflation might not be strong. She also highlighted risk surrounding trade policy uncertainty, the effect of recent tax cuts, and increased spending over the next few years.



FEDERAL RESERVE ADVANCES VOLCKER RULE PROPOSAL

The Federal Reserve Board voted unanimously to advance proposed changes to the Volcker Rule, which would allow more flexibility regarding market making and holding short-term positions. The Volcker Rule prohibits proprietary trading and restricts banks' ability to own or invest in so-called covered funds, such as hedge or private equity funds, to prevent their indirect exposure to risk.

ICBA will review the proposals to ensure that they don't present any sort of system risk. As outlined in ICBA's Plan for Prosperity-inspired Economic Growth, Regulatory Relief and Consumer Protection Act (S. 2155), community banks with \$10 billion in assets or less and with total trading assets of less than five percent of total assets are exempt from the rule.

The proposal is subject to 60 days of public comment before the agencies can move ahead with finalizing changes. The FDIC is set to vote on the proposal on May 29, 2018.

ICBA SUMMARIZES EU DATA PROTECTION RULE

ICBA released a summary of the European Union's General Data Protection Regulation, which takes effect tomorrow. The summary covers how the regulation might affect community banks, noting that none of the prudential U.S. financial regulators have yet to issue guidance about its applicability to U.S.-based institutions. This regulation might be of particular interest to banks with EU citizens as customers.

[Access the Summary \(Login Required\) >](#)



HELP YOUR CUSTOMERS ACHIEVE MORE

Ag lending programs have been updated. If you have questions, please contact your business banker.

- **Maximum net worth increased** to \$1.5 million for Beginning Farmer Chattel, Beginning Farmer Real Estate, Family Farm and Farm Operating Loans.
- **Loan limits increased** to \$750,000 for Beginning Farmer Chattel, Beginning Farmer Real Estate, Family Farm and Farm Operating Loans.
- **Subsurface field tiling lifetime buydown increased** by \$50,000 with buydown up to 2% below yield rate.

 [VISIT BND.ND.GOV](http://BND.ND.GOV)

BND 
Bank of North Dakota



INDUSTRIAL COMMISSION OF NORTH DAKOTA

BANK OF NORTH DAKOTA RELEASES 2017 ANNUAL REPORT

The state-owned Bank of North Dakota recorded its 14th consecutive year of record profits in 2017, with \$145.3 million in net earnings, the Bank reported in its annual report to the state Industrial Commission.

Total assets decreased slightly from \$7.3 billion in 2016 to \$7.0 billion. BND ended the year with capital of \$825 million. The state's return on its investment at the Bank was a healthy 17 percent.

The report's theme, "Innovation-Focused," highlights the Bank's efforts to become an even greater economic force for the residents of North Dakota. To accomplish this, employees committed to becoming more curious and collaborative to produce efficiencies and identify service gaps.

"The Bank's refusal to 'do business as usual' is a shining example of reinventing state government," said Gov. Doug Burgum. "Their leadership and vision create economic

development opportunities for individuals and communities in our state."

Focus groups held in 2016 with economic developers, bankers, city, county and state lawmakers spurred updates in PACE, Flex PACE, Venture Capital Fund and Beginning Entrepreneur loan programs. A new program, the Accelerated Growth Loan, allows well-managed, rapidly growing companies to access capital.

"A thriving economic development culture statewide improves the lives of all North Dakotans," stated Attorney General Wayne Stenehjem. "BND continues to expand and modify programs based on feedback from constituents across the state."

BND worked closely with bankers, the Office of the Governor and the Department of Agriculture to establish disaster relief programs for ranchers in response to the drought that plagued much of the state.

"Late-season rains and unusually cool conditions created an environment where few ranchers

across the state needed the programs in 2017, but they are available for those in need and as ranchers rebuild herds in 2018," Agriculture Commissioner Doug Goehring said. "The collaboration in developing the programs demonstrates the value of public-private partnership."

The Bank's lending portfolio grew by \$120 million in 2017. The loan portfolio experienced growth in three areas: business, residential and student loans.

"Our work is possible because economic developers, bankers and legislators work closely with us, identifying issues in communities across the state," stated Eric Hardmeyer, BND president. "This input is critical in helping us focus our efforts to be innovative and supportive of North Dakotans."

The only state-owned bank in the nation, the Bank of North Dakota is overseen by the Industrial Commission, which consists of Burgum as chairman, Stenehjem and Goehring.

A complete copy of the 2017 Annual Report is available at www.bnd.nd.gov.

*"A thriving economic
development culture
statewide improves the
lives of all North
Dakotans"*



RAUSCHENBERGER APPOINTS MCMERTY AS DEPUTY TAX COMMISSIONER

Tax Commissioner Ryan Rauschenberger announced the appointment of Sandy McMerty as deputy tax commissioner, effective May 29, 2018.

"Sandy is a great choice for deputy tax commissioner," Rauschenberger stated. "She brings a variety of experience to our agency. Her budgetary, administrative, leadership and communications expertise will be an asset. We look forward to having her on board."

McMerty is a 12 year employee of the state, most recently serving as deputy commissioner at the Department of Commerce. She holds a Bachelor of Science in Business Administration and a Bachelor of Science in Communication from the University of Mary.

"I am excited to join the Office of State Tax Commissioner team and take on this new role under Tax Commissioner Rauschenberger's leadership," McMerty stated. "I look forward to working with the agency staff

and appreciate the opportunity to serve the citizens of our great state in a new capacity."

As deputy tax commissioner, McMerty will be responsible for leading the agency's research and policy team, assisting the tax commissioner in all areas of tax administration, working with legislative committees regarding state tax policy, and serving on boards and commissions as needed and directed by the tax commissioner.

McMerty will succeed former Deputy Tax Commissioner Joe Morrisette who was appointed to the position in 2014 by Tax Commissioner Ryan Rauschenberger. Morrisette was recently appointed by Governor Doug Burgum to the director of the Office of Management and Budget position. Rauschenberger extends his congratulations to Morrisette as well as his gratitude for his time at the Office of State Tax Commissioner.



Photo: Sandy McMerty

WAYNE STENEHJEM NORTH DAKOTA ATTORNEY GENERAL

NEW STATE FIRE MARSHAL APPOINTED

Attorney General Wayne Stenehjem has appointed Douglas Nelson of Fargo as the new State Fire Marshal. Nelson has been a firefighter since 2002 and has served with the Fargo Fire Department for many years, most recently as a fire inspector and investigator.

"I am honored to have been selected as the state's Fire Marshal. I am looking forward to improving fire safety throughout the state, and developing the state's existing resources to better serve the firefighting community and the public," said Nelson, who has spent his first days on the job meeting with employees, fire chiefs, and other fire prevention officials throughout the state.

Nelson was recommended by a committee comprised of representatives from state and local law enforcement agencies and fire departments, who conducted a lengthy interview with the applicants before making the final recommendation to Attorney General Stenehjem. The State Fire Marshal's office is a division of the Attorney General's office. Among its many duties, the division handles arson investigations and is responsible for fire safety

inspections of schools, day care facilities, restaurants and public buildings. Nelson's appointment took effect on March 19, 2018.

"With over fifteen years of experience as a firefighter and several years as an arson investigator and instructor, Doug has both the managerial skills and the hands-on practical expertise to lead the Fire Marshal's division. His excellent professional reputation preceded him, and the interview committee was impressed to learn that Doug was encouraged to apply for the position by the Chief of his own fire department," said Stenehjem.

Nelson graduated from Hopkins High School, obtained a Bachelor of Science from Minnesota State University, Mankato and his Master of Science Degree in Public Safety Executive Leadership from St. Cloud State University. Nelson joined the Mankato Fire Department as a volunteer firefighter in 2002. In 2005, Doug joined the Fargo Fire Department and in 2011 he became a Fire Instructor. Since 2013, Nelson has been a Fire Inspector and arson investigator with the Fargo FD. Nelson is a member of the International Association of Arson Investigators and has served as the North Dakota Chapter's

President since 2014. Nelson is a certified fire marshal through the International Code Council and a certified fire investigator through the International Association of Arson Investigators. Nelson is married and has four children.

FALLEN OFFICERS REMEMBERED DURING NATIONAL POLICE WEEK

North Dakota Peace Officer Memorial Service May 16, 2018 - "Thin Blue Line" was displayed on Capitol building

The week of May 16 was National Police Week and North Dakota's fallen law enforcement officers were remembered and honored during public events at the state capitol and in local communities across the state. Sixty-four North Dakota peace officers have died in the line of duty since 1882, when the first line of duty death was recorded in what was then Dakota Territory.

After dusk on May 15th, the State Capitol building windows on two floors were lit to display a 'Thin Blue Line,' in a show of support and respect for all law enforcement, past and present.

"The 'Thin Blue Line' symbolizes

the line of law enforcement that stands between chaos and order, steadfast in the face of danger to ensure that we stay safe. As we remember the fallen, we will also take the opportunity to say thank you to those who continue to protect and serve," said Attorney General Wayne Stenehjem.

On **Wednesday May 16, 2018**, the annual Law Enforcement Memorial Service was held on the Capitol grounds. Chief Justice Gerald VandeWalle, Governor Doug Burgum, and Attorney General Stenehjem spoke at the Memorial service. Darin Ferderer of ND Parole & Probation served as the Master of Ceremonies, and Captain Mickey Harmon of the Cass County Sheriff's Department played the bagpipes. Chaplains from the Crisis Care Chaplaincy officiated and read the Roll Call of fallen officers. The Crisis Care Chaplaincy is a volunteer organization providing faith-based crisis counseling in concert with emergency service agencies in the Bismarck area.

That night after the Memorial Service, the Capitol building's Thin Blue Line light display shone for a second night in honor of the state's fallen officers.



Member Voice

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GNDC CEO Roundtable
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10:30 am—3:00 pm (MDT)
Limited Seating Available

The State of Manufacturing
Keynote Speaker: The Honorable George Allen of Virginia
Former Governor and US Senator Chairman, National Association of Manufacturing's (NAM) Manufacturing Competitiveness Initiative



[CLICK HERE TO REGISTER](#)

GNDC, together with the Wahpeton-Breckenridge Chamber of Commerce, are please to host another session of Member Voice on Wednesday, June 13, 2018 at WCCO Belting, Inc. in Wahpeton.

Member Voice brings together state and local chamber members, local officials and lawmakers to discuss issues that are important to North Dakota's business community. This is your opportunity to tell us what matters to you.

Share your thoughts with us...We'll provide the coffee and donuts.

Wednesday, June 13, 2018
WCCO Belting, Inc.
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9:00 am—11:00 am (CDT)

[Register NOW!](#)



HOW TO CREATE A SUCCESSFUL FINTECH PARTNERSHIP

What is Fintech?

If you asked ten people to define “fintech” you’d likely get ten different answers. (You may also get a few four-letter words that aren’t fit for print!) Fintech is an economic industry composed of companies that use technology to make financial systems more efficient. Or to boil it down even more - fintech is the intersection of financial services and technology.

Why are community bankers using fintech providers? Quite simply, banks are using fintech companies to provide solutions that can be:

- **Faster:** faster to market.
- **Safer:** may provide a higher level of security to customers
- **Simpler:** may offer a more frictionless interface for customers
- **Cheaper:** may offer more favorable price point for customers

When going through the “Build-Buy-Partner” process, community banks more often go the partnership route due to these four factors. Given the battle for talent, competitive pressures and the need for efficiency, partnership provides more of a “win-win” for all stakeholders.

The four primary reasons community banks engage fintech providers, or frankly any solution provider for that matter are to:

- grow revenue,
- lower costs or gain operational efficiencies,
- mitigate risk or fraud, and
- improve the customer experience and/or gain a better understanding of customer activity.

How do community banks organize for successful fintech partnerships? In working with fintech companies, the following traits are critical to success:

- **Leadership.** Going down the fintech path increases risk and potential failure. This requires a more educated and committed leadership team (both the executive team and the board of directors) to take a longer-term view, be open to change and be comfortable with learning from “fast failures” to improve over the long haul. Innovation should be built into the fabric of your strategy and not some committee buried in one of the departments.
- **Education.** It is critical to educate your leadership and entire organization, so they understand what innovation options are available. They must also continuously monitor industry developments and keep a leg up on the competition.
- **Simplicity.** Nothing kills a solution faster than making something so complex that it is difficult to use or understand.
- **Use cases.** Make sure your fintech partner is solving a high priority problem for your current or potential customer base. Separate the “this is cool” hype from the actual solving of a relevant business problem and good things will happen.
- **Collaboration.** Enterprise-wide collaboration is required for success. Having a diverse team, both culturally and organizationally, will yield better results. There also needs to be a point person accountable for fintech efforts with a direct reporting line to the top of the house.
- **Talent and Incentive.** This is easier said than done. The folks you have executing fintech partnership efforts need to have a strong understanding of banking as well as strong technology and communication skills. Tough to find these days but it can work by developing internal staff and expanding their skill set and/or by bringing new skilled personnel on board.

Conclusion

Fintech partnerships will most likely become a critical part of your overall plan to generate more innovative solutions for your customers and a more critical part of your overall strategic planning process. Change and education will be constants going forward and strong fintech partnerships can be your recipe for success to staying relevant and thriving as a community bank.

ICBA recently released its *Fintech Strategy Roadmap* for community banks as they increasingly work in partnership with fintech firms to deliver services to their customers. This roadmap offers a look at how community banks can successfully create, collaborate, or invest in fintech partnerships while providing necessary considerations to ensure these strategic decisions fit within regulatory risk parameters. [Download the Fintech Strategy Roadmap](#) (member log-in is required).



Two years ago, the European Union (EU) took an unprecedented step toward resolving the conflict between big data and privacy. Passage of the General Data Protection Regulation (GDPR) ushered in a new era for individual privacy rights, but it created a potential compliance nightmare for organizations that collect and handle data.

According to the [official GDPR website](#), “The aim of the GDPR is to protect all EU citizens from privacy and data breaches in an increasingly data-driven world that is vastly different from the time in which the 1995 directive was established.” The 1995 directive provided an answer to the division of privacy regulations across the EU, and overall, both the directive and GDPR hold tight to the idea that privacy is a fundamental human right.

GDPR, with an effective date of May 25, 2018, has far-reaching implications. Companies in the EU have spent the past 24 months preparing for this date. However, GDPR doesn't just affect businesses in the EU, and that's left many American financial institutions unaware of—or uncertain about—their obligation to it.

Is Your Institution on the Hook for GDPR?

The GDPR website states that the law, “not only applies to organizations located within the EU but it will also apply to organizations located outside of the EU if they offer goods or services to, or monitor the behavior of, EU data subjects.” Given this long reach, some U.S. financial institutions fall under the GDPR umbrella. But which ones?

The [International Association of Privacy Professionals](#) (IAPP) recommends the following three-question test to determine GDPR liability. A “yes” to any of the three indicates a GDPR obligation.

1. **Do you have a physical presence in the EU?** Even if it's just a small branch or office inside the EU, you are bound by GDPR.
2. **Do you sell your products or services to EU citizens?** If you have a premeditated strategy to sell to persons or have customers located in the EU, GDPR applies.
3. **Do you use advertising technology that tracks and profiles EU citizens?** This test has the most potential to trip up American institutions. Consider whether your advertising strategy regularly targets EU citizens for products or services.

Security and Privacy Principles of GDPR

At its core, GDPR establishes a set of three principles to protect consumer data and the corresponding privacy of its owners. The language around GDPR applies to data controllers (controllers), which include financial institutions, as well as data processors (processors), which include all organizations that process data for controllers, such as a bank's core processor. The three principles, which apply to controllers and processors, can be organized according to the following three categories:

1. Data Processing: [New York University School of Law's primer on GDPR](#) outlines the principles that specifically apply to how controllers and processors obtain and handle the data of EU subjects, including the following:

Legal basis: Controllers must meet one of five lawful bases for processing a subject's data. It must: be needed to fulfill a contract; meet compliance obligations; protect the individual's “vital interests”; perform a task in the public interest; and/or meet the legitimate interests of the controller, unless that is outweighed by the individual's rights.

Express consent: Without such legal basis, controllers must obtain an individual's consent, which NYU explains “must be freely given, specific, informed and unambiguous.”

Delegation to processors and sub-processors: To outsource to a processor, a controller must obtain written guarantees that the processor and any sub-processors will comply with GDPR.

Contract language and obligations: Contracts between controllers and processors must specifically detail the subject matter, duration, purpose, data type, data subject categories and each party's obligations and rights.

Breach notification: If breached, controllers and processors must notify regulatory authorities “without undue delay” and within 72 hours of discovery.

2. Individual Rights: GDPR grants individuals substantial data privacy rights. Individuals may exercise the following rights, which controllers and processors must fulfill starting May 25, 2018:

Data access: The right to request a copy of their personal data from a controller.

Data correction and erasure: The right to request that any errors be corrected or to be forgotten, i.e. have their data erased.

Data portability: The right to transfer data to another controller.

3. Governance: Chief among the GDPR principles that relate to accountability are the following:

Record keeping: Both controllers and processors must keep a record of all processing activities, and controllers must also conduct inventory audits of the same.

Data protection officer: Controllers and processors that process and/or monitor data on a large scale are required to appoint an officer and grant them the requisite authority to fulfill that role.

Data protection impact assessment: Those involved in high-risk processing are required to conduct this assessment.

Designated representatives: Some controllers and processors not located in the EU, but subject to GDPR, must name a representative in the member state where the data is processed or monitored.

Even if, after conducting the above analysis, your institution concludes that it isn't covered under GDPR, you still need to understand the law's broader implications. There is good reason to believe that the U.S. will follow the EU and enact something similar to GDPR in the coming years. Although it is difficult to predict exactly when or how such a law may come to pass, the 2017 Equifax breach and more recent [privacy concerns at Facebook](#) are but two examples of incidents that will likely spur consumers to push for greater privacy protections, and legislators to answer that call.

GDPR liable or not, financial institutions should invest in ways to better protect customer data and privacy. Those that do will not only be better prepared for existing and future regulation—but also they will protect their reputations as trusted resources.

Keith Monson serves as CSI's chief risk officer. In this role, Monson maintains an enterprisewide compliance framework for risk assessment and reporting, as well as other key components of CSI's corporate compliance program. With nearly 25 years of banking experience, he has a wide range of expertise in the compliance arena, having served as chief compliance officer for both large and small financial institutions.



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Tax Commissioner Ryan Rauschenberger issued the following statement today as the U.S. Supreme Court begins hearing oral arguments in the remote seller sales tax case South Dakota vs. Wayfair. South Dakota aims to overturn the 1992 Supreme Court case, Quill vs. North Dakota, when the Supreme Court ruled that North Dakota could not require a mail order company to collect its sales tax unless they had a physical presence in the state.

"Overturning Quill vs. North Dakota would go a long way in leveling the playing field for local businesses," Rauschenberger said. "Local retailers lose business to online retailers who don't have to collect sales tax."

"A lot has changed since 1992," Rauschenberger added. "Online retailers didn't exist back then, and remote sellers were considered companies that sold

RAUSCHENBERGER ISSUES STATEMENT ON U.S. SUPREME COURT REMOTE SELLER SALES TAX CASE

via catalog. Now remote retailers that can sell online make up a larger market share than catalog companies did then. Many online retailers are not required to collect and remit North Dakota Sales tax because of the 'physical presence' rule, and we estimate that North Dakota is missing out on up to \$50 million in revenue each year."

Rauschenberger pointed out that there is some opposition to overturning the 1992 ruling. States that don't collect a statewide sales tax believe it will be a burden on their local businesses to have to collect and remit sales taxes for other states. There are five states that do not collect statewide sales taxes.

"Just as technology has advanced to allow businesses to sell online, it has also advanced enough to make software that makes collecting and remitting sales tax less complicated."

If the Quill vs. North Dakota

case is overturned, businesses would be required to collect and remit sales tax only if they make a minimum of either 200 sales or \$100,000 in sales per year in South Dakota. The North Dakota State Legislature addressed the potential overturning of Quill vs. North Dakota during the 2017 session. If the ruling is overturned, North Dakota would also begin requiring businesses to collect and remit the state and local sales taxes, even if they don't have a physical presence in North Dakota.

Taxpayers can stay up-to-date on North Dakota tax-related matters by visiting the Office of State Tax Commissioner's website at www.nd.gov/tax or by connecting on Facebook, Twitter, LinkedIn and YouTube.

*"North Dakota is
missing out on up to
\$50 million in revenue
each year"*

MUCH ANTICIPATED COMMUNITY BANK REGULATORY REFORM BECOMES LAW

BY ADAM D MAIER, STINSON LEONARD STREET LLP



On May 24, 2018, President Trump signed the Economic Growth, Regulatory Relief and Consumer Protection Act (S. 2155) into law, clearing the last hurdle for an expansive roll-back of U.S. banking regulations. The bill passed in the U.S. House of Representatives by a 258-159 vote and in the U.S. Senate with a 67-31 vote earlier this year. The bill will relieve a majority of the nation's banks from compliance and regulatory obligations imposed by the 2010 Dodd-Frank Act, which was adopted in the aftermath of the 2008 financial crisis. S. 2155 benefitted from significant support from the banking industry, and in particular from the Independent Community Bankers of America and other representatives of community banks. Proponents of the bill assert that the oversight and compliance obligations imposed by Dodd-Frank unnecessarily, or at least disproportionately, burden community banks with the costs and organizational challenges associated with compliance, even though these institutions do not pose the same level of risk to the domestic or global financial systems as their much larger national bank counterparts.

To address these concerns, S. 2155 adjusts existing regulatory requirements to create a more tiered regulatory framework based on institution asset size, primarily by (i) removing certain compliance obligations to which community banks are subject, and (ii) increasing the threshold triggering application of some of the most stringent oversight and compliance requirements. The most significant regulatory changes for community and regional banks resulting from S. 2155 are highlighted here:

Asset Size

Under \$3 Billion

Regulatory Changes

1. Raised the qualification threshold from \$1 billion in assets to \$3 billion in assets for: (i) an 18-month exam cycle for well-managed, well-capitalized banks, and (ii) the Federal Reserve's Small Bank Holding Company Policy Statement.

Under \$10 Billion

1. No longer subject to the Volcker Rule enacted as part of Dodd-Frank. The Volcker Rule restricts proprietary trading by institutions insured by the FDIC and imposes related reporting and compliance obligations on these institutions as a result. These reporting and compliance obligations are among the most onerous requirements of Dodd-Frank, reflecting regulators' belief that proprietary trading poses high systemic risk. But because it is typically only large national institutions that engage in proprietary trading, the community banking industry argued that smaller banks should not be subject to the Volcker Rule.

2. Certain mortgages originated and retained in portfolio are deemed Qualified Mortgages if: (i) they comply with requirements regarding prepayment penalties, (ii) they do not have negative amortization or interest only features, and (iii) the financial institution considers and documents the debt, income and financial resources of the customer. Qualified Mortgages are legally presumed to comply with Dodd-Frank's Ability to Repay requirements.

3. Truth In Lending Act escrow requirement exemption for depository institutions that originated no more than 1,000 first lien mortgages on principal dwellings in the previous year.

Continued on Page 17(bottom half)



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NORTH DAKOTA LOTTERY SUBSCRIPTIONS IS NOW "PICK & CLICK"

The North Dakota Lottery Subscriptions service recently received an upgrade and now is known as "Pick & Click". The service originally launched in November 2005, expanded its features in July 2014 and now has improved its functionality.

The Pick & Click online play service allows North Dakota Lottery players to purchase any ND Lottery game at their convenience. Players can choose to play for one draw, one week, a full year or any length of time they choose. The new feature Extend Pick & Click allows players, at the click of a button, to easily find online plays that are near expiration.

Another new option for loyal ND Lottery Players Club members will be added soon. The ND Lottery will be launching a new Players Club Mobile App within the next month. The mobile app will make it easy for Pick & Click players to buy ND Lottery tickets anywhere in the state from their mobile devices.

For more details on the new Pick & Click service, winning numbers or other information, visit us on the web at LOTTERY.ND.GOV.

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\$10 Billion-\$50 Billion
\$50 Billion-\$250 Billion

4. Federal banking regulators are directed to develop a Community Bank Leverage Ratio (equity capital to consolidated assets) between 8%-10%. Banks exceeding this ratio will be deemed well capitalized and in compliance with risk based capital and leverage requirements. Federal banking agencies may consider a bank's risk profile when evaluating whether it qualifies as a community bank for purposes of the ratio requirement.

No Longer subject to mandatory stress testing or required to maintain risk management committees.

No Longer designated as "Systemically Important Financial Institutions: under Dodd-Frank. This designation triggers application of "enhanced prudential standards" under existing law, such as stress-testing and maintenance of risk management committees. Institutions with \$50 billion to \$100 billion in assets will be exempt as of May 24, 2018, and institutions with \$100 billion to \$250 billion in assets will become exempt November 24, 2019. Initial reports suggest that this change will only affect 26 institutions nationwide.

Under \$250 Billion

The bill clarifies and adds limitations to the application of High Volatility Commercial Real Estate (HVCRE) rules. Existing HVCRE rules apply broadly to loans made for the acquisition or construction of commercial real estate, unless one of a few exemptions applies. Loans that are categorized as HVCRE receive a higher risk-weighting under capital adequacy regulations, requiring the bank to hold more capital than for non-HVCRE loans. The banking industry argued that the HVCRE definition was unnecessarily broad and that the guidance was redundant in light of other regulations and the typical community bank's lending practices and policies.

All Banks

1. Certain rural real estate transactions of less than \$400,000 will be exempt from appraisal requirements if no certified appraiser is available. Community banks argued that finding appraisers in rural areas can be difficult or prohibitively expensive.

2. Depository institutions that originate fewer than 500 closed-end mortgages or open-end lines of credit will be exempt from certain disclosures under the Home Mortgage Disclosure Act.

The expansiveness of these reforms means a significant easing of U.S. bank regulations as they apply to community and regional banks. S. 2155 may soon be followed by further regulatory changes, as House Financial Services Committee Chairman Jeb Hensarling has voiced his intention "to build on the progress achieved [by S. 2155] with an additional package of bipartisan pro-growth capital formation provisions that the House and Senate will vote on soon". Regardless of future congressional action, the post-S. 2155 regulatory landscape will be new and very different for many banking institutions, especially those far from Wall Street and doing business on Main Street.

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Tax Reform

IRS urges 'Paycheck Checkup' for key groups: tax withholding may need adjustment

Following the recent tax law changes, it's especially important for certain people to use the [Withholding Calculator](#) on IRS.gov to check if they are having the right amount of withholding.

Among the groups who should check their withholding are people who:

- Belong to a two-income family.
- Work two or more jobs or only work for part of the year.
- Have children and claim credits such as the Child Tax Credit.
- Have older dependents, including children age 17 or older.
- Itemized deductions on their 2017 tax returns.
- Earn high incomes and have more complex tax returns.
- Received large tax refunds or had large tax bills for 2017.

Newly-revised estimated tax form and publication can help people pay the right amount

The Tax Cuts and Jobs Act changed the way tax is calculated for most taxpayers, including those with substantial income not subject to withholding.

The newly revised estimated tax package, [Form 1040-ES](#) is designed to help taxpayers figure these payments correctly.

A companion publication, [Publication 505, Tax Withholding and Estimated Tax](#), has additional details, including worksheets and examples, that can help taxpayers determine whether they should pay estimated tax, such as those who have dividend or capital gain income, owe alternative minimum tax or have other special situations.

Inflation Adjustments Under Recently Enacted Tax Law

The IRS has updated the tax year 2018 annual inflation adjustments to reflect changes from the Tax Cuts and Jobs Act (TCJA). The tax year 2018 adjustments are generally used on tax returns filed in 2019.

IRS grants relief for taxpayers affected by reduction of maximum deductible Health Savings Account contributions

A change in the inflation adjustment calculations for 2018 under the Tax Cuts and Jobs Act, reduced the maximum deductible HSA contribution for taxpayers with family coverage under an HDHP by \$50, to \$6,850.

For 2018, taxpayers with family coverage under an HDHP may treat \$6,900 as the maximum deductible HSA contribution.

IRS Announces 2018 Pension Plan Limitations Not Affected by Tax Cuts and Jobs Act of 2017

The Tax Cuts and Jobs Act of 2017 does not affect the tax year 2018 dollar limitations for retirement plans announced in [IR 2017-177](#) and detailed in [Notice 2017-64](#).

Many corporations will pay a blended federal income tax this year under the new tax reform law

Many U.S. corporations elect to use a fiscal year end and not a calendar year end for federal income tax reporting purposes.

Due to a provision in the recently enacted Tax Cuts and Jobs Act (TCJA), a corporation with a fiscal year that includes Jan. 1, 2018 will pay federal income tax using a blended tax rate and not the flat 21 percent tax rate under the TCJA that would generally apply to taxable years beginning after Dec. 31, 2017.

Identity Theft/ Data Theft/ Scam Alerts

IRS, Security Summit Partners warn of new twist on phone scam; crooks direct taxpayers to IRS.gov to "verify" calls

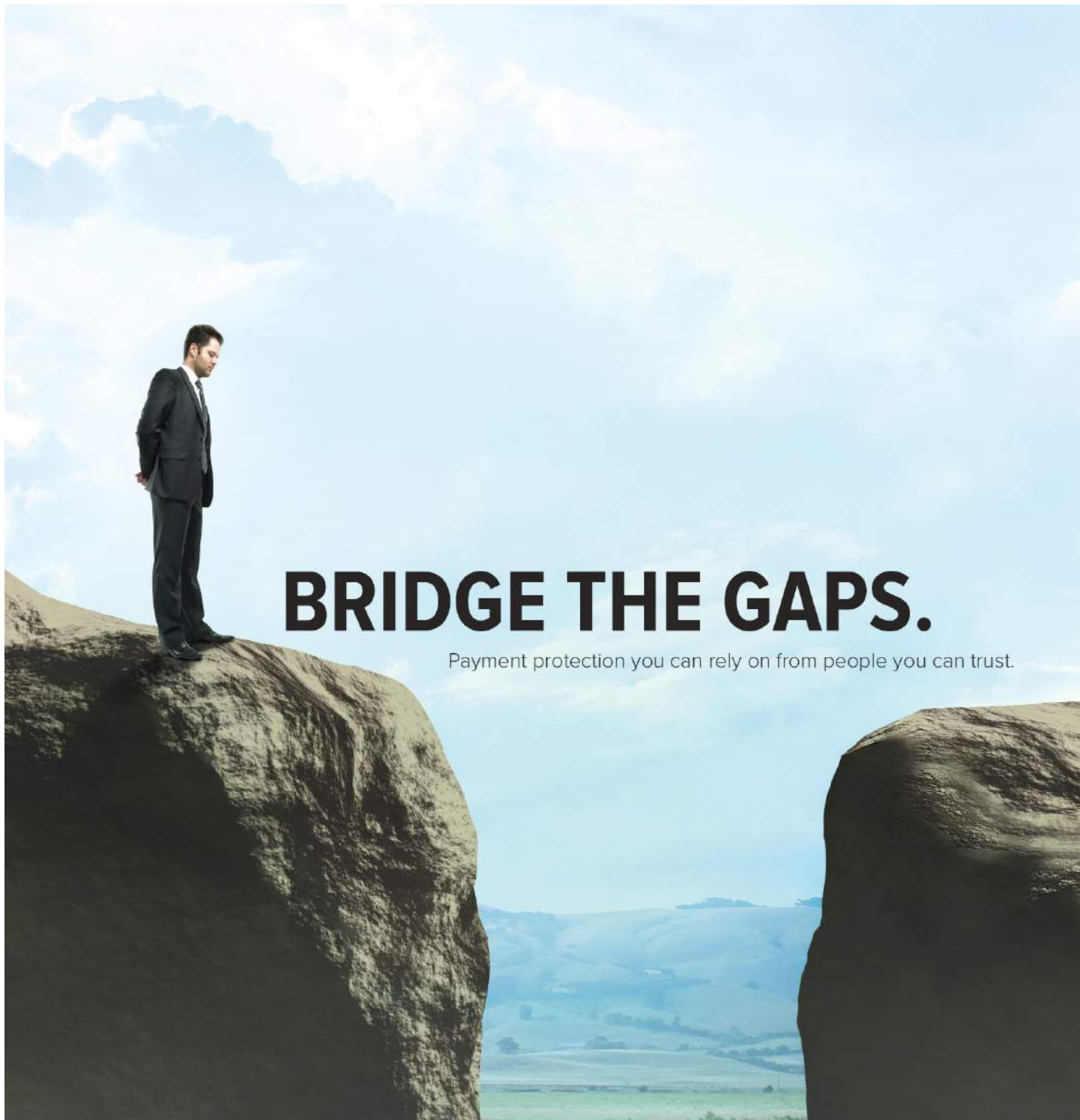
There is **new twist** (yes, another new twist!) on an old phone scam as criminals use telephone numbers that mimic IRS Taxpayer Assistance Centers (TACs) to trick taxpayers into paying non-existent tax bills.

In the latest version of the phone scam, criminals claim to be calling from a local IRS TAC office. Scam artists have programmed their computers to display the TAC telephone number, which appears on the taxpayer's Caller ID when the call is made.

If the taxpayer questions their demand for tax payment, they direct the taxpayer to IRS.gov to look up the local TAC office telephone number to verify the phone number. The crooks hang up, wait a short time and then call back a second time, and they are able to fake or "spoof" the Caller ID to appear to be the IRS office calling. After the taxpayer has "verified" the call number, the fraudsters resume their demands for money, generally demanding payment on a debit card.

When to file a Form 14039, Identity Theft Affidavit

Taxpayers who experience tax-related identity theft may wonder when they should file a Form 14039, Identity Theft Affidavit. In the vast majority of tax-related identity theft cases, there is no need to file the Form 14039 affidavit. The Form 14039 affidavit should be filed if the taxpayer attempts to file an electronic tax return and the IRS rejects it because a return bearing the taxpayer's Social Security number already has been filed. Or, it should be filed if the IRS instructs the taxpayer to do so.



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BRANDT HOLDINGS, NDSU'S DEPARTMENT OF AGRIBUSINESS & APPLIED ECONOMICS RECEIVE GLOBAL BUSINESS AWARDS

Brandt Holdings, an agricultural and heavy equipment dealership headquartered in Fargo was named North Dakota's 2017 Exporter of the Year on Wednesday for their achievements in international expansion and their support to the state's export community. NDSU's Department of Agribusiness and Applied Economics, a department that champions training and education to prepare students for careers in global trade, received the 2017 Service to Exporters award for their support and commitment to the next generation of North Dakota agribusiness professionals and exporters.

North Dakota Trade Office Executive Director Simon Wilson presented the awards during a ceremony at the Global Business Connections Conference, an event hosted by the North Dakota Trade Office (NDTO) that seeks to educate, connect and inspire exporters while adding value to their international business.

Approximately 150 people are taking part in the 2018 Global Business Connections (GBC) Conference, which is being held April 4 and 5 at the Delta Hotel in Fargo. The event consists of educational breakout sessions, panel discussions with leading business professionals, keynote addresses and a networking reception. This year's opening keynote was delivered by Peter Zeihan, a geopolitical strategist

business each year. To win the award, the business must have expanded to a new international market, increased its export sales during the past year, and supported the larger, statewide effort to expand North Dakota's global reach.

Brandt Holdings was founded in 1992 when its owner, Ace Brandt, began diversifying the family business. Their first John Deere store was purchased in 1993, with additional agricultural and industrial equipment stores steadily opening over the years in the Midwest and New England. The agricultural division took on exporting in 2006 to match the company's extensive inventory of used machinery with the growing global demand for economically priced equipment. They found success by establishing long term relationships, and adjusting to the culture and evolving needs of international customers. Brandt Holdings places a great deal of trust in their team members and believes that level of trust and confidence is reflected during interactions with customers. Their approach has allowed them to expand into 24 countries over the past decade.

The Service to Exporters award is given to an international business resource that has demonstrated exceptional commitment to supporting North Dakota exporters and increasing the state's overall

and author of "The Accidental Superpower" and "The Absent Superpower" who first spoke at the GBC Conference in 2016. Governor Doug Burgum will speak at the closing keynote this afternoon regarding the importance of trade to North Dakota.

Conference participants and NDTO members were also introduced to Simon Wilson, the newest member of the NDTO team. Simon brings a wealth of experience with him to the executive director role. Previously he's held senior management positions with Titan Machinery and Case New Holland Industrial. His track record of success in strategic operations, assuming challenges and evolving organizations makes him an exciting addition to the team.

"The GBC Conference brings together North Dakota's international trade community and recognizes two hard-working organizations that bring additional opportunities for jobs and income to North Dakotans," said Wilson. "The awards to Brandt Holdings and NDSU's Agribusiness and Applied Economics Department are a small way to honor their accomplishments and thank them for solidifying North Dakota's reputation for quality products and people around the world."

The Exporter of the Year award is presented to one North Dakota

international business strategy.

The Department of Agribusiness and Applied Economics at North Dakota State University has been a longtime advocate of the Export Management class, a graduate level course that trains students on international culture, marketing, logistics, contracts and negotiations. The NDTO facilitates the Export Management class in partnership with the faculty of the Department of Agribusiness and Applied Economics. The class has given hundreds of university students and company representatives the practical knowledge and tools to begin or increase a company's international presence. The Department of Agribusiness and Applied Economics also performs and shares research, attends trade missions to educate potential buyers and bring international talent to North Dakota, and refers their enterprising graduate students to NDTO's Export Assistant program, where they will gain valuable experience while partnering with area export companies.

The North Dakota Trade Office is a membership-based, private/public partnership that provides education, research, advocacy, organization, and leadership so that NDTO members and North Dakota companies can increase exports and grow their international business.



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HOW TO PREPARE FOR RANSOMWARE

by Tyler Leet, CSI Director of Risk and Compliance Services



In late March, [a ransomware attack](#) crippled many of Atlanta's municipal computer systems. True to its name, the ransomware attack demanded payment in exchange for access to these corrupted municipal systems. Although the city has weathered the brunt of the threat, this headline-grabbing ransomware attack is only the latest of its kind, and it certainly won't be the last. At this very moment, cyber criminals are developing new and devious methods to infect systems and data with this infamous cybersecurity threat.

So, why ransomware? For cyber criminals, the answer is simple: a desirable risk-to-pay ratio. Ransomware attacks pose little risk to the hacker, provide a quick pay out for both individual criminals and criminal organizations, and are perpetuated with relative ease and anonymity. These factors have made ransomware an attractive method of extortion. In fact, a [2017 Verizon report](#) stated that ransomware is currently the fifth most-used form of malware, up from 22nd place in 2014.

The recent increase in frequency of ransomware is an enormous concern for all organizations, but especially for American financial institutions, whose data is particularly sensitive to ransomware attacks. And the financial industry has certainly taken notice. Recently, [CSI's 2018 Banking Priorities Study](#) revealed that 54% of the banking executives surveyed identified ransomware as their biggest cybersecurity threat in the coming year. In conjunction with that statistic, 59% stated they planned to increase spending to thwart cybersecurity threats in 2018. Increased spending is certainly justified given ransomware's recent surge. However, spending must be allocated to specific functions within your institution in order to be effective.

Use these essential steps as a guide to ensure your institution is ready for future ransomware attacks:

1. Get a Plan on Paper, Today!

The automated nature of modern ransomware, coupled with the immense scale used in attacks, are warning signs to all financial institutions. Expect ransomware attacks to increase in scale, frequency and sophistication as more cybercriminals seek an easy payout. If your institution does not have an actionable plan in writing, this should be your first priority. Outlining a plan of action, which highlights prevention, detection, and protocol during an attack—communicated across your entire institution—allows for a quicker response and possible isolation of any infected devices.

2. Backup, Backup, Backup!

Ransomware thrives on holding your data captive. But if data has been duplicated and stored elsewhere, ransomware becomes far less threatening. Therefore, regular data backups are essential. It is also extremely important that you test your data backups periodically, so that you know they work properly.

3. Your Employees are Your Weakest Point ... And Your Strongest Defense

The core component of all ransomware attacks remains consistent: at some point, the attack encounters a human who allows the ransomware into your system. Therefore, training your staff—especially at the highly targeted customer service level—should be a top priority. Educating employees and providing them with [social engineering training](#) reduces the likelihood of those employees aiding an attack.

Further, it's an enormous liability to allow all of your employees unlimited access to your customers' secure data, so ensure that only employees who need deep access into valuable customer files have it. Limiting these privileges to a smaller, more acutely trained pool of employees will decrease your institution's overall risk. Furthermore, only give administrative privileges to an appropriate few.

4. Unity in the Face of Adversity

The above-mentioned steps certainly aid in your individual institution's ransomware defense. However, they do not strike a fatal blow to ransomware as a whole. Cyber criminals operate best when their targets float in a cloud of ignorance, and they use confusion and fear as their weapons of choice. Their methods are constantly evolving, designed to circumnavigate any new roadblock they encounter. Therefore, the best means of fighting ransomware—and all cybercrime—is creating a unified community dedicated to a constant and open flow of information and articulation of best practices. Organizations such as [FS-ISAC](#) allow institutions and businesses across all industries to share best practices and insight in the hopes of achieving a unified front against cybercrime.

Tyler Leet serves as director of Risk and Compliance Services for CSI's Regulatory Compliance Group. With more than 15 years of experience in the information security, risk and compliance industries, Tyler oversees and participates in the development and maintenance of the risk and compliance-related services conducted for a wide variety of financial institutions and organizations.

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Educational Opportunities



Women in Community Banking Summit was held May 1st and 2nd at the Ramkota Hotel and Conference Center. The event started with an evening wine and art social. Attendees enjoyed delicious hot hors d'oeuvres and sipped on a glass of their favorite wine while the instructor lead them step by step through the process of the acrylic paint art project they choose from two examples. The room was filled with laughter, networking and lots of fun!

Continuing the next morning, the event offered speakers covering a wide variety of topics such as 'Service Excellence' presented by **Becky McCrary**; 'Hey? Where'd My Life Go?' presented by **Gaye Hanson**; 'Critical Conversations' presented by **Deb Marshall** and 'Dream It—Do It' presented by **Kat Perkins**. Each speaker was engaging and informative.

Here are some clips from the session evaluations and comments from those that attended:

- Loved the energy and knowledge—will take many items from the presentation



- Good info to take back to others
- Great seminar
- Very good! Fun painting
- Feel all had something different to share
- Very interesting and beneficial
- Very personal and uplifting
- Kept it active and listening
- Great presentation, straight to the point
- Best take away—'What you permit is what you promote'
- Lots of good information
- Loved her story
- What a way to end the session! Loved the song!
- Looking forward to next year's session.



Photos: 2018 Wine and Art Social. Attendees express excitement to begin then smiles express the pride in all of our masterpieces!



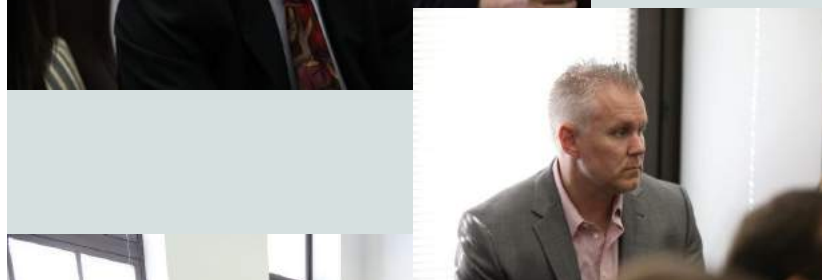
*Photos: Above—Gaye Hanson
Center—Kat Perkins
R—speakers Deb Marshall and Becky McCrary*



2018 ICBA CAPITAL SUMMIT

WITH REVIEW IN PICTURES

ICBND member bank leaders showed up in full force for the 2018 ICBA Capital Summit in Washington DC on April 8-11. 28 individuals representing ICBND member banks trekked up Capitol Hill lobbying North Dakota's congressional delegation for much needed regulatory relief for community banks and to promote economic growth. Chief among their message was passage in the House of Senate Bill 2155, further regulatory relief, a new Farm Bill to support prosperity in rural America, and ending tax subsidization of credit unions.



THE POWER OF A GROWTH MINDSET

LEADING BY EXAMPLE

By Chris Lorence, ICBA

Some leaders are extroverted, gregarious collaborators who buzz around the office like hummingbirds, spreading positivity and encouragement while seeming to bring out the best in everyone. Others may be more demanding or meticulous, reserved or introverted. Whatever the behavior or personality, successful leaders typically have clarity in vision, flexibility in approach and, above all, mindsets that keep them open to possibilities and able to learn from their mistakes.

In 2006, Carol Dweck, a professor of psychology at Stanford University, explored the importance of mindset and documented her work in *Mindset: The New Psychology of Success*. Her research found that people have one of two mindsets: fixed or growth. Those with a fixed mindset generally believe that one either has innate talent or they don't; intelligence and the ability to learn new skills are limited to what one is born with. People with a growth mindset are open to expanding their knowledge and developing their skills, including experiencing failure. They believe our potential is limitless.

While behavior or personality contribute to a leader's success, their mindset is often what makes the difference in how they lead their organizations. A growth mindset aligned with leadership opens the door for challenge, growth and development, while experiencing failure is accepted as part of the trajectory. Leaders who embrace a growth mindset surround themselves with people who challenge their thinking. They constantly look for ways to improve and step outside their comfort zone, and they expect the same from others.

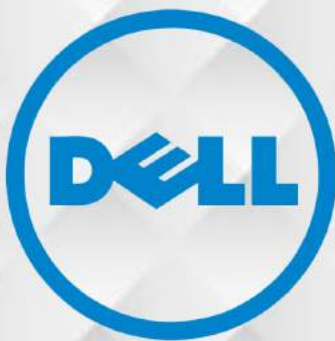
Exceptional leaders understand that team members not only look for guidance, feedback and direction but also for indicators of what's acceptable—the team "norms." A leader with a growth mindset who is leading by example establishes a "norm" that everyone has potential. This leadership mindset also supports a healthy environment where development is elevated to a priority, and success is measured using multiple factors and not only by the bottom line. Keep in mind that not everyone on a team will have the determination or desire to grow beyond their existing skill sets. However, being given the opportunity to develop one's potential is certainly more motivating and energizing than being stuck in a dead-end or unfulfilling role.

So, which team would you rather be on? A team where everyone is challenged to continuously expand and grow, and failure is simply part of the learning process, or a team where everyone is assessed on their current skill set and assigned a role?

Characteristics of a growth mindset

- Setting up others to win
- Encouraging purposeful work/contributions
- Maximizing possibilities
- Motivated for growth and evolution
- Positive outlook
- Self-accepting and self-aware

Chris Lorence (chris.lorence@icba.org) is ICBA group executive vice president—member engagement and strategy.



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May is Food Allergy Action Month

Live Well, Work Well

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

A food allergy occurs when the body has a specific immune response to certain foods. Sometimes, the body's response can be severe or life-threatening. Food allergies are a growing food safety and public health concern, according to the CDC. It is also estimated that between 4 and 6 percent of U.S. children are affected by some type of food allergy.

Among other things, Food Allergy Action Month was created to spread awareness about what food allergies are, how to recognize them and how to help someone who is having an allergic reaction. Common symptoms of an allergic reaction to food include the following:

- A tingling sensation in the mouth
- Swelling of the lips, tongue and throat
- Itching, hives and a rash throughout the body
- Cramping, diarrhea or vomiting
- Wheezing and difficulty breathing
- Dizziness or lightheadedness
- Loss of consciousness ■

These **8 Foods** Cause the Most Food Allergies



1. Peanuts



2. Milk



3. Shellfish



4. Soy



5. Eggs



6. Wheat



7. Tree nuts



8. Fish

Despite CDC Recommendation, Many Adults Still Refusing Shingles Vaccine

Shingles is an extremely common—and painful—viral infection, affecting 1 out of every 3 Americans at some point in their life. It's caused by the same virus that causes chickenpox, so anyone who has had chickenpox is at risk of developing shingles. After a person recovers from chickenpox, the virus remains dormant in the body. While scientists are unsure what causes the virus to awaken at a later date, they do know that the only way to reduce the risk of getting shingles is to get vaccinated.

Recommended Shingles Vaccine

The CDC recommends that adults use a new vaccine called Shingrix instead of Zostavax, which had been the recommended vaccine from 2006-2017. Shingrix provides strong protection against shingles and postherpetic neuralgia (PHN), the most common shingles complication. In studies, two doses of Shingrix were found to be more than 90 percent effective at preventing shingles and PHN.

Who Should Get Vaccinated?

The CDC recommends that healthy adults 50 years and older get two doses of Shingrix, two to six months apart. People who have had shingles in the past, have received the Zostavax vaccine or are unsure if they have had chickenpox should also receive the Shingrix vaccine, according to CDC recommendations.

To find doctor's offices or pharmacies near you that offer the vaccine, visit vaccinefinder.org. ■

Barley Pilaf

- 1 Tbsp. vegetable oil
- 1 cup onion (chopped)
- ½ cup celery (chopped)
- ½ cup red or green bell pepper (chopped)
- 1 cup mushrooms (sliced)
- 2 cups water or chicken broth
- 1 tsp. low-sodium vegetable bouillon
- 1 cup pearl quick-cooking barley

Directions:

Heat medium-sized pan over medium heat. Add vegetable oil, onion and celery. Cook, stirring often

Researchers Link New Danger to E-cigarettes

The use of electronic cigarettes or e-cigarettes has grown exponentially in recent years—especially among young adults in the United States.

The liquid used in e-cigarettes contains nicotine and other harmful chemicals, including heavy metals and carcinogens. The liquid nicotine used in e-cigarettes comes in thousands of different flavors, many of which are appealing – and harmful – to teenagers.

Researchers from the University of California, San Diego found that popular fruity vape flavors appear to contain the highest levels of cancer-causing materials. The study (<http://bit.ly/2lmo27h>) recommends that parents warn teens of the dangers associated with e-cigarettes to discourage usage. ■



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until onion is soft. Add bell pepper, mushrooms and pearl barley. Stir well. Add water and bouillon and stir to dissolve bouillon. Bring to a boil. Lower heat and cover pan. Cook for 50 to 60 minutes or until barley is tender and liquid is absorbed. Makes 8 servings.

Nutritional Information (per serving)

Total Calories	119
Total Fat	2 g
Protein	2 g
Carbohydrates	24 g
Dietary Fiber	3 g
Saturated Fat	0 g
Sodium	11 mg

Educational Opportunities

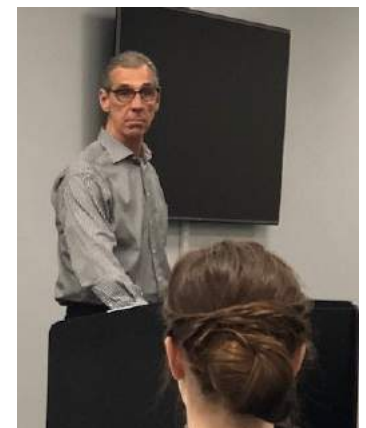


Bankers from across the state attended the ICBND Real Estate Construction Lending Workshop in April. This session was held first in 2016 and our members had asked us to bring it back again. The session was sponsored in part by Crescent Mortgage, an ICBND Associate Member. Many other Associate Members were involved in teaching the session that covered the fundamentals of real estate construction lending from planning, evaluating, appraisals, and inspections to disbursements, risks and monitoring of these types of loans.

Instructors included Jeff Johnson with Bankers Insight Group, Rob Ashbaugh with Sageworks, Rick Blaylock of CodeFi Solutions and Craig Frohlich with Mountain Plains Equity Group. Local Bismarck area businesses also spoke to the group including Blaine Johnson from Crowley Fleck, Nick Hacker with North Dakota Guaranty and Title and Joe Ibach from Dakota Appraisal & Consulting. We finished the day with an economic update and outlook for the coming year from Davin Cermak, FDIC.

Here are just a few of the comments from the attendees:

- Excellent presentation with very knowledgeable and easy to understand presenters.
- It was great that all the speakers were experts in their fields and were willing to answer all our questions.
- The speakers gave very good real-life scenarios with suggestions of what to look for and what to do and not do as lenders.
- The examples of forms were very helpful.
- Great Q&A sessions – addressed a lot of current challenges and questions we have as lenders in this market.
- Do this session again in the future!!



Photos: L– Blaine Johnson, Crowley Fleck, PLLP
Center– Attendees listen attentively to Rick Blaylock, Code Fi Solutions
R– Joe Ibach, Dakota Appraisal & Consulting



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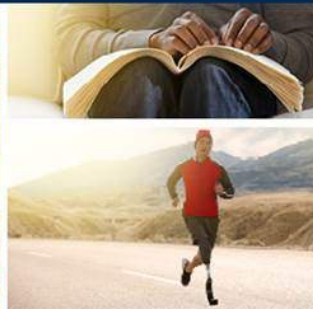
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Bob Patterson, Acting Associate Commissioner, External Affairs is pleased to report that the Centers for Medicare & Medicaid Services (CMS) have started to mail new Medicare cards to beneficiaries.

Instead of a Social Security Number (SSN), the new cards will have a Medicare number that's unique to each beneficiary. The new card will help protect identities and secure personal information. Medicare coverage and benefits will stay the same.

Medicare will automatically mail new cards at no cost to the address on file here at Social Security. So please make sure the address of anyone you're helping is up-to-date. An address can be updated easily by using [my Social Security](#).

As Medicare beneficiaries begin to receive their replacement cards, please share these three tips with them:

- Once you get your New Medicare

card, [destroy your old Medicare card](#) and start using your new one right away. Don't just throw the old card away—shred it or cut it into small pieces.

- Doctors, other health care providers, and plans approved by Medicare know that Medicare is replacing your old card. They're ready to accept your new card when you need care.
- Beware of anyone contacting you about your new Medicare card and asking for your Medicare number, personal information, or to pay a fee for your new card. Treat your Medicare number like you treat your Social Security or credit card numbers. Remember, you don't need to do anything to get your new card. Medicare will never contact you uninvited to ask for your personal information.

In addition, just last month Social Security started removing the SSN from many of its notices and forms to prevent fraud, fight identity theft, and safeguard taxpayer dollars. These communications also include benefit-

verification notices, Social Security post-entitlement notices, and certain documents sent to appointed representatives. The benefit-verification letter includes the recipient's name and address. The SSN isn't intended to serve as identification, nor should it be used as such by third parties.

Please share this information through your networks. For more information about the new Medicare card, click [medicare.gov/newcard](#). You can also check Medicare.gov for [tips to prevent Medicare fraud](#).

As always, thank you for your interest in our programs and the people we serve!

Bob Patterson
Acting Associate Commissioner, External Affairs
(T) 410-965-1804



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For more information, contact Tracy at 800/736-2224.

BELL BANK



Alyson Bjornstad has been promoted to VP/commercial lender at **Bell Bank**, located at 3100 13th Avenue South in Fargo. In her new position, Bjornstad will develop and manage client relationships with commercial banking opportunities in the Fargo market. She has

been in the banking field for 15 years, with 12 years at Bell Bank. Her most recent position was in private banking.



Lance Dolezal has been hired as check payments manager at **Bell Bank**, located at 3216 13th Avenue South in Fargo. In his new position, Dolezal manages the check payment operations of the bank. He has been in the banking field for nearly 10 years.



Pat Estenson has been promoted to personal banking officer at **Bell Bank**, located at 3100 13th Avenue South in Fargo. In her new position, Estenson assists customers with a variety of needs including personal loans and home equity

credit. She has over 30 years of banking experience and has worked at Bell Bank since 2001.



Andy Lerud has been promoted to VP/private banking officer at **Bell Bank**, located at 3100 13th Avenue South in Fargo. In his new position, Lerud provides comprehensive banking and financial service advice for professional and

affluent clients, focusing on personal and business banking, home loans and wealth management services. He has been in banking for 10 years and recently served as a credit officer at Bell Bank.



Tim How has been promoted to vice president of relationship/project management at **Bell Bank**, located at 3100 13th Avenue South in Fargo. In his position, How is a gatekeeper for the marketing department, fielding requests and leading

projects from all departments/divisions by managing and evaluating consistent workflow processes through project management tools and best practices. He has been with Bell for 2.5 years and began his career at Bell as social media manager.



Travas Knutson has been hired as correspondent credit officer at **Bell Bank**, located at 3100 13th Avenue South in Fargo. In his new position, Knutson will analyze financial statements and prepare credit presentations for loan

committee approval. He has been in the banking field for 17 years; the last 10 years he worked for the FDIC.



Dean Froslic has been promoted to vice president of digital strategy at **Bell Bank**, located at 3100 13th Avenue South in Fargo. In his position, Froslic guides Bell's digital marketing efforts and develops strategies across all of the company's online

channels. He joined Bell in 2015.



Nicole Aarestad has been hired as VP/commercial lender at **Bell Bank**, located at 3100 13th Avenue South in Fargo. In her new position, Aarestad works with business clients and prospects on financial solutions to help them achieve successful

businesses. She has been in the banking field for over 20 years and was most recently a business banker.



Emily Odland has been hired as a credit officer at **Bell Bank**, located at 3100 13th Avenue South in Fargo. In her new position, Odland performs commercial credit analysis. She has been in the banking field for nearly 7 years.



Alexandra Floersch has been hired as a content writer at **Bell Bank**, located at 3100 13th Avenue South in Fargo. In her new position, Floersch will be involved in planning, writing, editing, creation and production of content for Bell Bank's marketing and

communications team.



Pam Lentz has been hired as VP/program manager for business analysis at **Bell Bank**, located at 3100 13th Avenue South in Fargo. In her new position, Lentz will manage the business analysis team and the project management process for the information

technology department.



John Lyngstad has been promoted to VP/senior portfolio manager at **Bell Bank**, located at 15 Broadway in Fargo. In his position, Lyngstad creates and manages investment allocations across the wealth management division. He has been in the

banking field for 10 years.



Josh Astrup has been promoted to VP/senior portfolio manager at **Bell Bank**, located at 15 Broadway in Fargo. In his position, Astrup works with the asset management team managing the daily activities of our high net worth clients' investments. He also

partners with our the trust department, planning strategy and participating in client meetings.





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See page 36 for more
information and our
website for all the details.

ICBND Members in the News

BELL BANK



Ryan Johnson has been promoted to VP/wealth advisor at **Bell Investments**, a division of **Bell Bank**, located at 5680 23rd Avenue South in Fargo. In his position, Johnson provides clients with financial advice and planning as well as wealth

management services that fit their individual needs. With Bell since 2012, Johnson worked in retail banking before transitioning to Bell Investments in 2015, where he successfully passed his securities and insurance exams and recently became an associate wealth advisor. Johnson will serve the Veterans Blvd and Time Square locations.



Michael Lehn has joined **Cornerstone Bank** as a business banker in New Town. He brings ag lending along with other ag industry experience.



Bryce Thronson recently joined **Choice Financial** as a frontline specialist for our Fargo branch.



Erik Grubb has been promoted at **Cornerstone Bank** to AVP/business banker in New Town. Erik joined Cornerstone Bank in August 2011 as an AVP/personal banker.



Sara Gullickson was recently promoted to retail team lead for **Choice Financial** in Grafton. She joined Choice Financial in 2003 as a frontline customer service representative and was later promoted to a personal banker.

CORNERSTONE BANK



Megan Winterboer has joined **Cornerstone Bank** as a cash management sales officer in Sioux Falls. She brings over 5 years of banking experience.



Jake Larson recently joined **Choice Financial** as a mortgage loan originator. He brings more than 6 years of experience in the financial services industry with him to Choice Financial.



Staci Holt was recently promoted to an accounting specialist II for **Choice Financial** in Fargo, ND. She joined Choice Financial in March 2016 as an accounting specialist.



Cornerstone Bank's cash management team has also expanded to include **Julie Raatz**, personal banker in Dickinson. Raatz joined Cornerstone Bank in 2017 and has over 25 years of professional experience. She will continue to provide personal banking

expertise at the Dickinson Cornerstone Bank in addition to working with cash management sales.



Courtney Mitchell was recently promoted to credit tech for **Choice Financial**. Mitchell was hired in August as a frontline specialist.



Grant Gonitzke recently joined **Choice Financial** as a credit analyst.



Jake Lind has joined **Cornerstone Bank** as a business banker in Fargo. He brings with him over 6 years of commercial loan experience and 8 years of banking experience.



Alexa Johnson recently joined **Choice Financial** as a frontline specialist at our South Fargo location. She has recently worked in the customer service industry for four years as a remittance processing associate.



Darrin Wollitz was recently promoted to a universal banker for **Choice Financial**. Wollitz joined Choice Financial in March 2016 as a frontline specialist as was later promoted to a senior frontline specialist in February 2017.



STARION BANK



Starion Bank has promoted **Mike Wickham** to business banking officer, vice president, at the bank's Urban Plains location on South 45th Street in Fargo. Joining Starion in 2008 as a retail branch manager, Wickham became part

of the business banking team in 2014. With the recent promotion, he has additional responsibilities for maintaining customer relationships and loan portfolios, and will continue developing new customer relationships. Wickham has 15 years of experience in the banking industry.



Jennifer Dehnert has been promoted to compliance auditor I. She joined **Starion** in 2004 as a teller, was promoted to call center lead in 2005, bonds administrator in 2006 and compliance and audit analyst in 2010.

In her new role,

Dehnert ensures bank compliance with laws, regulations and bank policies and procedures, and ensures effective internal controls and reporting.



Landon Feil has been promoted to business banking officer, vice president. Feil joined Starion in 2012 as a credit analyst. In 2014 he was promoted to business banking officer and to assistant vice president the next year. With the recent

promotion, Feil has additional responsibilities for maintaining customer relationships and loan portfolios, and will continue developing new customer relationships.



Heidi Wahl-McDonald has been promoted to mortgage operations manager, vice president. She joined **Starion** in 1999 as a loan operations specialist and was promoted to mortgage operations manager, assistant vice

president, in 2010. In her new role, Wahl-McDonald supervises mortgage operations services and is responsible for maintaining effective mortgage operations and underwriting policies and procedures.



Robin Thorstenson has been promoted to talent and organizational development consultant II, assistant vice president. She joined **Starion** in 2013 as a training coordinator and was promoted to

talent and organizational development consultant II in 2017. Thorstenson creates and executes strategies that facilitate team productivity and performance, and supports and delivers talent development through onboarding plans and training.

UNITED COMMUNITY BANK



United Community Bank has announced that **Kelly Perrin** has been promoted to chief financial officer. Perrin was hired in 2013 as credit risk manager and has since grown his role to oversee the ALCO committee, manage UCB's investment

portfolio and holds a spot on UCB's executive management team.

DAKOTA BUSINESS LENDING



Tamara VanWechel has been promoted to senior credit & portfolio officer. VanWechel joined **Dakota Business Lending** in 2016. Her new responsibilities include compliance, managing credit flow & analysis, management of the loan portfolio and leading the loan specialist team.



Roxi Pflieger has been promoted to VP/ senior business development officer. Pflieger has been with **Dakota Business Lending** since 2014. In addition to serving as the commercial loan officer for the

southwestern part of ND, she will be responsible for leading the business development/commercial loan officers and marketing team.



To have **your** announcements featured in the *Community Banker* please send your articles to info@icbnd.com



ICBND ANNUAL CONVENTION EARLY BIRD registration rates end June 30th.

Avast Ye Mateys, Valued Bank Members and Associate Members:

It's time to set sail and make ye plans to attend ICBND's 51st Annual Convention.
If'n you don't...you'll be invited to walk the plank!

The ICBND Convention Committee and staff have assembled
another premiere event with this year's theme
"There's Treasure to be Found in Community Banking".

Please take a moment to review this communication as well as the links to our website for
the *Convention Information Brochure and Registration Booklet*, *Golf Scramble
Registration*, *Non-Golfer Community Event*, *ICBND PAC Raffle Fundraising Information*
and *ICBND Service Award Nomination Form*.



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**The Convention Information Brochure
and Registration Booklet lists the
schedule, speaker bios and their topics
of discussion and all the extras. Find it
here:**

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Please complete the registration form and email to info@icbnd.com today!



**ICBND Service
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Form**

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milestones of service years of 20,
30, 40, 50 and above reached
during this calendar year.



Introducing the Non-Golfers Event - United Way Backpack Program and Downtown Ghost Tour!

Join us to stomp out hunger by helping United Way
with packing 1,100 backpacks full of food! United
Way will have an assembly line of food for us to
gather and pack. These packs will be distributed to
local families in need...**Sponsorship opportunity
still available! - we would like to raise \$2000 to
purchase the food and are seeking 2 more
sponsorships' of \$500 each.** The local media has
been contacted and articles and pictures will be
sent to your local newspapers to help spread the
word of what Independent Community Banks are
doing to give back. After we finish with the
backpacks join us to find out more about
Bismarck's rich and interesting history on a
walking haunted history tour of downtown
Bismarck. See the flyer for more details!

Non-Golfer Event Registration



**ICBND Annual Pac
Golf Scramble**

ICBND Pac Golf Scramble has
been a huge success in the past
and we look forward to continuing
the tradition. Please register
individually here.

Starion Bank

Elliott Hayen, a senior at Sargent Central High School, was awarded the Starion Bank FFA scholarship at the FFA banquet on April 15. Anthony Bruhn, Starion business banking officer in Oakes, presented the award.

Hayen, the son of Michael and LaJuana Hayen of Cogswell, plans to attend Lake Area Technical Institute in Watertown, S.D., studying agriculture production. His long-term goal is to return to the Cogswell area and continue expanding his farming and ranching operation.

During Hayen's high school career, he took classes at the Southeast Region Career and Technology Center and has been active in a variety of school organizations including Environthon, FFA and National Honor Society. He serves as senior class president and is on student council. In addition, Hayen is a volunteer firefighter.



Photo: Anthony Bruhn, left, of Starion Bank presents the bank's 2018 FFA scholarship to Elliott Hayen.

STARION BANK PRESENTS KINDNESS CASH TO CHARITIES

Starion Bank presented five different North Dakota charities with a \$250 donation as part of the bank's 2018 Kindness Cash project.

For Kindness Cash, Starion employees go out in their communities and place wallets with \$20 in cash for people to find and pay forward. Starion has branches in Bismarck-Mandan, Bottineau, Dunseith, Ellendale, Fargo, Oakes and Rolla, and a total of 560 wallets were set out.

As part of this year's project, for two weeks, bank branches also collected nominations for charities to receive a Kindness Cash donation. Each market drew a winner:

- Bismarck-Mandan: North Dakota Veterans Cemetery
- Bottineau-Dunseith-Rolla: Turtle Mountain Animal Rescue
- Ellendale: Dickey County 4-H
- Fargo: United Way of Cass-Clay
- Oakes: Sanford Health Foundation, Sanford Children's

"One of Starion's core values – and a foundation of our organization – is giving back to the community," says Craig Larson, Starion Bank CEO and chairman of the board. "Kindness Cash is a fun way we do that, helping our neighbors to pay forward a little bit of kindness. This year's drawing winners represent diverse charities, but each one is doing important things in their community, region or statewide, and we are pleased to be able to support such worthy organizations."



Photo: Left-L to R: Rachel Kellogg; Aaron Tschosik, Starion Ellendale market president; Dickey County 4-H members Alexius Thorpe, Kasi Holm and Caleb Hauck; Aimee Ellinger, extension agent/4H, NDSU Extension Service



Right-L to R: Dale Hetland, Starion business banking officer, SVP; Travis Christopher, United Way of Cass-Clay resource development officer; Scott Green, Starion Fargo market president



Right Top Photo-L to R: Lee Weisbeck, Starion Bismarck-Mandan market president; Arnold Zins, nominator; Brigadier General Robert Becklund, ND Veterans Cemetery

Center Photo-L to R: Cindy Berg, Starion Bank, and Keith Benning, Turtle Mountain Animal Rescue

Bottom Photo-Check was presented to Lillian Peters (center) at Sanford Children's in Fargo by Andrea Berg, Starion private banking officer (left) and Scott Green, Starion Fargo market president.

Choice Financial

LINDSEY MATTER NAMED 2017 CHAMPION OF AFFORDABLE HOUSING



North Dakota Housing Finance Agency recently recognized Lindsey Matter, Mortgage Loan Originator at Choice Financial in Bismarck, as a 2017 Champion of Affordable Housing at the Statewide Housing Conference. Matter was one of four lenders to be recognized.

"The Champions Awards recognize and celebrate the work of individuals, non-profit organizations, public agencies, and private sector businesses who go above and beyond to provide affordable housing for North Dakotans," said Jolene Kline, NDHFA executive director.

"Lindsey is very deserving to be name the top producer of North Dakota Housing loans for Choice Financial Group," said Choice Financial VP Residential Real Estate Manager, Blair Sandy. "Her drive and dedication to help each borrower achieve home ownership is second to none. Lindsey has taken advantage of the great loan programs offered by North Dakota Finance Housing Agency to make that dream a reality for so many first-time homebuyers."

Through NDHFA's homeownership programs, individuals and families, which are typically first-time home buyers, receive low-cost financing, and down payment and closing cost assistance.

Photo: Lindsey Matter

CHOICE FINANCIAL REINVESTS TAX RELIEF IN EMPLOYEES

When Choice Financial found themselves with the opportunity to utilize additional funds due to the recent tax reform, the Board of Directors immediately thought "How can we reinvest these funds into what matters most: OUR PEOPLE!" After brainstorming a number of ideas, they knew they wanted to both support Choice's core values of encouraging innovation and bettering the places we live by enhancing their employee's everyday efforts and demonstration of their #PeopleFirst values.

To reflect the value of encouraging innovation, an iPad was purchased for every single full and part-time employee. The iPads were gift wrapped, fully loaded and customized, complete with a uniquely branded case, and placed on every employee's desk awaiting their arrival. This technology allows every employee to connect with each other and customers, whether they are inside or outside of the office. "We pride ourselves in meeting our customer where it's convenient for them. We have a lot of business customers with busy schedules. Being able to meet a farmer in the field during spring planting or a dentist at their office between visits is essential," explained Brian L. Johnson, CEO at Choice Financial.

The tax reform also allowed the opportunity to provide a financial reward. A surprise cash bonus of \$1,500 was given to all non-leadership, full-time employees amounting to 70% of their workforce. "We believe in bettering the places we live – and by giving employees a cash bonus, we know that many of our team members will end up supporting our local businesses and communities in which we live and work," said Johnson.



Amy Ebensteiner, Virtual Banker, expressed her gratitude, "This generous gesture totally took me by surprise and again brings to the surface my feelings of gratefulness to work for a company that believes in their employees and empowers us to better ourselves and the places we live."

The thing that makes Choice Financial special is its people. It's the team members, in every department, who make Choice Financial a success. So, it was without hesitation that the Board of Directors decided to reinvest in the employees. Choice Financial believes in putting PeopleFirst in everything we do, even taxes.

Photos: Top right, the Belfield location opened their gifts together; left, Danne Doering; right lower, Michelle Christensen & Megan Sorensen



Choice Financial

CHOICE FINANCIAL NAMED 2017 CHAMPION OF AFFORDABLE HOUSING

North Dakota Housing Finance Agency recently recognized Choice Financial as a 2017 Champion of Affordable Housing at the Statewide Housing Conference. Choice was one of four financial institutions to be recognized.

“The Champions Awards recognize and celebrate the work of individuals, non-profit organizations, public agencies, and private sector businesses who go above and beyond to provide affordable housing for North Dakotans,” said Jolene Kline, NDHFA Executive Director.

“We are honored to be named by North Dakota Housing Finance Agency as an Affordable Housing Champion,” said Choice Financial VP Residential Real Estate Manager, Blair Sandy. “At Choice Financial our philosophy is putting PeopleFirst and that’s exactly what our mortgage lenders do. We are dedicated to helping people achieve the American Dream of Home Ownership and that wouldn’t be possible without partners like NDHFA who have great programs that allow us to make that dream a reality for first time homebuyers.”

Through NDHFA’s homeownership programs, individuals and families, which are typically first-time home buyers, receive low-cost financing, and down payment and closing cost assistance.



Photo: Some of the Choice mortgage team accompanied by the Executive Director of NDHFA and the ND Attorney General (left to right) – Shawna Eckroth, Jolene Kline (Executive Director of NDHFA), Tosha Steinwand, Lindsey Matter, Greg Schwab, Susie Franklin, Blair Sandy, Terri Mollman, Shania Gross, Wayne Stenehjem (ND Attorney General), Celeste Burke

CHOICE FINANCIAL RECOGNIZED AS BEST OF THE BEST BY INDEPENDENT COMMUNITY BANKER

Choice Financial was recently named as the #5 community bank in the United States with assets over \$1 billion by Independent Community Bankers of America (ICBA). This is the fourth year in a row that Choice has been named to ICBA’s Best of the Best, top performing community banks.

In their announcement, ICBA featured Choice Financial focusing on its culture of being embedded in our communities. They cited how Choice employees committed 6,549 volunteer hours to the community and over 2,000 #PeopleFirst stories of employees going above and beyond to help customers and team members were submitted in 2017.

“It is amazing to see the commitment and devotion our team has for our customers and communities, every single day. Their dedication is what drives us to continually strive to be among the best community banks,” said Brian L. Johnson, Choice Financial CEO.



Photos: left, HoedownForHospice—Eddie Sheeley and Lisa Artz attending our Hoedown for Hospice fundraiser; right, Salvation Army Bell Ringing—Amy Ebensteiner and Cally Murphy ringing bells for the Salvation Army



Dakota Business Lending

DAKOTA BUSINESS LENDING HOSTS OPEN HOUSE EVENT IN CELEBRATION OF NEW NAME AND OFFICE

Dakota Business Lending was proud to host an open house event at their new headquarters office in South Fargo last week. The event brought together more than 60 lenders, partners, borrowers, Board of Directors, members of the U.S. Small Business Administration, and others from throughout the community and beyond to celebrate the organization's recent name change, tour the new state-of-the-art facility, and celebrate Dakota Business Lending's exciting milestones throughout the past 35 years of operation. Guests enjoyed food catered by Spitfire and live music by the JT Kennelly Band, a local folk and bluegrass band.

The construction of the new headquarter office was very intentional and creative, giving every element of the facility a story to tell. From its exterior foundations to the smallest of detail, each piece has a unique purpose or rich history. Using contractors from businesses they have financed throughout the years, Dakota Business Lending did their best to build on their history, both literally and figuratively. The wooden beams and paneling throughout the building are made from fortified and reclaimed wood taken from various structures and barns throughout Fargo, North Dakota, and Minnesota. In addition, the design also was built with the intention to build upon Dakota Business Lending's existing creative and collaborative environment. "The facility was designed with an understanding of organizational culture and collaborative styles, improving the way we work together both internally and externally," commented Steve Dusek, Dakota Business Lending's President and CEO. The new facility's multiple open concept spaces welcome borrowers, lenders, partners, and other members of the community and beyond to utilize the space as well.



Bill Manger (right), Associate Administrator for the Office of Capital Access with the U.S. Small Business Administration, speaks to the attendees with gratitude and excitement as he sees the ways in which Dakota Business Lending and their lenders and partners have contributed to small business success in North Dakota and western MN. Manger traveled from Washington D.C. to attend the event.

Among the attendees at the event was Bill Manger, a special guest who traveled from Washington D.C. to join Dakota Business Lending in celebrating and furthering their mission. Manger is the Associate Administrator for the Office of Capital Access with the U.S. Small Business Administration. Prior to the event, Manger spent his time discussing small business lending with a group of Certified Development Companies from across the country, and led a lender roundtable discussion about small business lending in North Dakota and western Minnesota the following morning. His presence was an honor to the Dakota Business Lending Board of Directors, team, and all visiting Certified Development Companies and lenders as they were able to learn and discuss ways in which they can better help businesses reach their full potential.



Steve Dusek, Dakota Business Lending's President and CEO, joins Andy Maragos, Chair of Dakota Business Lending's Board of Directors, and Bill Manger, Associate Administrator for the Office of Capital Access with the U.S. Small Business Administration, for Dakota Business Lending's official ribbon cutting ceremony, along with the remaining board members, staff, and special guests.

To conclude the event, an official ribbon cutting ceremony was held with comments and remarks from Manger himself, along with Patrick Traynor, President of the Impact Foundation, David Martin, State Director of the North Dakota Small Business Development Center, Andy Maragos, Chair of Dakota Business Lending's Board of Directors, and Steve Dusek, Dakota Business Lending's President and CEO. After celebrating their success of small business throughout the past 35 years, Dakota Business Lending sees their new location and open house event as a milestone achievement that further builds upon their foundation for continued growth and success into the future.

American Bank Center

AMERICAN BANK CENTER TO BREAK GROUND ON NEW NORTHWEST BISMARCK LOCATION

In order to provide more convenience for its customers, American Bank Center is building a new location at 1615 Burnt Boat Drive in Bismarck, next to the Eckroth Plaza. The estimated completion date for the building is winter 2018.

This location will feature American's Branch of Tomorrow concept which includes industry-leading technology and a new model of service to provide customers with a superior experience. Customers will have one point of contact for all their banking needs, instead of being transferred from one person to another.

Banking services offered in the new space include: retail, e-banking, consumer lending and home mortgage. In addition, there will be the opportunity to consult with financial experts at American Trust Center and American Insurance Center using video conference capabilities.

The building will also have 2,000 square feet of commercial lease space.

American Bank Center

BANKERS GET PIED FOR A GOOD CAUSE

American Bank Center hosted a fundraiser on Friday, April 20 from 11 a.m.-2 p.m. at its downtown location, 320 N. 4th St., to support the Sanford Health Foundation Great American Bike Race. Community members were encouraged to attend and toss a pie at their favorite American employee while enjoying a barbecue and music. All activities were free-will donation.

American is the presenting sponsor for the Great American Bike Race (GABR). GABR's mission is to support children and young adults with cerebral palsy and other related childhood-onset conditions permanently affecting development. GABR has disbursed nearly \$3.5 million to assist families in central and western North Dakota.



Photo: Rox Erhardt takes one for the team.

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North Dakota Housing Finance Agency

AGENCY RECOGNIZES AFFORDABLE HOUSING CHAMPIONS

North Dakota Housing Finance Agency recognized its outstanding partners as Champions of Affordable Housing at the Statewide Housing Conference.

"The Champions Awards recognize and celebrate the work of individuals, non-profit organizations, public agencies, and private sector businesses who go above and beyond to provide affordable housing for North Dakotans," said Jolene Kline, NDHFA executive director.

Through NDHFA's homeownership programs individuals and families, which are typically first-time buyers, receive low-cost financing, and down payment and closing cost assistance.

Four financial institutions and a loan officer from each business were recognized for originating loans on behalf of NDHFA. Blackridge Bank and Doug Wentz of Bismarck; Bremer Bank and Renae Meisch of Wahpeton; Choice Financial and Lindsey Matter of Bismarck; and First Community Credit Union and Tanya Nenow of Jamestown received awards.

NDHFA recognized four real estate agents, Aruna Hagen of Fargo, Kristy Sagaser of Jamestown, and Paige Danner and 'Stasia Mitzel of Bismarck, for the assistance they provided to NDHFA's borrowers.

The agency also administers rental programs and supports the development of multifamily housing for low-income families, seniors, and individuals with disabilities. Sister Rebecca Metzger of Grand Forks received NDHFA's Property Management Award for her compassionate management of St. Anne's Guest Home, a subsidized housing project that is home to 30 elderly households of limited means.

The agency's Housing Production Award was presented to the Grand Forks Community Land Trust, which creates and maintains a permanent supply of affordably priced, owner-occupied and rental housing, and assists households that purchase homes to become successful owners.

Leadership Award winners were Gerald Eid and Lynn Fundingsland. Gerald, a Fargo-area builder who served as the chair of NDHFA's advisory board for 15 years, was instrumental in the development of the agency's down payment and closing cost assistance programs. Lynn is the outgoing executive director of the Fargo Housing and Redevelopment Authority who employed innovative approaches to provide for and to improve the housing conditions of the lowest-income households in the community and throughout the region.

A self-supporting state agency, NDHFA is dedicated to making housing affordable for all North Dakotans. The Industrial Commission of North Dakota, consisting of Governor Doug Burgum as chairman, Agriculture Commissioner Doug Goehring and Attorney General Wayne Stenehjem, oversees the agency. For more information on the awards or the agency's programs, contact (800) 292-8621 or www.ndhfa.org.

Photographs of the award winners are available online at <https://flic.kr/s/aHskwRa398>.



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First International Bank & Trust

FIRST INTERNATIONAL BANK AND TRUST CONGRATULATES WINNERS OF THE 2018 LIVE FIRST COMMUNITY GRANTS

First International Bank & Trust (FIB&T) is proud to announce the winners of their Fourth Annual Live First Community Giving Campaign. There were 73 community organizations that applied for the grant that attracted over 25,000 votes on Social Media.

The following community groups have been selected as recipients for the 2018 Live First Community Grants!

\$5,000 Award – Hope Blooms, Fargo, ND

You matter. These two tiny words hold a special meaning in our heart because they are the inspiration behind the inception of Hope Blooms. They exemplify belonging and inclusion and illustrate a person's fundamental value as a human being. Hope Blooms directly invests in the local community by spreading joy through flower bouquet donations to our community's most vulnerable individuals who need the most in our community.

\$1,000 Award – Start Bismarck, Bismarck, ND

Start Bismarck exists to create & connect a community of startups. They embrace risk-taking, promote entrepreneurial activity, and organize grassroots community-building events in Bismarck, North Dakota. We're answering the question: "How can we change the face of our startup community by sharing 1 million cups of coffee?" The entrepreneur shares his/her story, and then engages in meaningful conversation with the audience. This weekly event gives business owners permission to think bigger and better.

\$1,000 Award – United Chinese Americans Fargo-Moorhead, Fargo, ND & Moorhead, MN

United Chinese Americans Fargo-Moorhead (UCAFM) purpose is to promote fellowship and friendship among Chinese Americans; increase public awareness and understanding of the Chinese arts and culture; and help Chinese Americans integrate into the Fargo-Moorhead Community.

\$1000 Award –Addie's Royal Cupcake Stand, Moorhead, MN

Each summer Addie hosts a lemonade and cupcake stand to help make dreams come true for kids on the wait list from the Sunshine Foundation! The Sunshine Foundation Grants dreams come true to kids who have disabilities, illness or who have been abused. Addie has helped raise nearly \$20,000 and made 5 dreams come true!



Peter Stenehjelm, President of First International Bank & Trust, shared, "I am amazed by the overwhelming engagement from our community. With nearly double the number of participating organizations this year, we are excited to share that four additional recipients will also be awarded a grant."- Peter Stenehjelm, President

\$500 Award – Central Lakes College Student Senate, Staples, MN

The Central Lakes College Student Senate (CLC) has a long history of holding community events for local area children and their parents. Throughout the academic year, the CLC student volunteers plan and coordinate such events as the Fall Festival, CLC Haunted House, Kids Christmas Party, and the Community Egg Hunt. These events seek to provide area kids with a free, fun, and safe experience while also teaching our college student community the importance of engagement with their local communities.

\$500 Award – Kalix, Minot, ND

Kalix is licensed by the North Dakota Department of Human Services to provide a variety of residential and vocational programs to adults with developmental disabilities. It is our goal to provide people with an opportunity to maintain their quality of life when experiencing Dementia for as long as possible by taking a journey that doesn't require them to remember why they are there or where they have come from. The Kalix Outdoor Space & Sensory Garden will provide multi-sensory stimulation from the environment including: engaging with nature, relaxation, exercise, and an opportunity to socialize by connecting with others in a shared experience.

\$500 Award – Rough Rider Center, Watford City, ND

The Rough Rider Center has recently been approved by the Parks and Recreation board to put a playground in the downstairs pool area of the Rough Rider Center. This playground will benefit many in our community with the many activities that are at the Rough Rider Center. It will also benefit the many families with young children and grandparents who need and want a place to enjoy taking their kids, especially in the winter months.

\$500 Award – Heart of America Care Center, Rugby, ND

Heart of America Care Center, a 55 bed Skilled Nursing Facility, has been serving North Central North Dakota since 1963, ensuring that families are able to remain close through all stages of life. There is a nation-wide initiative to reduce high risk medication use in the elderly population. An Aroma Therapy program will improve the quality of life for our Residents by decreasing their risk for falls, improving appetite, improving sleep patterns, and decreasing negative side effects such as stroke or even death.

Due to the overwhelming response to the Live First Community Grant program, First International Bank & Trust plans to continue the annual tradition in the future.

Starion Bank

Starion is a growing community bank known for providing local leadership, personalized service and community loyalty. We foster a culture where you can grow professionally and personally, and treat employees as our most important organizational asset.

SENIOR INTERNAL AUDITOR

Responsible for performing internal audits, developing the internal audit scope and testing program, performing internal audit procedures, and preparing internal audit reports reflecting the results of the work performed. Work performed will include coverage of functional and operating units and focusing on financial, IT, and operational processes, as well as the follow-up on the status of outstanding audit issues. Will assist management with periodic reporting to the audit committee, risk assessments and the development of the annual audit plan, and championing internal control and corporate governance concepts which may include the development and delivery of training. May often direct and review work performed by other internal audit personnel, and assist in their development.

Successful candidates will have a bachelor's degree, CPA and/or CIA designation, 5 or more years of public accounting and/or private industry experience with knowledge of accounting, finance and internal control areas. Prior banking industry experience preferred.

Desired qualifications include an understanding of internal control concepts and experience in applying them to plan, perform, manage and report on the evaluation of various business processes/areas/functions. Understanding of internal auditing standards, COSO and risk assessment practices. Ability to work independently and manage multiple projects/tasks, with limited direction and guidance required. Provide appropriate direction to other internal audit project team members, and work cooperatively with others across the organization to achieve shared objectives. Strong verbal and written communication skills, to effectively present to peers and management. Exhibit the leadership skills needed to obtain management and stakeholder buy-in for constructive change. Exhibit an understanding of the technical aspects of accounting and financial reporting. Possess a strategic mindset and establish effective relationships with other key personnel.

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

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The **Social Security Administration (SSA)** is looking for two individuals to serve in leadership roles within its Office of Research, Evaluation, and Statistics (ORES) as the **Office's Associate Commissioner (AC)** and **Chief Research and Data Officer (CRDO)**. The AC will report directly to the Deputy Commissioner and Assistant Deputy Commissioner for the Office of Retirement and Disability Policy (ORDP), while the CRDO will report directly to the AC for ORES. The office has locations in Woodlawn, MD and Washington DC. Duty location will be determined based on the selectee for the position; however, regular travel between the two offices is expected.

The AC for ORES has responsibility for the broad research, evaluation, and statistical programs of SSA, including the:

- Study of problems of poverty and insecurity; Examination of expected or projected outcomes from current or modified program rules; and Evaluation of proposed solutions to such problems by social insurance and related programs.

The AC is also responsible for:

- Advising senior Agency officials on research findings relating to Social Security reform; Responding to information requests from Agency, Administration and Congressional policy makers; and Participating in formulating Agency-level policy and program planning.

S/he represents the research, evaluation, and statistical interests of SSA at meetings or on committees with other Government agencies, including the Interagency Council on Statistical Policy colleges and universities, research centers, and other professional organizations. As such, the incumbent makes commitments concerning research, evaluation and statistical projects and activities to be carried out, and the products to be supplied.

Candidates for the AC position must have professional experience at a senior level (equivalent to the GS-15 in either the General Schedule (GS) or a comparable pay plan) and demonstrate via their resume and application their level of experience for each of the Executive Core Qualifications (ECQs) that are included in the job posting.

The CRDO meanwhile will oversee the technical aspects of the office's comprehensive research and statistics program to support social security policy development and inform policymakers, the public and external stakeholders on a spectrum of critical social security issues. Responsibilities for the position include:

- Developing the agency's portfolio of short and long-term research projects; Ensuring the scientific integrity of SSA's intramural and extramural research products, developing program data used to inform policy decisions, authoring peer-reviewed articles on research project findings in professional journals, and improving the use of research results in decision making throughout the agency; Advising management regarding the statistical processes/practices the organization is responsible for engaging in as a formally recognized federal statistical agency producing statistics on SSA's social welfare programs; Presenting agency research projects before Congress, the Office of Management and Budget, the Interagency Council on Statistical Policy, colleges and universities, research centers, other professional organizations, and external monitoring authorities such as the Government Accountability Office, the Social Security Advisory Board, and the Office of Inspector General; and Fostering research, evaluation and statistical projects that tie into the Social Security research program via extramural mechanisms.

Applicants to the CRDO position must possess progressive research experience at a senior analytical/scientific level, including substantial specialized experience managing extramural social science research programs, and demonstrated experience and ability designing a portfolio of internal social science research projects. Typically, experience of this nature will have been gained at or above the GS-15, comparable pay band or level above in the federal government; or comparable position with a state or local government, or private sector organization. Applicants are required to address each of the mandatory technical qualifications (TQ) statements included in the job posting to substantiate their technical knowledge and abilities.

The complete vacancy announcement for both jobs can be found on USAJOBS; direct link below. Interested applicants may apply to one or both of the vacancies:

Associate Commissioner [SSA-EX-500](#)

Chief Research and Data Officer [SSA-SL-004](#)

Educational Opportunities

ICBND Webinars

		6/7/2018	Red Flags in Residential Appraisal Compliance S. Wayne Linder, Young & Associates, Inc.
		6/8/2018	SPECIAL EDITION
5/1/2018	All You Need to Know About E-SIGN, E-Statements & E-Disclosures Nancy Flynn, The ePolicy Institute™	Morning	Understanding the Procedural Differences Between Substitute Checks, ACH Imaged Checks & New Warranties Under Reg CC Effective July 1, 2018 Jen Kirk, EPCOR
5/2/2018	Understanding the UCA Cash Flow: Practical Applications in Underwriting Dave Dalessandro, Young & Associates, Inc.	6/12/2018	Cyber Series: Beginning IT Officer Training Randall J. Romes, CliftonLarsonAllen LLP
5/3/2018	Handling Powers-of-Attorney & Living Trust Documents for Deposit Accounts & Loans Elizabeth Fast, Spencer Fane LLP	6/13/2018	Protecting the SBA Guaranty Start to Finish Kimberly A. Rayer, Starfield & Smith, PC
5/8/2018	New Accounts Series: Opening Business Accounts: Entities, Documentation, Authority & Regulatory Requirements Mary-Lou Heighes, Compliance Plus, Inc.	6/14/2018	Overdraft Disclosure Requirements: Regulations, UDAAP & Legal Risks Steven Van Beek, Howard & Howard Attorneys PLLC
5/9/2018	Analyzing TRID Tolerance Cures: Clarifying the Confusion Steven Van Beek, Howard & Howard Attorneys PLLC	6/19/2018	Marketing Series: Advertising Compliance for Electronic, Website, TV & Radio Promotions Ann Brode-Harner, Brode Consulting Services, Inc.
5/10/2018	Finance Charges: Getting It Right! Bill Elliott, Young & Associates, Inc.	6/20/2018	Safe Deposit Issues: Drilling, Unpaid Rent, Death & Unclaimed Property Elizabeth Fast, Spencer Fane LLP
5/15/2018	Top Escrow Compliance Exam Issues, FAQs & Field Audits Ann Brode-Harner, Brode Consulting Services, Inc.	6/21/2018	Reg E Requirements for Debit Card Error Resolution: Processing, Disclosure & Investigation Michele L. Barlow, PAR/WACHA
5/16/2018	IRA Series: Current IRA Issues, Including Divorce, IRS Levies, Bankruptcies & Creditor Claims Frank J. LaLoggia, LaLoggia Consulting, Inc.	6/26/2018	New Accounts Series: Opening Trust Accounts: Compliance, Documentation, Signing Authority & Deposit Insurance Issues Mary-Lou Heighes, Compliance Plus, Inc.
5/17/2018	FFIEC Third-Party Risk Guidance: Appendix J for Vendor Business Continuity Issues & More Branan Cooper, Venminder	6/27/2018	Understanding Employee Leave Policies Diane Pape Reed, CU Doctor
5/22/2018	Consumer Debt Series: Real Estate Loan Workouts, Deeds in Lieu, Short Sales, Foreclosures, Deficiency Judgments & Receiverships Elizabeth Fast, Spencer Fane LLP	6/28/2018	Notary Essentials, Legalities & Best Practices Elizabeth Fast, Spencer Fane LLP
5/23/2018	Consumer Loan Documentation Molly Stull, Brode Consulting Services, Inc.	7/6/2018	SPECIAL EDITION
5/24/2018	ACH Error Resolution: Unauthorized, Authorization Revoked, or Stop Payment? Michele L. Barlow, PAR/WACHA	Morning	Determining a Legal Entity for Purposes of Beneficial Ownership Elizabeth Fast, Spencer Fane LLP
5/30/2018	Compliance Series: Job-Specific Compliance Training for Lenders Susan Costonis, Compliance Consulting and Training for Financial Institutions	7/10/2018	Auditing Your Loan Portfolio: Consumer, Commercial & Real Estate Michael Brode, Brode Consulting Services, Inc.
5/31/2018	Increasing Fee Income Without Raising Fees Bryan Easley, Haberfeld Associates	7/11/2018	IRA Series: Understanding IRA Beneficiary Designations, Death Distributions & Required Minimum Distributions Frank J. LaLoggia, LaLoggia Consulting, Inc.
6/5/2018	Call Report Series: Examining Bank Assets, Liabilities & Income in Call Report Preparation Amanda C. Garnett, CliftonLarsonAllen LLP	7/12/2018	Maintaining Required FDIC Records: Compliance, Issues & Retention Nancy Flynn, The ePolicy Institute™
6/6/2018	Director Series: Regulator Expectations in Capital Planning Gary J. Young, Young & Associates, Inc.	7/13/2018	SPECIAL EDITION
Morning		Morning	Handling Federal Benefit Payments: Protections, POAs, Delinquency & Death Elizabeth Fast, Spencer Fane LLP
		7/17/2018	Loan Review: Consumer, Commercial & Real Estate Ann Brode-Harner, Brode Consulting Services, Inc.

Educational Opportunities

7/18/2018	Marketing Series: Developing, Maintaining & Sustaining Brand Loyalty Ali Mandell, Opportunity Bank of Montana
7/19/2018	Consumer Debt Series: Reducing Consumer Loan & Collection Losses: Workouts, Forbearance, Restructuring & More Elizabeth Fast, Spencer Fane LLP
7/23/2018 Monday	SPECIAL EDITION Understanding Tax Reform: Community Bank Taxation in 2018 & Beyond Amanda C. Garnett, CliftonLarsonAllen LLP
7/24/2018	Wire Transfer Security: Regulatory Guidance, Risk Management & Monitoring Dawn Kincaid, Brode Consulting Services, Inc.
7/25/2018	Call Report Series: Preparing Call Report Basic Lending Schedules: Coding, Classifications & Loan Loss Allowance Amanda C. Garnett, CliftonLarsonAllen LLP
7/26/2018 Morning	Director Series: Assessing Credit Risk for Directors Gary J. Young, Young & Associates, Inc.
7/31/2018	ACH Rules & Responsibilities for RDFIs Angi Farren, UMACHA
8/2/2018	Securing Loans with Cash: Using Deposit & Brokerage Accounts to Reduce Loss Risk Elizabeth Fast, Spencer Fane LLP
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