

SDBANKER



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** Sessions will also be live-streamed and recorded to be watched at a later date.*



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December 20, 2019 | SECURE Act "Retirement Tax Bill"
signed into law—most sweeping changes since 2006

March 27, 2020 | CARES Act passed

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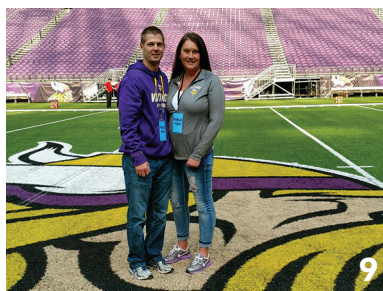
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message from the chair.....

BY STEVE BUMANN | CFO | BankWest, Inc., Pierre

An Industry Up to the Challenge

The summer seems to be flying by. I hope that this column finds you and your family well and healthy, and I hope that you are able to get out and enjoy the outdoors in our beautiful state.

I would like to spend a little time going over some of the comments that I made during the SDBA's Virtual Annual Business Meeting in June. I apologize in advance to those of you who have already heard my message.

Please allow me to wax nostalgic a bit and explore a little of the history of banking in South Dakota over my 36-year banking career. When I moved from the public accounting realm and joined BankWest in 1984, NY prime was between 12% and 13%, agriculture was in the midst of a severe downturn and bank loan losses were accelerating. In the early 1980s, Fed Chairman Volker and President Reagan had fought a war against inflation, and NY prime had risen to 20%. A combination of high interest rates and low commodity prices was causing severe stress in the ag sector.

If I had truly understood the depth of this crisis, I might not have accepted the job. But I did, and for that I am truly thankful. BankWest and the Burke family have given me the opportunity for a great career and opportunities like this one where I can give back a little of what has been given to me.

But let's return to history. By the end of the 1980s, the ag sector had stabilized. Farmers and ranchers were making a little money again, and bank profits and bank balance sheets were growing. With the exception of a couple of fairly minor downturns, the world of banking was stable and profitable.

In 2008 the housing bubble burst, and we entered into the "Great Recession." For the most part, banks in South Dakota did not experience the severe credit issues that came with this recession. We did not have an overheated housing real estate market and as a result did not experience dramatic declines in those values.

The lack of severe credit issues, though, did not mean that South Dakota banks did not suffer in this recession. We all were challenged when the markets totally froze up and access to liquidity was difficult. The large money center banks and by name association community banks were blamed. I believe that this crisis had many more players in the blame game than just the banking industry.



"We figured out how to adapt to this new environment, we fought to roll back a portion of Dodd-Frank, and we became strong and vibrant."

Congress, however, disagreed and rushed to pass the Dodd-Frank Wall Street Reform and Consumer Protection Act, which layered regulation after regulation on the banking industry in order to "prevent" this type of recession from happening again. The Dodd-Frank Act has had a dramatic and continuing impact on community banking in this country.

The last decade has brought about dramatic consolidation in the banking industry, and we have lost many small community banks in the U.S. I believe that the extremely complicated nature of the regulations has contributed greatly to that consolidation. Shortly after the Act's passage, if I had been asked by someone if they should pursue a career in banking, I would have said no way. I believed that there was a dim future for community banks.

Community bankers, however, are a resilient group. We figured out how to adapt to this new environment, we fought to roll back a portion of Dodd-Frank, and we became strong and vibrant. Once again, the future of community banking was bright.

When I agreed to take on the role of SDBA chair, I thought a lot about what kind of focus to bring to the SDBA. I fully intended to focus on highlighting the bright future of community banking and encouraging our young people to consider a career in banking. While I still believe that is the case, some more urgent needs like a pandemic and the hiring of a new SDBA president have to be handled.

While times may be challenging, I believe the state's banking industry is up to the challenge! 📊

Steve Bumann is CFO at BankWest, Inc. in Pierre. Bumann can be reached at 605.945.3749 or Steve.Bumann@bankwest-sd.bank.



from the executive office.....

BY CURT EVERSON | President | South Dakota Bankers Association

Priorities of Phase 4 Stimulus Legislation

Well, the one thing I steadfastly swore would never happen during my time at the SDBA has happened. Alisa Bousa got her way. Truthfully that has happened before, mainly because she knows of what she speaks. In this case, I am referring to the fact that my picture is on the front cover of SDBANKER Magazine. Maybe it is hard-wired in my Scandinavian DNA, but I have never felt comfortable talking, reading or writing about myself. I don't even like listening to my radio news interviews.

Please don't misunderstand. I have thoroughly enjoyed my time in service to this state's banks and bankers. I am proud of what we have accomplished together over the past 18 years. But, I have told every member of the SDBA staff that this grand organization is not about me or any other person who has served as SDBA EVP or president. OK, enough of all that.

At this writing, Congress is still in session. But Nov. 3 is just around the corner, and it won't be long before members who are running for re-election go back to their districts to campaign. Discussions are ongoing between congressional leaders and the White House about what some believe is a must-pass phase four economic stimulus package.

State and national banking trade associations are at work trying to get industry priorities included in any must-pass legislative package. High among those priorities is language of a truly-simplified forgiveness process for PPP loans under some de minimis amount.

Sens. Kevin Cramer (R-ND) and Bob Menendez (D-NJ) are the prime sponsors of S.4117 that would direct SBA to forgive any loan under \$150,000 based on a simple, one-page attestation by the borrower that funds were used as Congress intended. The bill also prohibits any enforcement or other action against a lender relating to loan origination, forgiveness or guarantee based on reliance of the borrower's certifications and documentation. Sen. Mike Rounds has signed on as a co-sponsor.

A comparable bill (H.R.7777) was recently introduced in the U.S. House by Reps. Chrissy Houlahan (D-PA) and Fred Upton (R-MI).

In a July 17 hearing with members of the U.S. House Committee on Small Business, Treasury Secretary Steven Mnuchin said that members of Congress and the administration should consider providing blanket forgiveness for smaller PPP loans while retaining some protections against fraud. It is encouraging to see this growing, bi-partisan coalition of support for simplified, blanket forgiveness.

During that same hearing, Secretary Mnuchin also suggested that businesses hardest hit by the pandemic should be eligible to receive a second round of PPP loans. As of mid-July, \$130 billion of PPP loan guarantee funding remained at SBA. Mnuchin stated that the administration supported topping off that pool with additional funding. He also suggested that businesses should be required to show some level of decline in revenues in order to qualify for a second round of PPP loans. Current program funding expires on Aug. 8, but that date could be extended further in phase four.

We are also pushing to include language of S.1641 in any phase five coronavirus stimulus legislation. Sen. Pat Roberts' bill to Enhance Credit Opportunities in Rural America (ECORA) would eliminate federal taxation of income earned by banks from interest and fees charged on loans collateralized by ag real estate. Passage of this measure would provide even more competitively-priced financing options for this nation's financially-stressed ag producers.

During a July 15 conversation with about 60 of South Dakota's ag bankers in the final installment of the SDBA's Virtual Agricultural Credit Conference, Sen. Rounds expressed his support for ECORA. But, he also pointed out the difficulties of passing a measure that any single member of the Senate could stop when the body is operating outside of regular order.

Stay tuned. 📊

Curt Everson is president of the South Dakota Bankers Association in Pierre. Everson can be reached at 605.224.1653 or ceverson@sdba.com.



Prescription Drug Benefits

Moving from Mystery to Understanding

Have you ever wondered where your health care dollar goes? Most of us have. According to a 2018 study from Americas Health Insurance Plans (AHIP) the typical per-dollar breakdown is:

- Prescription Drugs: 23.3 cents
- Doctor Services: 22.2 cents
- Office Visits: 20.2 cents
- Hospital Stays: 16.1 cents
- Taxes: 4.7 cents
- Other Fees & Business Expenses: 3.3 cents
- Customer Engagement: 1.8 cents
- Finance, Claims Investigations: 1.6 cents
- Technology & Analytics: 1.6 cents
- Administration: .7 cents
- Provider Management: .5 cents
- Net Profit (Traditional Carriers): 2.3 cents

As you can see, prescription drug costs are now the largest single element in health care spending for Americans, and just like other health insurance providers, it accounts for a significant amount of the benefits paid from the South Dakota Bankers Benefit Plan Trust (SDBBPT) as well. Since the SDBBPT is a self-funded plan, the more we as members understand about health care spending the better we can all utilize this valuable benefit as informed consumers.

Navigating through the health care system can be a challenge even for individuals that work in the marketplace every day. So, let's focus just on prescription drug benefits for now.

The SDBBPT has a multi-tier formulary managed by Wellmark BCBS. The formulary used by the trust is called the Blue Rx Value Plus, and you can find a copy of this formulary on Wellmark BCBS' website.

So, what is a drug formulary? It is a list of generic, brand and specialty prescription medications covered by the health plan. Formularies are designed by a team of pharmacists and physicians that are independent of the SDBBPT, and they are based on safety, quality and cost-effectiveness of the medication. The group meets regularly to discuss new drugs, safety data, FDA-approved prescribing information, clinical trial results and doctors' recommendations in order to keep the formulary up to date. As a result, medications on the formulary may change.

The formulary is separated into three tiers. Rx benefits have a \$100 or \$200 annual deductible, and each tier has its own co-pay amount.

- Tier 1: \$10 copay, low-cost drugs, mostly generics
- Tier 2: \$40 copay, higher-cost generic drugs and low-cost brand name drugs
- Tier 3: \$55 copay, brand name drugs for which there most likely is no generic available
- Specialty and Self-Administered Rx: \$85 copay, highest-cost drugs or specialty drugs

So, what is the difference between a brand name drug and a generic drug? A brand name medication can only be produced and sold by the company that holds the patent for that drug. Therefore, when the patent of a brand-name medication expires, a generic version of the drug can be produced and sold. The generic version must use the same active ingredient(s) as the brand name drug, and it must also meet the same quality and safety standards. Additionally, the FDA requires that a generic drug be the same as a brand-name drug in dosage, strength, the way it works, the way it is taken and the health conditions that it treats.

The FDA also puts all generic drugs through a thorough review process including a review of scientific information about the generic drug's ingredients and performance. Although the generic drug must have the same active ingredient(s) as the brand-name drug, the color, flavor, additional inactive ingredients and shape of the medication may be different. A final interesting note about generics is that about half of all generics are made by the brand name companies.

Specialty drugs are becoming the fastest growth area in pharmacy, and they are a very expensive piece of the prescription drug puzzle. In 2016, AHIP conducted a study on specialty medications, and at that time almost half of the 150 drugs studied cost more than \$100,000 annually and 3% of these drugs exceeded \$500,000 per patient per year. Even though these specialty drugs accounted for less than 2% of all prescriptions, they accounted for almost one-third of total prescription spending.

Within the specialty drug class there is an even lesser known and more expensive group of medications

called orphan drugs. As a result of the Orphan Drug Act passed in 1983, pharmaceutical companies can obtain special status for a drug or biological product (drug) to treat a rare disease or condition. This ability to obtain special status has dramatically increased the cost of these drugs. According to AHIP, the average annual cost of an orphan drug in 1998 was \$7,136, and by 2017 it had grown to \$186,758. Just like generics, there are medications called biosimilars. In general, these biosimilars are projected to lower the cost of these specialty/orphan biological drugs by 15% to 30%.

With the cost of prescription medications increasing, how can you save money? Here are a couple of things to consider when you are getting ready to fill your next prescription.

Ask your doctor for free samples.

Many times, your doctor will have prescription samples from the pharmaceutical companies to provide to you. These can come in handy especially if you are only going to be taking the medication for a short time. If your doctor does not have samples, maybe they have coupons for the medication you can use at the pharmacy to reduce your cost. You just need to ask.

Ask if your doctor can prescribe a generic drug instead of a more expensive brand name medication.

Many times, your doctor may not always prescribe

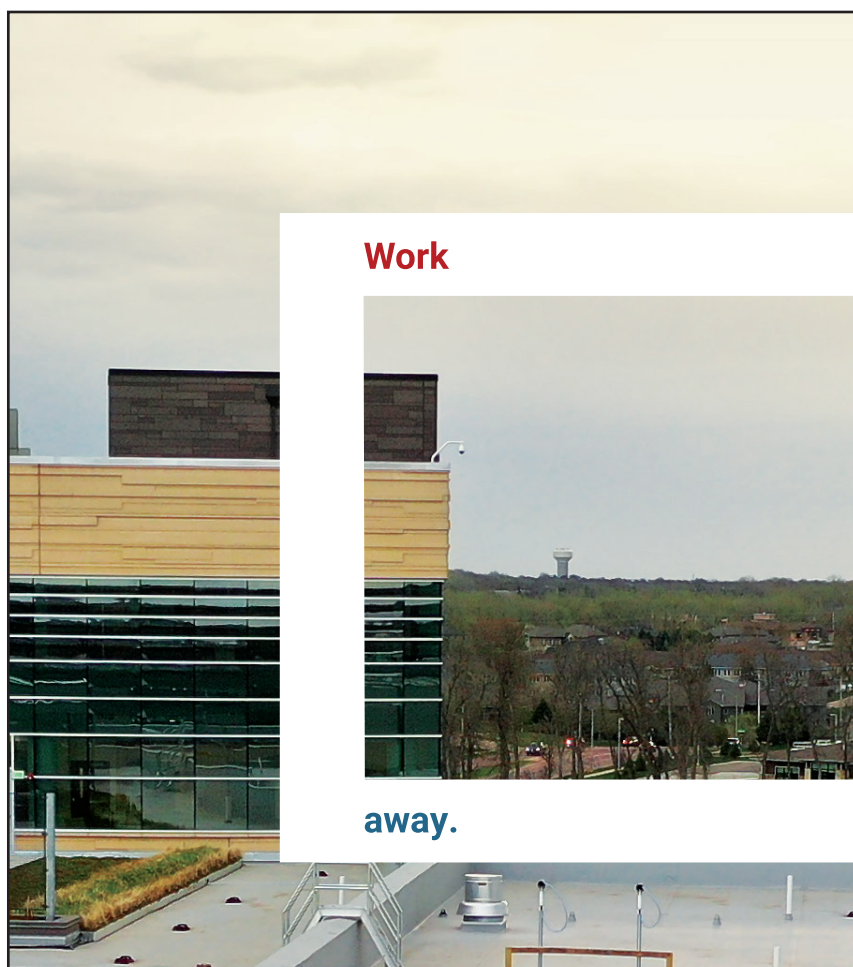
the most cost-effective medication for you, and if you do not have a conversation about cost and generics, you may end up paying more for that prescription. If your doctor prescribes you one of the expensive specialty or orphan drugs, ask if the specialty drug has a biosimilar version. If not, see if you qualify for any prescription drug assistance program provided by the pharmaceutical company. You may need to call the company that manufactures the prescription to see if they can help.

Don't forget about your local pharmacist.

Local pharmacists are extremely knowledgeable about the complexities of drug pricing, and they might be able to provide valuable guidance. They may be able to work with your doctor to identify an effective, lower-priced medication.

In today's health care world, you need to become your own advocate. Do not be shy about asking questions and looking at alternatives. However, never make decisions to change medications or treatments without consulting with your personal physician first. ■■■

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SDBA to Hold Virtual Bank Technology Conference in September

The SDBA will hold the Virtual Bank Technology Conference on Sept. 9-10. Due to COVID-19, this conference is being offered virtually via Zoom to allow participation in a safe manner.

The conference is designed to provide support as you keep on top of technology trends and scams, navigate the business of banking, and build and sustain your bank's technology strategy. Join host and emcee, Trent Fleming, as we discuss timely technology topics that can help you as you make decisions that impact your bank, your staff and your customers.

On Wednesday, Sept. 9, from 10 a.m. to noon CDT, Fleming will present "Operational Efficiency Self-Assessment," followed by "Business Continuity and FFIEC Appendix J: Be Prepared and Compliant" by Jim Rumph with WIPFLI.

On Thursday, Sept. 10, from 2-4 p.m. CDT, Jon Waldman with SBS CyberSecurity will present "How to Build a Valuable Incident Response Plan," followed by "Bank Technology and Customer Expectations" by Lisa Gold Schier with the American Bankers Association.



The conference fee is \$300 per person for members of a state banking association, or \$400 per person for non-members. Sessions will also be recorded and available for pre-registered attendees to watch at their convenience if they cannot make one of the sessions. Learn more and register at www.sdba.com.

SDBA Virtual Ag Conference a Success

The SDBA held the 2020 Virtual Agricultural Credit Conference as a series of four webinars on June 24 and July 1, 8 and 15. Host Damian Mason moderated the live sessions, which were also recorded and available for preregistered attendees to watch at a later date. This year's sessions were:

- The COVID Economy: Where From Here?
- Convergence of the Big Three in Agriculture: Ag Economy, Ag Technology and Ag Experience
- Commodities Outlook and How It Impacts the Ag Economy
- Fireside Chat: A Washington Update

Thank you to the following companies for sponsoring this year's conference.

- Farmer Mac
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- Bankers' Bank of the West
- Ag Foundation/Central Plains Dairy Foundation
- Big Iron Auctions
- Capitol Lien
- Dakota Prairie Bank
- Graduate School of Banking-Wisconsin
- Vantage Point Solutions



At top, presenter Doug Johnson and moderator Damian Mason.



At top L-R: Sen. Mike Rounds, Ed Elfmann with the ABA and host Damian Mason.

Emerging Leader of the Month: **Jeremy Hoven**

As part of the SDBA's mission to grow South Dakota's future bank leaders, we are featuring a monthly emerging leader. This month's feature is on Jeremy Hoven, Black Hills Community Bank, Spearfish.

First-Ever Job



Outside of the typical paper route and mowing yards, my first job was working for Hersruds, a car and implement dealer in Belle Fourche. My duties included cleaning the shop, garbage duty, mowing, washing and detailing cars, and sweeping the lot over and over again with a hand push broom. I learned the value of work and a paycheck, and it was a great education in

communicating with the public. I learned the value of the hometown "small chat."

Emerging Leader Story

I attended Black Hills State University in Spearfish and graduated with a business administration degree. As graduation approached and I was preparing to start my final semester, I decided I better figure out what I want to do with life. I began scouring classified ads and saw that Wells Fargo Financial in Rapid City was hiring a credit manager. I drove to Rapid City with resume in hand thinking I would just drop it off, get on Wells Fargo's radar and follow up as graduation got closer. Little did I know I would be there for the full day, have two in-person interviews, two phone interviews, get a job offer, accept it and go through HR boarding that day. I started working part time as I finished my last semester of college. From that point, I have been fortunate to work in many areas and roles as my banking career progressed.

What He Most Likes About His Job

I currently work for Black Hills Community Bank as president of the bank's Spearfish market. I oversee all aspects of the bank's operation, lead a team of 10 and manage a portfolio. I enjoy the relationships developed with customers, the community and my teammates. It is very rewarding as a leader and a banker to see the growth and success of the team. The partnerships and relationships developed with staff and clients are something I look forward to every day in the banking industry.

What Motivates Him

Seeing people's success is very motivating for me. It challenges everyone to raise the bar just a bit more with every opportunity for success. I take great pride in seeing others around me be successful and achieve their goals. I believe we all play a role in achieving goals regardless of title or position. I have had some great mentors in the past, have been thankful for their guidance and am motivated to pass this on to others.

Parental Instruction He Still Obeys

My dad always emphasized priorities over privileges. Take care of your business first and then you get to enjoy the privileges of your efforts and work. It is something while growing up that really did not resonate with me until the early years of my banking career. It is something that I carried on with my children and continually annoy them by saying priorities over privileges. It is a strong reminder to not procrastinate or stew on the difficult items and get the necessities done early in the day, which provides for a much more productive and positive environment.

If He Could Have Any Job

A position on the Minnesota Vikings coaching staff. I hope to witness a Vikes Super Bowl run and victory in my lifetime. SKOL—GO VIKES!

In His Spare Time

I spend my spare time with friends and family enjoying outdoor activities such as barbecuing and all things related, camping, hunting and sitting on the water fishing somewhere. Pre-COVID-19, I enjoyed annual trips with my wife, Tawna, and kids, Dawson and Alana, to the river, Minnesota and warm beach climates. 🌈



Jeremy and Tawna Hoven at a Vikings game.

Foreclosure Protection

Where are we now?

By Chris W. Bell, Associate General Counsel, Compliance Alliance

The COVID-19 pandemic has changed life as we know it. As the country continues to deal with the health crisis, the effects of containment measures ripple through the American economy. Unemployment remains high as state economies expand and contract in inverse proportion to the virus' spread.

Regulators are in an arms race with rapidly-changing markets, forcing banks to adapt to an ever-changing regulatory landscape. Even as we struggle to deal with the immediate concerns, we know the effects of this pandemic will be with us for some time. Economic shocks will continue to reverberate and play out in the housing markets around the country. As we shift into the next phase of operating in the pandemic and consider what options exist to help struggling mortgage borrowers, we should take note of the status of the expansive mortgagor protections passed by Congress, federal agencies and other authorities.

Protection for Federally-Backed Mortgage Loans

In the early days of the pandemic, Congress passed the Coronavirus Aid, Relief and Economic Security (CARES) Act. One of the primary sections of this law established a 60-day moratorium on foreclosure proceedings against homeowners with federally-backed mortgage loans. The CARES Act's mortgage foreclosure moratorium applied to single-family residential mortgage loans secured, guaranteed or made by FHA, USDA, VA, Fannie Mae or Freddie Mac. Originally scheduled to expire at the end of June, the various agencies extended the moratorium on foreclosures and evictions until at least Aug. 31, 2020.

The CARES Act also granted federally-backed mortgage loan consumers experiencing financial hardship related to the COVID-19 pandemic the right to request six months of forbearance (with an option of six additional months) regardless of delinquency status. Congress prohibited servicers from charging any fees related to this forbearance. Mortgage delinquency status is frozen in place during forbearance, even if the bank suspends payments during the forbearance. As it stands today, customers can request forbearance under the CARES Act until the earlier of the end of 2020 or the end-date of the national emergency concerning the novel coronavirus disease outbreak declared by the President on March 13, 2020, under the National Emergencies Act.



State and Local-Level Protection

Many state and local authorities enacted policies to protect mortgage borrowers and renters. The details of these state and local foreclosure bans vary. Banks should refer to the official websites for their state and local governments to assess the scope and requirements of applicable prohibitions. While effective dates vary widely, many of these protections remain in effect until respective governors lift statewide emergency declarations.

Private Loans

The CARES Act provided no relief for loans that are not federally-backed. Banks should refer to the appropriate investor guidelines for mortgages sold to private investors. Banks should refer to guidance from its regulators concerning their expectations regarding non-federally-backed mortgage loans held in portfolio.

Troubled Debt Restructuring (TDR)

If neither a federal nor state moratorium applies to a residential mortgage you hold in portfolio, you may still be able to exercise your authority to assist pandemic-affected borrowers who are struggling financially. Regulators have urged banks to work with customers and prudently modify loans in a safe and sound manner. Section 4310 of the CARES Act provided banks relief from TDR.

In April, regulatory agencies issued revised interagency guidance to help banks sort modification requests into three groups: loan modifications covered by Section 4310 of the CARES Act, those outside

of Section 4310 deemed not to be TDRs, and those outside of Section 4310 that may be TDRs.

In June, regulators released new interagency safety and soundness examiner guidelines. These guidelines instruct examiners to not criticize institutions for doing so as part of a risk mitigation strategy intended to improve existing loans, even if a restructured loan ultimately results in adverse credit classifications.

To be covered by Section 4310 of the CARES Act, a loan modification must: relate to COVID-19, be executed between March 1 and Dec. 31 (assuming the current national emergency does not end earlier than the end of the year), and the underlying obligation must be not more than 30 days past due. If a loan modification meets these three criteria, financial institutions do not have to report it as a TDR; however, the financial institution should maintain records of the volume of such loan modifications.

If a loan modification fails to meet any of the three criteria for Section 4310 coverage, it does not automatically result in a TDR. Regulators will deem a modification as not to constitute a TDR if it relates to COVID-19, extends no more than six months, and the underlying obligation is not more than 30 days past due. The only subjective criterion is the relationship of the modification to COVID-19.

As a best practice, banks should have the borrower certify that the requested change is due to COVID-19. To not raise HIPAA concerns, the certification should be general and not address specific health details. While

such a certification is not required to be in the loan file, it would show future examiners that the lender followed the guidance in good faith. If a bank receives a modification request that is outside the scope of Section 4310 and does not meet the described criteria, the bank should assess whether the modification would be a concession to the borrower that the bank would not otherwise consider and act accordingly.

As with everything related to the COVID-19 pandemic, expect mortgage foreclosure protections to change as the county continues to deal with the long-term effects of our national crisis. The federal agencies may extend the protections relating to the loans they back, and Congress will undoubtedly reassess the CARES Act's protections as the end of its covered period draws near. Despite how things change, you can count on Compliance Alliance to bring you the most up-to-date information available as we walk hand-in-hand through this crisis. ■■■



Chris W. Bell is an associate general counsel and hotline advisor at Compliance Alliance, an SDBA endorsed vendor and associate member. Bell has worked in the legal department of a federal savings bank and for the Texas Department of Banking. For more information on

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Advocating on Behalf of Banking

By Alisa Bousa, Editor

Curt Everson would have never believed that he would spend the bulk of his professional career working on public policy at the state and federal levels—first for the U.S. Department of Agriculture, next for the state of South Dakota and finally as president of the South Dakota Bankers Association.

While he has enjoyed wearing many hats during his time at the SDBA, his favorite roles have been lobbying and public policymaking.

"That is why I was hired in the first place. I certainly didn't know anything about banking," he said. "They were looking for someone who could think on their feet, who was willing to get their hands dirty and understand issues, and communicate with public policymakers about issues. That is something I have always enjoyed, and I have been doing it in various roles since coming to Pierre."

After 18 years leading the SDBA on behalf of South Dakota's banking industry, Everson plans to retire at the end of this year.

A Farm Kid at Heart

Everson grew up on a diversified farm in Hamlin County near Hayti. The second of four children, his earliest farm chores were gathering eggs before he was even old or strong enough to carry the wire basket all the way from the chicken coop to the house.

His parents, Dale and LouAnn Everson, started farming in the 1950s with no land of their own and in the 1960s eventually bought the quarter section where they still live.

"I am very proud that their conservative, business-like approach to farming had a lot to do with the fact that their grandson, Paul, represents the fourth generation involved in operating the Everson family farm," he said.

Everson's parents, who were of Scandinavian descent, were very frugal, and his dad always operated used farm equipment, except for the one new tractor that he bought.

"Dad and mom were big influences in my life, and I probably didn't understand how much when I was still on the farm growing up," Everson said. "My mom amazes me; I don't know how she had three kids—from babies in diapers to toddlers, with no indoor plumbing."

Everson recalls a picture of himself sitting in a highchair, before his younger sister was born, and his older brother standing alongside on a rickety concrete stoop of a house that his parent's rented. The house didn't have a doorknob, and his mom was always embarrassed by the picture.

"That picture to me tells what that generation knew about living with very little and persevering and still being positive about

their lot in life. They never griped about anything," he said. "We as kids didn't feel like we lacked for anything. We didn't have much, but we really didn't even care."

Everson and his older brother, Ken, were involved in 4-H, and their father each year gave them a couple of Angus calves to care for and halter train to show at the county fair.

"4-H provided my earliest experiences with banking as the proceeds from the sale of those calves went straight into CDs at the bank in Hayti," Everson said. "Those savings provided considerable support for my college years."

A big baseball fan, Everson recalls as a kid occasionally watching baseball's game of the week on Saturday afternoons and listening to a lot of Minnesota Twins games on the tractor radio while cultivating corn.

"Back in the '60s and '70s, a lot of weed control was accomplished with a cultivator instead of a sprayer," Everson explained. "I saw every stalk of every fourth row of corn more than once, so having a radio was a big plus as a way to

break the monotony."

Everson dreamed about being a professional baseball player but knew that was only a dream. While he enjoyed growing up on a farm, he knew it wasn't the career he wanted following high school.

"I didn't necessarily like it, but I learned how to write because I had a couple of teachers in grade school, one in particular was Mrs. Clifford, who I remember in her English class having to diagram sentences," Everson recalled. "Oh, I hated that, but I learned how to structure a sentence, structure a paragraph and move from one thought to another. I give a lot of credit there, and I don't know that Mrs. Clifford would have ever thought that Curt Everson would have ever ended up doing what I have done for most of my professional career."

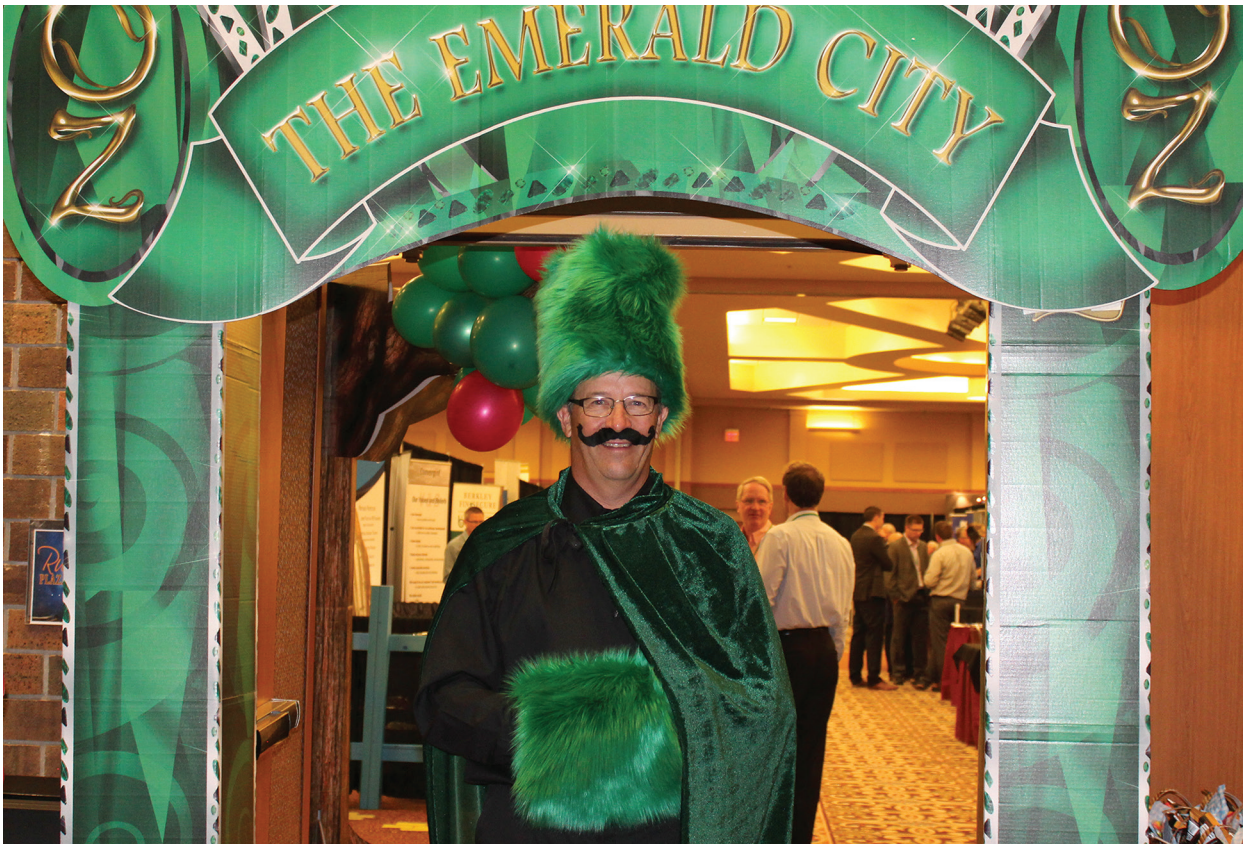
A Career in Public Policy

Everson was interested in math, and during his sophomore year of college at South Dakota State University in Brookings he decided to combine what he knew about production agriculture with the

study of economics and ag finance. When Everson finished his ag business degree in 1977, the state had experienced a severe, two-year drought, and job prospects for new ag lenders was not great. So he decided to stay at SDSU and pursue a master's degree in economics.

In 1979, Everson made his first trip to Washington, D.C., to interview for a position as a natural resource economist with USDA's Economic Research Service. He spent the next four years working with a group of economists in Lincoln, Neb., researching and developing data to support a computer modeling project designed to help predict the impact that the development of irrigated agriculture might have on the demand and supply of surface and underground water throughout the Great Plains region.

When Ronald Reagan was elected president in 1980 with a priority to shrink the federal government, Everson said it became apparent that a long-time career with the USDA meant a relocation to Washington, D.C. Everson and his wife, Roxy, had



Curt Everson was a good sport when he dressed as the great and powerful Oz at the 2017 Quad States Convention in Rapid City.

their first child in 1982, and began thinking about where they wanted to raise their family.

In 1983, leadership of the South Dakota Bureau of Finance and Management was looking to hire budget analysts in Pierre. Within six months of being hired for the job, Everson took on the role of forecasting state revenues and analyzing tax-related legislative proposals when the state economist left the Bureau.

"Thus began almost 20 years of public policy work mostly relating to government finance," said Everson, who also spent eight years with South Dakota Lottery. "I spent the final seven-plus of my years in state government working as Bureau of Finance and Management commissioner for Governor Bill Janklow."

As Janklow's term as governor was nearing completion, Everson could see that his tenure as the state's budget director was about to end. He became aware of Bob Sutton leaving the South Dakota Bankers Association as its president and decided to apply for the job.

When Everson joined the SDBA in 2002, he knew that a shift from the public to the private sector after 23 years would be a big change. He figured it would be a positive move, which he said has absolutely been the case, but he was also struck by the similarities.

"I have consistently advocated for what my bosses and I believed to be sound public policy," Everson said. "Whether I was lobbying for taxpayers, a governor or community-minded bankers, I have always presented fact-based arguments in support of a position and let the chips fall where they may."

SDBA Highlights

As president of the SDBA, one of Everson's priorities has been to stay plugged in with the Association's members and volunteer bank leaders to understand and pursue banking industry public policy priorities at both the state and national level.



Curt and Roxy Everson.

He has worked to ensure that the SDBA and its subsidiaries operate as a business serving the needs of its members, and he has also made sure that all parts of the organization are focused on its mission—educate, advocate, grow.

"Running the business is my responsibility day to day—planning, budgeting and all of those kinds of things," he said. "I am the CFO, the CEO and the chief lobbyist. One of the nice things about that is that it brings variety to the job every day."

When he joined the SDBA, Everson was surprised to learn that the Association owned a significant share of an insurance company. Two of the smartest decisions that SDBA leaders ever made, he said, were starting the company in the 1980s and cashing in on that investment in 2003.

Everson also learned about the tremendous resources of banking information that are available. Before working at the SDBA, Everson had never looked at a bank call report or the FDIC's website. He learned that about anything you want to know about the financial aspects of a bank is available to everybody at a few keystrokes.

"At my core as an economist, I

have always been interested in the data—numbers drive everything," Everson explained. "As someone who wasn't exposed to the banking industry prior to coming here, I was surprised by the amount of transparency that is out there."

Since Everson joined the SDBA in 2002 to now, FDIC data shows tremendous growth in bank deposits and assets for South Dakota, which reflects the growth of the state's community banks plus the movement of bank charters like Citibank, Wells Fargo, TCF National Bank, MetaBank and Great Western Bank to South Dakota.

Another continuing trend during Everson's time at the SDBA has been the consolidation of bank charters. According to the FDIC, 97 institutions called South Dakota home at the end of 2002, as compared to 62 at the end of 2019.

"Much of that change can be attributed to the connection of willing buyers and sellers, while some reflects industry reaction to the complexity and cost of regulatory compliance," Everson said. "What has not changed is bank and banker commitment to serving the needs of their

customers and communities—personal, business, civic and charitable.”

One of Everson’s highlights at the SDBA was the high-profile debate about proposed legislation to authorize a special purpose business development bank charter in South Dakota and the use of the term “bank” during the 2019 State Legislature.

“We did our outreach, and we tried to see if it was something that we could live with or even support, and we just never got there,” Everson explained. “We successfully protected the name bank and what it means. That was a big moment—a lot of anxious moments along the way.”

Another highlight came in 2014 when the state’s banking industry successfully opposed a concept from Gov. Dennis Daugaard’s administration to impose an alternative minimum tax on certain banks in the state.

“We stuck together as an industry through a lot of communication. When a governor calls and asks a banker to do something or not do something, it is not always easy for them to say no,” said Everson. “But to our industry’s credit, the rank-and-file bankers across the spectrum, they said no. If something is bad for some part of our industry, then it is bad for our entire industry, and we don’t like it.”

“Not every industry has that willingness to stick together, so that was pretty rewarding to see those kinds of things. It is why you work for an organization like this.”

Retirement Plans

One component of the state’s legislative process that Everson has rarely had the chance to partake in has been watching the full House and Senate at work. During session, Everson usually headed back to the SDBA office in the afternoons to handle other tasks. While Everson will miss lobbying at the State Capitol, he doesn’t want to be the person who hangs around after someone else is hired to do the job.



Curt Everson and grandson, Charlie.

Everson was recently appointed to the State Bar of South Dakota Disciplinary Board, which holds hearings to review complaints made against attorneys in the state. Comprised of six lawyers, a layperson and counsel, the board meets four times a year. Everson will serve as the layperson, and his term is for five years.

“I can tell that I am going to enjoy this, but it is not going to be light,” he said. “No disciplinary matter is ever any fun, but there is room for compassion and there is room for discipline.”

This August, Everson and his wife will celebrate their 44th wedding anniversary. The couple has two grown children. Their son, Jeff, is a trained electrical engineer who works as a sales application engineer with Daktronics in Brookings. Their daughter, Jenna, is an occupational therapist who lives with her husband, Jeff Hieb, and their four children in Chamberlain.

Everson’s first retirement priority is to be the best full-time grandpa to Charlie, Jack, Rayne and Ella. Everson and his wife are blessed to have his mom and dad and Roxy’s dad still living on farms close to Watertown, and they plan to spend more quality time with

them. Everson also plans to spend more time at his hobbies—golfing, hunting, fishing and watching SDSU Jackrabbit sports.

Everson said he will most miss the day-to-day interaction with bankers, co-workers and peers, both inside and outside South Dakota. For the past 18 years, he has worked with bright, highly-motivated people from every corner of the country who are constantly trying to enhance the ability of bankers to serve the needs of their customers and communities.

“I have been lucky to work with a lot of great men and women at the SDBA and SDBIS who work every day to serve our members,” Everson said. “I have similarly been blessed to work for wonderful bankers who recognize the importance of service beyond just their bank and their home community. Those industry leaders recognized the importance of a healthy and diverse banking industry and the need for them to answer the call to help guide the SDBA in that pursuit.”

Everson’s retirement date will depend on the hiring and start date of a new president. The SDBA Board of Directors has formed a search committee, which is in the process of gathering and screening applications and interviewing candidates. The committee will then make a hiring recommendation to the full SDBA Board of Directors.

“The SDBA and the diverse banking industry that it serves has a long, rich history dating back prior to statehood,” Everson said. “Because the leaders of South Dakota’s banks and this association have a proven track record of changing with the times, I envision that continued success long into the future.”

“This job has never been about me. It has always been about the bankers, and that is the right attitude to have about this association.” 🌈



washington update.....

BY ROB NICHOLS | President and CEO | American Bankers Association

Running Toward the Challenge

Is racism baked into our nation's systems of justice, health and education, or are there disproportionate correlations between race, poverty and crime? Are people too quick to accuse others of racism, or are those in positions of power too slow to recognize their role in perpetuating racial inequities? Is it fair that I posed these as either/or questions, or is all of the above true?

While issues surrounding racial justice and inequities are demanding the nation's attention, honest conversations seem too perilous to hold because of the way some frame the debate as binary. But that ignores the vast common and principled ground on which we all stand and distracts from a focus on meaningful solutions.

Bankers are community leaders, which means you run toward a challenge, not away from it. So as fraught as the situation may feel, ABA is engaging in an open dialogue of how the banking industry, both as employers and as facilitators of wealth creation, can further the principles everyone agrees on: That all Americans should have a truly equal opportunity to prosper and that economic inclusion is essential to creating such opportunity.

Implicit in this discussion is the belief that we each have a role to play in addressing longstanding inequities. Some may feel the problem lies elsewhere—in another community, city or state—and therefore so must the solution. Others may think they've done all they can, to either great or limited effect. But we are an industry that in recent years has developed entirely new ways of banking, and in recent months demonstrated remarkable fortitude and commitment to serving our customers through the pandemic. There is more we can—and must—do to address disparities and promote prosperity for all.

Many banks recognized this long before the pandemic hit and disproportionately harmed Black Americans, and long before the nationwide protests over the killing of George Floyd and others. Some in recent years have built rigorous diversity, equity and inclusion programs that are both inward facing (focused on employees) and external facing (focused on customers, communities and vendors). Some have

pioneered new ways to qualify borrowers and bring those who have been marginalized into the banking system. We celebrate them every year with the ABA Foundation's Community Commitment Awards. Still others have partnered with minority depository institutions and community development financial institutions to share compliance resources, expertise and more to better enable those institutions to meet the needs of their often underbanked customers.

ABA is tapping the experiences of these banks and leveraging the expertise of our own staff experts on diversity, equity and inclusion (DE&I) to provide others with tools and resources to make a difference at their own institutions. A new peer group for institutions with robust DE&I programs met for the first time in February and is helping us identify leading industry practices in this space that we can share with members. In April, we convened our Diversity, Equity & Inclusion Advisory Group, which is composed of individuals from banks of all sizes and whose mission is to help us nurture bank DE&I efforts.

I was also pleased to announce a strategic partnership this year with the National Bankers Association, the leading trade association for minority depository institutions (MDIs), to promote the health and well-being of underrepresented communities. And we are collaborating with and promoting MinBanc, which reimburses educational and professional development expenses of MDI bankers.

This is all to say that both ABA and the industry have a strong foundation upon which to build. And build we must. Unacceptable racial disparities in health, wealth, income, education and other measures of opportunity continue to grow—and the pandemic has laid bare these disparities. Proportionately, two and half times more Black Americans have lost their lives to COVID-19 than white Americans.

We cannot shrug our shoulders and declare these inequities someone else's problem. We cannot fail to engage. We are bankers, we are civic leaders and we must be part of the solution. ■■■

Rob Nichols is president/CEO of the American Bankers Association. You can reach Nichols at nichols@aba.com.

Steve Hayes Named to FDIC Advisory Committee on Community Banking



Steve Hayes, president and CEO of Dakota Prairie Bank in Fort Pierre, is one of three new appointments to the FDIC's Advisory Committee on Community Banking. The other new members are Teri Messerschmitt, South Ottumwa Savings Bank, Ottumwa, Iowa, and Patty Mongold, Mt. McKinley Bank, Fairbanks, Alaska.

Established in 2009, the Advisory Committee shares input with the FDIC on a broad range of community bank policy and regulatory matters. Committee members represent a cross-section of community bankers from around the country.

The Advisory Committee met on July 28 and discussed local banking conditions, heard a briefing on the FDIC's Rapid Prototyping Competition, an update on supervision matters, a report from its Minority Depository Institutions Subcommittee, and a discussion of diversity and inclusion at community banks. 🌈

Colliers Acquires Dougherty



Colliers International, a global commercial real estate services and investment management firm, has completed acquisition of a controlling interest in

Dougherty Mortgage, Dougherty Funding, Dougherty & Company and Dougherty Insurance Agency. Under Colliers' unique partnership model, Dougherty's senior leadership team will continue to drive operations and will remain significant shareholders.

Headquartered in Minneapolis and with more than 250 professionals operating from nine offices, Dougherty provides mortgage banking, loan servicing, mortgage brokerage and investment banking services across 21 states. An SDBA associate member, Dougherty originates \$2.5 billion of real estate loans annually, services \$7 billion in real estate loans and generated revenue in excess of \$100 million in 2019.

Dougherty's mortgage banking operations have rebranded as Colliers Mortgage and will continue to provide specialty real estate debt financing for multifamily, health care and senior housing real estate through U.S. government-sponsored enterprises.

Going forward, all brokerage, investment banking, capital markets and public finance services will be carried on through newly-branded Colliers Securities. 🌈

New SDBA Associate Member

Margle Media

Contact: Cheyn Crangle, CEO

Address: 320 E. Buffalo St., Milwaukee, WI 53202

Phone: 760.845.5494

Email: ccrangle@marglemedia.com

Website: www.marglemedia.com



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PsyberSecurity: Where Computer Security Meets Psychology

By John Streff, IT Security Specialist, Vantage Point Solutions

We have all heard stories of computers being hacked, but did you know that your brain can also be hacked?

High-tech computer hacking can be difficult, especially when the target organization has invested many resources into cybersecurity technologies. Because of this difficulty, many cyberattackers have discovered that it is often easier to convince someone with access to the target system or information to share this access with the attacker (either knowingly or unknowingly). Attackers essentially "hack" the individual's brain to elicit compliance with their requests.

To accomplish this, attackers use a technique known as social engineering, which relies on a phenomenon known as amygdala (pronounced uh-MIG-duh-luh) hijacking. Let's look at how this works and what you can do to prevent your brain from being exploited in this way.

The amygdala is a small structure located near the bottom of the brain and is very important in the way we process emotions. When we experience strong emotions such as fear, anger or anxiety, the amygdala automatically triggers our fight-or-flight response, which prepares us to flee or confront the source of the strong emotion immediately and without thought. For example, think of a time someone startled you so much that your body reacted involuntarily. Perhaps your arms attempted to stop the perceived threat from coming closer. Your body reacted to the perceived threat before any thought transpired.

When the stressor activates the amygdala in this way, it also inhibits the activity of the prefrontal cortex, which we consciously control to perform reasoning, critical thinking and decision making. When the strong response of the amygdala produces an impulsive overreaction to a situation, this is known as what psychologist Daniel Goleman called an "amygdala hijack" in his book "Emotional Intelligence: Why It Can Matter More Than IQ."

Just as computer systems have technical vulnerabilities that render them weak in the face of an attacker, the amygdala hijack can be seen as a vulnerability of humans that, when properly exploited, can manipulate an individual to take an impulsive, unfortunate action. In the context of cybersecurity, that action might involve clicking a link to a malicious website, opening a malicious email attachment or



giving attackers information that they can use in later stages of their attacks.

Attackers try to create a sense of fear, anxiety, urgency, panic or even excitement to convince their targets to act impulsively and without thinking that maybe the situation is dangerous and intended to ensnare unsuspecting users. Attackers try to take advantage of their social skills combined with our innate desire to help and trust others, especially in rural areas. These non-technical methods for carrying out cyberattacks have come to be known as "social engineering."

A recent example of social engineering/amygdala hijacking in action is the myriad of scams relating to the COVID-19 virus. The thought of catching this virus has terrified an overwhelming number of people, and many are interested in wearing masks to protect themselves from illness. This is a great opportunity for malicious social engineers. People who are terrified of catching the virus would not hesitate to click on a link that claims to take them to a website from which they can purchase high-quality masks at an affordable price.

An attacker could easily set up a fake e-commerce website that infects victims' computers with malware once they visit the site. In this scenario, the attacker creates a powerful sense of excitement that triggers an automatic, almost desperate response because of the long-term fear that has plagued the victim. The amygdala takes over and inhibits the activity of the prefrontal cortex, so the unsuspecting user does not stop to think that the link may not be legitimate.

Another common social engineering scam is offering the victim the chance to enter to win a valuable item, such as a phone. An attacker could send an email to hundreds of a company's employees offering them the chance to click on a link and enter their work computer's user name and password to "verify their identity" for the registration process. Of course, attackers then collect the credentials to use in further stages of their attacks.

Alternatively, some attackers send emails pretending to be technical support. These emails tell recipients that they just clicked on a link in a phishing email and that they need to download and run a program to clean up any malware on their computers and make them secure again. In reality, this program gives the attacker covert, remote access to the victims' computers.

When sending these kinds of emails, attackers create excitement by offering the chance to enter a drawing, and they create fear and panic when they tell the victim about the possibility of a malware infection. Both pretexts elicit a strong emotional response and impulsive behavior. The attacker has successfully exploited the amygdala hijack vulnerability to manipulate the victims' behavior and obtain user names, passwords and remote access to computers.

The preceding examples demonstrate that amygdala hijacking is a simple yet effective technique for manipulating an individual to assist in carrying out

a cyberattack based on human weakness. While it may be difficult to resist these kinds of attacks, there is a way to defend yourself.

If an email or phone call causes you to feel anxiety, fear or great excitement and is asking you to do something, take a minute to relax and slow the situation down. Take some deep breaths and rationally think through the situation. Ask yourself whether the request is normal or makes sense. Ensure that the request comes from someone you trust, and do not assume the person is who he/she claims to be. Intentionally relaxing and consciously thinking will help your prefrontal cortex to regain control and help prevent bad decisions.

Awareness of attackers' techniques as well as your own reactions to stress will help prevent you from becoming a victim of the amygdala hijack. ■■■



John Streff is an IT security specialist with Vantage Point Solutions in Mitchell. Streff helps banks secure their data networks through penetration testing, vulnerabilities management, policy and other manners. Vantage Point Solutions, an SDBA associate member, is a leading cybersecurity, regulatory compliance, audit and consulting company. For more information, visit www.vantagepnt.com or call 605.995.1777.

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Kevin Teigen Joins Farmers State Bank of Turton as Vice President

Kevin Teigen has joined Farmers State Bank of Turton as vice president and is currently learning all facets of the business. Teigen's hiring is part of a strategic succession plan aimed at providing the organization with a future when President/CEO Monte Troske retires.

Troske is the third generation to operate the bank. His grandfather, Frank, began working in the bank in 1928, and his father, Ron, who is also the current owner, began working there in 1954. Ron Troske purchased controlling interest of the bank in 1971.

Teigen grew up near Rugby, N.D., where his brother is currently the fourth generation operating the family farm. Teigen attended North Dakota State University in Fargo, where he majored in agribusiness and earned an MBA. While attending NDSU, he met Danielle Troske from Turton, and the pair married in 2008.

Teigen's professional journey includes nearly 10 years at Eide Bailly, with six of those years spent specializing in bank valuations. He has also worked as an insurance agent, a key account executive at a specialty electronics design and manufacturing firm focused on agriculture, as well as a senior strategist at an ag software firm in Fargo.

Teigen's community service in the Fargo area included five years serving on a local library board, officer for both a Rotary club and the F-M Rotary Foundation, and alumni adviser for an NDSU service-based honor society. He was also active in his church as a member of the choir, a cantor and proclaimer.

Teigen and his wife live in Turton with their three children: Dominic (7), Katherine (3) and Kane (7 months).

In addition to Teigen's hiring, loan officer Wayne Board has been promoted to senior vice president. Board has been working at Farmers State Bank of Turton since 1997.

Many other family members have worked at Farmers State Bank over the years, including Monte Troske's mother, Patricia Troske, three daughters, one nephew, and one sister. His brother, Mark Troske, is a member of the Board of Directors. ■■■



CorTrust Bank Named Top Bank in State by Forbes Magazine

For the second year in a row, CorTrust Bank has been named Best Bank in South Dakota by Forbes Magazine.



CorTrust Bank President and CEO Jack Hopkins said, "This recognition is a testament to our employees and the great work they do every day. Our customers and the communities we serve tell our story best, and we look forward to continuing to raise expectations for years to come."

In the second annual review of Best Banks in each state, Forbes partnered with the market research firm Statista and surveyed nearly 25,000 people in the U.S. about their banking relationships. Consumers were asked 20 questions about their banking partner, and banks were rated based on customer recommendations and satisfaction. Respondents were also asked about five key banking areas including trust, terms and conditions, branch services, digital services and financial advice.

With the challenges businesses have faced during the pandemic, community banks have stepped up to help as many as possible.

"Over the last few months of the Small Business Administration's Paycheck Protection Program (PPP), our teams did everything possible to ensure small businesses could continue paying employees and keep their doors open. It comes down to a real understanding of the role small businesses play in our hometowns across South Dakota, and I am incredibly proud of the role our staff played in the PPP process for our customers," said Hopkins.

CorTrust Bank continues to honor their local community banking roots. "When you prioritize understanding your customers' business and financial needs, you become a true partner in their success. CorTrust will continue to leverage that as a priority for those we serve," stated Hopkins.

Since 1930, CorTrust Bank has served the needs of individuals and businesses throughout 16 South Dakota communities and 15 Minnesota locations with 37 branch locations. What started as a small operation serving the needs of local farming families in Artesian, S.D., has grown into a fourth-generation family-owned community bank with more than \$1.3 billion in assets and \$147 million in equity and reserves. ■■■

SDBA MEMBERS

Have information from your bank about promotions, accomplishments or branch news? Submit your Bank Notes stories and photos to Alisa Bousa at abousa@sdba.com.

Agricultural/Commercial Loan Officer, ONE AMERICAN BANK, Sioux Falls or Centerville, S.D.

ONE AMERICAN BANK is looking for an individual to fill an agricultural/commercial loan officer position. A bachelor's degree in finance, banking or related field preferred and five years or more of experience in agricultural and/or commercial banking. This individual will develop new relationships along with maintaining the existing agricultural and commercial loan portfolio. Please email your resume to HR@OneAmericanBank.com. ■

Auditor II, First Bank & Trust, Sioux Falls or Brookings, S.D.

First Bank & Trust is looking for an individual to fill an auditor II position. This person performs a wide range of audits; evaluates the internal control structure; assesses compliance with laws, regulations, bank policies, and bank procedures; updates appropriate audit programs; and performs tests and prepares reports. This person communicates audit findings to affected personnel and appropriate levels of management and serves as a resource person in areas of specialization. For more information about this position and to apply online, please visit our website at www.bankeasy.com. ■

Banking System Administrator, First Bank & Trust, Sioux Falls or Brookings, S.D.

First Bank & Trust is looking for an individual to fill a banking system administrator position. This person is responsible for processing the majority of change control requests and system inquiries for the system support team relating to banking software systems from all departments within Fishback Financial Corporation. For more information about this position and to apply online, please visit our website at www.bankeasy.com. ■

Financial Analyst, First Bank & Trust, Sioux Falls or Brookings, S.D.

First Bank & Trust is looking for an individual to fill a financial analyst position. This person should have a minimum of a bachelor's degree in accounting and two years public accounting experience, preferably partially in the banking sector. A thorough understanding of generally accepted accounting principles (GAAP) and a CPA designation is required. This person must have good communication, research, leadership and decision making skills. This person must work well under deadlines and have excellent time management skills. For more information about this position and to apply online, please visit our website at www.bankeasy.com. ■

Market President, Dacotah Bank, Rapid City, S.D.

Dacotah Bank is seeking an experienced, self-motivated individual to join our team as a market president in Rapid City, S.D. In support of Dacotah Bank's strategic plan goals, this position manages and directs a bank market toward its primary objectives based on profit, growth and return on equity. This position has responsibility for the administration and coordination of the activities of a single market location

or a market with multiple locations, provides advice and guidance to each location bank manager, reviews and recommends objectives, supports established company policies and procedures. The successful candidate will demonstrate the following. Minimum of four to 10 years of related experience and/or training; or equivalent combination of education and experience. Completion of a GSB program preferred. Establishes current and intermediate range goals, objectives and plans, subject to approval by the regional president and CEO and president. Dispenses advice, guidance, direction and authorization to carry out plans, standards and procedures consistent with the established policies and procedures of Dacotah Bank. Regularly meets with peers and Steering Committee to ensure that company operations are being conducted in accordance with the established policies and procedures of Dacotah Bank. Oversees the adequacy and soundness of the bank's financial structure. Reviews operating results of the bank, compares them to established performance objectives and takes steps to ensure that appropriate measures are taken to correct unsatisfactory results. We offer an excellent benefits package, a competitive salary and an enjoyable work environment. Apply online at www.dacotahbank.com/careers. Dacotah Bank is an Equal Opportunity Employer of women, minorities, protected veterans and individuals with disabilities. ■

Sales/Marketing Coordinator BankWest, Pierre, S.D.

BankWest, a family-owned business with more than 125-year history, is seeking an experienced marketing specialist to join our team in Pierre, S.D. This position provides general support for a variety of sales/marketing functions throughout the company. Responsibilities include assisting with direct marketing, social media, eBlasts, special projects, copy writing and public relations events/activities, as well as serving as primary administrative support for the department. This position requires a bachelor's degree in a related field. Applicants must have excellent communication, organizational and time-management skills. A minimum of two years of experience is preferred. Applicants are invited to review the full job description and complete an online application at: www.bankwest-sd.bank/about/careers/. Please contact BankWest Human Resources at 800.253.0362 with questions. EO/AA. ■

CLASSIFIED LISTINGS

If you have a job opening at your bank, send your classified listing to Alisa Bousa at abousa@sdba.com or www.sdba.com and we will post it on the SDBA website and print it in SDBANKER Magazine. The fee is \$50 per ad (200 word limit) for SDBA members or \$100 per ad (200 word limit) for non-members.

Seminars/Conferences/Webinars/Schools

SDBA EVENTS

SDBA Virtual Bank Technology Conference

Sept. 9-10, 2020

LEAD STRONG: Women in Banking Conference

Sept. 23-24, 2020 | Live in Sioux Falls and Virtually

New Accounts Three-Part Webinar

Oct. 13, 14 and 15, 2020

ABA Conventional Convention

Oct. 19-20, 2020 | Live and On-Demand

NEXT STEP: Emerging Leaders Summit

Oct. 27-28, 2020 | Sioux Falls

Annual Security Seminar

Oct. 28, 2020 | Sioux Falls

WEBINARS

For a complete list of webinars, visit www.sdba.com/webinars.

Financial Fraud in the COVID-19 World

Aug. 10, 2020

Job-Specific BSA Training for Lending Department

Aug. 11, 2020

New Technology: Cash Recyclers, Pod Banking & ITMs

Aug. 11, 2020

Auditing Your Anti-Harassment Policy

Aug. 12, 2020

Call Reporting on Loan Related Items—Part 1

Aug. 12, 2020

Call Reporting on Loan Related Items—Part 2

Aug. 13, 2020

Cannabis Update: Marijuana and Hemp

Aug. 13, 2020

Excel Explained: Speed Tips

Aug. 14, 2020

Strategic Loan Pricing

Aug. 17, 2020

Most Common TRID Issues

Aug. 18, 2020

When to Coach? When to Supervise?

Aug. 18, 2020

Implementing the Revised URLA:

Aug. 19, 2020

Director Compensation & Compensation Committee Best Practices

Aug. 20, 2020

Compliance for Commercial Lending

Aug. 20, 2020

Digital Forensics & Incident Response

Aug. 21, 2020

Advanced Financial Statement Analysis

Aug. 24, 2020

IRA Basic Issues Seminar OnDemand with Live Streaming

Aug. 25, 2020

Current Status of the Ability-to-Repay/Qualified Mortgage Rules

Aug. 25, 2020

Vendor Management—How Model Risk Fits In

Aug. 25, 2020

IRA Advanced Issues Seminar OnDemand with Live Streaming

Aug. 26, 2020

ACH Exception Processing

Aug. 26, 2020

It's Just Math! Accounting for Bank Income Taxes for Beginners

Aug. 26, 2020

An Introduction to Fiduciary Accounts

Aug. 27, 2020

BSA Emerging Issues—Impact of COVID on Transaction Monitoring

Aug. 27, 2020

Power of Attorney Documents—How to Prevent Loss

Aug. 28, 2020

Strategic Planning for Financial Institutions

Sept. 1, 2020

Thirty Steps to Audit Your Safe Deposit Area

Sept. 2, 2020

Excel Explained: Automating Financial Statements

Sept. 2, 2020

Shattered Myths of Banking

Sept. 3, 2020

Best-Ever Compliance Checklists for Commercial Loans

Sept. 3, 2020

Federal Benefit Payments Garnishment Requirements

Sept. 8, 2020

3rd Quarter Deposit Regulation Update

Sept. 8, 2020

Loan Participations for Community Banks: Risks & Rewards

Sept. 9, 2020

Audit Report Writing

Sept. 9, 2020

Quarterly Compliance Briefing

Sept. 10, 2020

Violence in Your Workplace: Prevention & Response

Sept. 10, 2020

Seven Habits of Effective Credit Administration in Commercial Banks

Sept. 11, 2020

SCHOOLS

GSB Financial Managers School

Fall 2020 | Online

GSB Human Resource Management School

Fall 2020 | Online

GSB Strategic HR Forum

Sept. 24-25, 2020 | Virtually

SDBA IRA School

Sept. 29-Oct. 2, 2020 | Live in Sioux Falls and Virtually

GSB Bank Technology Security School

Starting Sept. 29, 2020 | Online

GSB Digital Banking School

Starting Sept. 29, 2020 | Online

GSB Sales and Marketing School

Starting Sept. 30, 2020 | Online

GSBC Executive Development Institute for Community Bankers

Oct. 18-21, 2020 | Broomfield, Colo.

GSB Bank Technology Management School

Starting Nov. 3, 2020 | Online

For more details and to register for a training, visit the SDBA's online event calendar at www.sdba.com/events.
Questions, contact the SDBA's Halley Lee at hlee@sdba.com or 605.224.1653.

GSB 2020

DIGITAL BANKING SCHOOL

LIMITED TO ONLY 30 BANKS!

ONLINE DELIVERY AND PER-BANK FEES ALLOW ORGANIZATION-WIDE PARTICIPATION

Banking continues to evolve – and as consumer preferences have changed, the demand digital banking services has grown exponentially.

GSB's Digital Banking School is the first school of its kind – focused exclusively on helping community banks move into and/or grow their presence in the digital banking space.

ENROLL TODAY AT GSB.ORG

Sponsored by:



WHO SHOULD ATTEND

Given the scope of all that's involved in digital banking, we encourage broad participation across all various areas of the bank – which is why we priced this school with a single fee for each bank. We encourage community bank CEOs to attend with leadership teams from operations, retail strategy, lending, business development, marketing, technology, project management, cybersecurity and compliance.

WHAT YOU'LL LEARN

The curriculum is divided into eight sessions that will be delivered live online in 3-hour segments – with breaks – over the course of four weeks. Each session will be recorded for ease in scheduling. For detailed curriculum visit [GSB.org](https://gsb.org) – modules will include:

- Defining the Game
- Get off the Sidelines – Why Digital Banking?
- Which Version do You Want to Play?
- Create Your Team – The People Factor of a Digital Bank
- What Equipment Do You Need?
- Rules of the Game – Compliance & Cybersecurity
- Promoting Your Digital Bank & Building Your Brand
- Program Wrap-Up: Keys to Success from a Winning Team

PROGRAM FEE AND WHAT'S INCLUDED

- One affordable fee for the bank – allowing as many employees to participate as you wish from a single connection, and unlimited, bank-wide viewing of recorded sessions for 60 days after completion of the school.
- All instructional materials
- Login details for live courses – plus access to recorded sessions for 60 days following completion of the school
- Access to world-class instructors – industry experts and active digital bankers
- Application sessions to apply tactics and strategies learned
- Networking opportunities – including access to an alumni-only LinkedIn group to continue to conversation and networking for years to come.
- Fees for the 2020 GSB Digital Banking School are \$2,950 per bank.



**STARTS
SEPTEMBER 30**



Graduate School of Banking
at the University of Wisconsin – Madison

CONNECTION
ANALYSIS
DATA
SEARCHING
VERIFICATION
CODING
SENDING

VIRTUAL BANK TECHNOLOGY CONFERENCE

SEPTEMBER 9-10, 2020 | VIRTUAL VIA ZOOM




SDBANKERS
ASSOCIATION

Educate. Advocate. Grow.

KEEP ON TOP OF TRENDS AND SCAMS AS YOU BUILD AND SUSTAIN
YOUR BANK'S TECHNOLOGY STRATEGY