

SDBANKER



OFFICIAL PUBLICATION OF THE SOUTH DAKOTA BANKERS ASSOCIATION | **JANUARY 2022**



**SDBA Prepares for 2022
South Dakota Legislature**



SDBANKERS
ASSOCIATION

Educate. Advocate. Grow.

 Make Sure Our
Industry Is Heard




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State Legislative Day

February 9, 2022

Ramkota Hotel & Conference Center, Pierre

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9



10



12



14

features

8 SDBA News

SD Banks Make a Difference Survey

9 Emerging Leaders

Emerging Leader of the Month: Will Rozell

10 State Legislature

SDBA State Legislative Day Set for Feb. 9

12 Training/Events

- Breaking Into Banking 101
- ABA Washington Summit
- Dakota School of Lending Principles
- National School for Beginning Ag Bankers

14 Compliance

Ransomware: Taking Your Data Hostage

16 Industry News

South Dakota Banks Make Best Banks to Work for 2021 List

in every issue

4 Message from the Chair

Little Asks Can Mean a Great Deal

5 From the Executive Office

Advocacy, Involvement and Commitment

6 SDBIS Update

It's Time to Bundle Up Your Bank

18 Bank Notes

20 Classifieds

22 Education Calendar



message from the chair.....

BY KRISTINA SCHAEFER | General Counsel & Chief Risk Officer | First Bank & Trust, Sioux Falls

Little Asks Can Mean a Great Deal

I say it every year, but this year in particular it seems true. I blink and the month of December is gone. The good news is that I actually really like January. As much as I love the holiday season, I enjoy sitting down the first month of the new year and charting out the year ahead. For those of you who know me pretty well, it won't surprise you that I like coming up with a list of "to-dos" for the year ahead.

In the year ahead at the SDBA, I'm looking forward to executing our new strategic plan. During the SDBA Board of Directors' December meeting, we had the opportunity to revisit the highlights and report from the strategic planning session conducted this past fall. Part of our efforts were focused on developing the following vision statement for the SDBA: *To ensure the banking industry continues its relevancy and vitality for generations to come through meaningful engagement, strategic advocacy and collective influence.*

For those of you who have developed vision statements for your banks or other volunteer commitments, you know that this can be a daunting task—particularly in terms of what comes next. To realize the vision, the SDBA Board of Directors adopted the following 2024 goals:

1. Increase engagement at all levels in member banks.
2. Leverage the collective influence of the SDBA and its members to enhance advocacy.
3. Anticipate and respond to what is around the corner for members.
4. Positively influence the perception of the banking industry as a desired profession.

The SDBA Board had a great discussion, both at strategic planning and during our Board meeting, on action items to accomplish these goals. You will see renewed efforts to meet these goals in the coming months, with specific projects and ideas developed by the Board and the SDBA staff.

Increasing member engagement is a topic that we've talked about at length, and while I'm excited for the opportunities and plans that we have for the year ahead, I want to suggest a small ask if you're in a leadership position and regularly attend SDBA events. Ask another banker to join you or encourage someone

in your organization to attend. If that doesn't feel comfortable, feel free to talk about your attendance and the importance of SDBA events.

I became involved in the SDBA because Kevin Tetzlaff, First Bank & Trust, Brookings, talked about the importance of advocating for our industry. I still remember when Rick Rylance, Dacotah Bank, Aberdeen, asked me if I had ever thought about attending the ABA's Washington Summit. (Enjoy your retirement, Rick!) Those little asks can mean a great deal to someone, so take a few minutes to encourage a fellow banker to attend an SDBA event.

On the advocacy front, the SDBA Legislative Committee met in early December in Pierre to discuss what legislation may be on the horizon during this year's legislative session. While the exact legislation is still unknown, these meetings are a great opportunity to brainstorm about the issues that may come up and how we can successfully advocate for our industry, our customers and our communities. As the session unfolds, please watch for the SDBA's weekly Legislative Update and Bill Watch for coverage of the issues impacting banks and engage with your elected officials. (See stories on pages 10-11.) Even if it's not natural for you to engage politically, there is no more effective advocacy than sharing a story about how a bill might impact your bank or your customers.

As I think about anticipating and responding to what is around the corner for our members, it seems that there is no shortage of hot topics for banks to consider in the year ahead. While I talked about many of them in my last column, I know it wasn't a comprehensive list. People are now considering how to bank medical marijuana customers (whether directly or indirectly) and are considering the role of cryptocurrency in their organization. Banks might be looking at purchasing loan origination systems in light of the small business lending collection rulemaking (Section 1071). We're incredibly fortunate to have a strong team at the SDBA that is anticipating our member needs, but if there is something on your mind please don't hesitate to reach out to them.

I'm particularly interested in the ongoing discussions on positively influencing the perception of

Continued on next page



from the executive office.....

BY KARLTON ADAM | President | SDBA

Advocacy, Involvement and Commitment

Happy New Year! I hope you had time to relax and develop more lifelong memories over the Christmas and New Year's holidays with family and friends—and are ready to get a fresh start in 2022.

If you're like me, I have spent time reflecting on all the goodness this time of year brings and anticipating all the goodness that lies ahead in 2022.

Not unlike each new year at the SDBA, we start the year with a great deal of energy as we prepare for legislative session, the SDBA State Legislative Day and the ABA Washington Summit all in the first 75 days of the year. This is a great time to get energized, refreshed and engaged with the SDBA.

97th South Dakota Legislative Session

The 97th South Dakota Legislature kicks off its 38-day session on Jan. 11. Legal counsel and lobbyist Brett Koenecke and I will spend a lot of time this session at the capitol working with our elected leaders on both sides of the aisle to support our pro-banking environment in South Dakota. As always, we will review every piece of legislation that involves our industry, but please do not hesitate to contact me should there be a topic or issue with which we should become familiar.

SDBA State Legislative Day

While it seems like a long way off, our annual SDBA State Legislative Day is Feb. 9 in Pierre. I encourage you to register and experience a day filled with legislative updates on both the state and federal level, spend time discussing issues that are important to the banking industry and to be assured our collective voice is heard. Read more about the event on page 10.

Continued from previous page

the banking industry as a desired profession. Growing up in Miller, I've talked at length about our field trip to the bank to watch the coin counting machine. I believe that being a banker is a fantastic opportunity to be able to help people at all stages of their financial lives and truly be part of the community. With the fierce competition for employees, it's imperative that we are telling our story so people understand the numerous types of positions available at a bank and—just as

ABA Washington Summit

The best way for the banking industry to advocate is TO SHOW UP! Annually, members of the SDBA participate in the ABA Washington Summit in Washington D.C. This meeting offers several days of professional development and opportunity to engage regulators, members of our congressional delegation, and to network with bankers from South Dakota and other states. Read more about the event on page 12.

SD Bankers PAC

Many of you know the SDBA formed a federal political action committee (PAC) in 2007 to support federal candidates running for office who best understand the issues important to banking.

To further complement the federal PAC, the SDBA Board of Directors approved the formation of the SD Bankers PAC, a state political action committee to support state legislative candidates who recognize the issues key to the banking industry in South Dakota. This month, we will send a kick off letter to member banks explaining our goals and objectives of the new state PAC.

The SDBA is excited to begin 2022 as your voice and advocate in South Dakota and beyond. As always, please do not hesitate to let me know if we can be of service to you. Happy 2022! 🎉

Karlton Adam is president of the South Dakota Bankers Association in Pierre. Adam can be reached at 605.224.1653 or kadam@sdba.com.

important—the role that banks play in our communities.

As I wrap up this month's column, I hope to see many of you in February at the SDBA State Legislative Day in Pierre or at the NDBA/SDBA Bank Management Conference in Scottsdale, Ariz. 🎉

Kristina Schaefer is general counsel and chief risk officer at First Bank & Trust in Sioux Falls. She can be reached at 605.782.8033 or kristina.schaefer@bankeasy.com.



south dakota bankers insurance & services update.....

BY MIKE FEIMER | President | South Dakota Bankers Insurance & Services Inc.

It's Time to Bundle Up Your Bank

Every year we see slips and falls, and it can be very expensive, and the claims seem to last a long time. Please take a few minutes and read the following article about preventive issues that need to be addressed.

By Craig M. Collins, President, Financial Services, Intact Financial Services



Winter is here, and it's time to bundle up your bank and its property. To help prevent customers and employees from being injured on bank property, certain precautions and efforts can be taken to maintain property upkeep from snow, ice and freezing temperatures.

If an accident occurs at one of your locations, you can be held accountable and may be required to make monetary reparations to the victim.

Have a Plan

Establish a winter weather plan, so that everything from securing plows to safeguarding documents/interior property is in order.

Step One: Take inventory of areas that will need attention. Make note of parking spots, bank entrances, fire hydrants, walkways, ATM access, etc. so they can be pre-treated with sand and salt. Schedule someone for snow removal during and immediately after the storm.

Ensure the heat is turned on in the building to avoid frozen pipes. Store any physical property in a safe spot away from windows and plumbing (if possible).

Step Two: Prepare supplies and equipment. Ensure you have enough sand, salt and shovels available. It's best to purchase these items well before the onset of winter weather.

Step Three: Establish action steps. It's important to assign someone as a point of contact to determine who is responsible for decision making during a storm, when service crews should prepare walkways with salt and sand, when snow should be cleared from parking lots and walkways, and where plowed snow will be stored on the property.

Step Four: Execute written contracts. When working with outside contractors for services such as snow removal, documentation is essential for protecting a bank in the event of a lawsuit. Having a formal, written contract in place is critical when

considering services that will protect your customers and employees from injury.

When executing a contract, be sure to include risk transfer clauses to help reduce the chance of liability losses associated with winter weather. And when looking for a snow removal service, select reputable contractors that are appropriately insured.

Other Considerations

Property and inventory: If a pipe freezes inside the bank and eventually bursts causing a flood, the building may require the cleanup of hazardous waste before employees and customers can safely return. The longer water sits in a structure, the more damage will be done to the foundation, drywall, framing, flooring and electrical systems. Water can damage paper records in minutes and cause irreversible damage to computers and specialty electronic equipment.

Looting and Theft: Flooding may affect security measures, such as video surveillance, door locks and alarms, and even safe and vault systems. As a result, criminals could damage expensive equipment or steal confidential customer information.

Winter Weather Occurs Everywhere: Your bank may be in a temperate or tropical location. As shown in the early winter of 2021 (Texas), these areas need to be prepared for winter conditions as well. Special attention should be paid to heating the buildings to avoid bursting pipes (especially when electrical power is unreliable). Also, slip and fall injuries occur at higher rates in these areas because of a lack of familiarity on how to negotiate slippery conditions.

Winter weather can bring serious risks, including the most common slip and fall-related injuries, as well as damage to property, so it's important for banks to do the preventative work and be prepared! 🌈

Craig Collins is president of financial services for Intact Financial Services, an SDBA associate member. Collins can be reached at ccollins@intactinsurance.com or 952.852.2434.



CHIPPEWA VALLEY BANK

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Our belief is to make the loan and then stay out of the banker's way and let you do your job. You will only see us when you choose to.

Call Ryan Gerber or Rick Gerber at 1.866.282.3501 or email
ryang@chippewavalleybank.com or rickg@chippewavalleybank.com



SD Banks Make a Difference Survey

The SDBA is calling on member banks to participate in its annual South Dakota Banks Make a Difference Survey. Each January, the SDBA emails all member banks the online annual survey. The results provide a glimpse into how banks work every day to help South Dakotans grow and prosper.

The Association requests that banks supply basic data for calendar year 2021, or for the most recent 12-month period for which the bank has data available. The SDBA will present the findings during its State Legislative Day on Feb. 9, 2022.

The SDBA is also requesting short narratives and photos of banks' community service projects. If your bank has a community service project from this past year that you would like to be included, please submit a short narrative describing the project. If you have a photo of the project, email it to abousa@sdba.com.

The names of all banks that participate in the survey will be listed in the survey piece. Banks do not need to answer all of the questions in order to be listed. All individual information will be kept confidential as to the amounts disclosed in any of the categories.

Last year, responses were compiled from 34 SDBA member banks. The results of last year's survey can be viewed at www.sdba.com/sd-banks-make-a-difference.

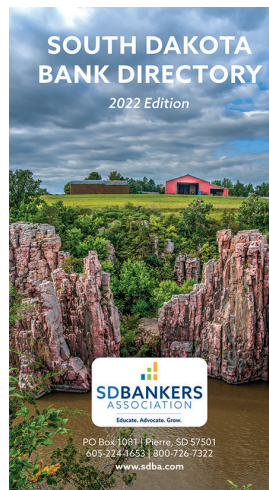
The deadline to participate in the survey is Jan. 28. If you have any questions on the project, contact Alisa Bousa at abousa@sdba.com or 605.224.1653. 📊



2022 SD Bank Directory Available

The SDBA's 2022 South Dakota Bank Directory will be available in early January.

The directory provides detailed information on all South Dakota banks, including addresses, telephone numbers, important contact names and additional pertinent information. The directory also contains information on the SDBA, banking associations, regulatory agencies, endorsed vendors, associate members and South Dakota officials.



All SDBA member banks and branches receive one complimentary directory. Associate members will receive a complimentary directory when they pay their 2022 membership dues.

Additional copies are available for purchase. The member cost is \$30 plus tax for a single copy, or \$25 each plus tax for multiple copies. The non-member cost is \$45 plus tax for a single copy, or \$40 each plus tax for multiple copies. Orders can be placed online at www.sdba.com/bank-directory or contact the SDBA's Alisa Bousa at abousa@sdba.com or 605.224.1653.

Any inaccuracies in the 2022 directory should be brought to the attention of the SDBA, and corrections will be made in the next edition. Banks will also receive a survey in the fall requesting current information. 📊

Emerging Leader of the Month: Will Rozell

As part of the SDBA's mission to grow South Dakota's future bank leaders, we feature a monthly emerging leader. This month's feature is on Will Rozell with BankNorth in Warner.

First-Ever Job



My first paying job was working at a local farmer's feedlot south of Warner during the summers. My friend, Casey's, dad owned it, so I am not sure how much work we got accomplished the first few summers. But eventually we were given more responsibilities, and I learned a lot of life lessons. I worked there every summer from high school

through college and continue to help drive truck during chopping season.

Emerging Leader Story

I always wanted to be involved in the ag industry, and after graduating from SDSU in 2014, an opportunity popped up at the local bank in my hometown. I wanted to be back in the area as I am heavily involved in helping at my wife's family farm near Northville, so I decided to give it a shot. I started working at BankNorth primarily as a loan admin and eventually became a lender. I developed a passion for working with our customers to expand and better their operations. Over the past several years, I have taken on more responsibility within the bank and am currently a loan officer/vice president. Working at BankNorth has given me the opportunity to grow as a banker and a leader. My supervisor suggested I get involved with the SDBA's emerging leaders program this past year.

What He Most Likes About His Job

The part I like most about my job is the people—not just our customers, but coworkers and other bankers I have met throughout the years. I really enjoy building relationships with different people and working with them throughout the year toward a common goal. It is fulfilling to see people being successful and knowing you played a role in that. My favorite thing is going out on inspections to the customer's farm and letting them show you around their place. I also enjoy the flexibility the bank provides me, especially during calving and harvest season.

If He Could Have Any Job

I honestly don't know what I would do if I could be anything in the world. There are so many possibilities. Being a pilot would be pretty cool or a stay-at-home dad (if you could get paid to do that).

His Life's Passions

My family. I married my wife, Megan, in 2015. We have a daughter, Hayden, who is four years old and a son, Weston, who is 11 months old. Rounding out our family is our dog, Milo. They keep me busy, and I would not have it any other way.

In His Spare Time

It feels like I don't have much spare time anymore chasing two kids around; however when I do get an opportunity to get away, I enjoy hunting and fishing. 🌲🎣



Will and Megan Rozell and their children, Hayden and Weston.

SDBA State Legislative Day Set for Feb. 9

The SDBA State Legislative Day on Feb. 9 at the Ramkota Hotel & Conference Center in Pierre is your opportunity to stay up-to-date on both state and federal legislation which could affect the banking industry, visit with state legislators and constitutional officers, and make sure our industry is heard.

The day will include an SDBA Legislative Committee meeting, lunch, SDBA update, featured speaker Keith Prather, Gov. Kristi Noem (invited), the chance to visit with state legislators at the State Capitol, and an evening reception with state legislators and constitutional officers.

The day will also include special sessions specifically designed for emerging bank leaders. 📊



AGENDA

11:00 a.m. **SDBA Legislative Committee Meeting**

Noon **Lunch and SDBA Update**

1:00 p.m. **Is 2021 Really in the Rear View?**

Keith Prather, *Managing Director, Armada Corporate Intelligence, Lawrence, Kan.*

Now that we have entered 2022, are we seeing the progress we hoped for? What issues are still affecting the economy? Where has there been some progress? What are the new concerns? Inflation, labor shortages, supply chain disruption and the pandemic are still playing havoc with the system, but there has also been some good news in terms of growth.

2:00 p.m. **Message from the Governor**

2:30 p.m. **Visit with Legislators at State Capitol**

2:30 p.m. **EMERGING LEADERS: Leading and Inspiring—Seasoned Banker Panel**

Top-ranking leaders from SDBA member banks will share their insights on all things banking. Come prepared to ask the experts your banking and leadership questions.

3:30 p.m. **EMERGING LEADERS: I DO! How to Engage with Your Lawmakers**

Policymakers depend on receiving guidance and accurate, current and reliable information from their constituents when deciding how to vote on important issues. This session will arm you with ideas on how you can strategically and effectively navigate these ever-changing waters, and hopefully, influence the tides of change.

4:00 p.m. **EMERGING LEADERS: Buzz Sessions**

Join your colleagues in this fast-paced networking opportunity. Connect with old friends, meet some new friends, and even learn a thing or two along the way.

4:30 p.m. **EMERGING LEADERS: Networking Reception**

5:30 p.m. **Reception with Legislators and Constitutional Officers**

See the full SDBA State Legislative Day agenda and register to attend at www.sdba.com/events.

SDBA Prepares for 2022 South Dakota Legislature

The 2022 South Dakota Legislature opens on Tuesday, Jan. 11, in Pierre and is a 38-day session. The main run of the session ends on March 10, with March 28 reserved for consideration of gubernatorial vetoes. For the full legislative schedule, listing of bills, committee schedules and legislators' contact information, visit the South Dakota Legislative Research Council's website at www.sdlegislature.gov.

The SDBA Board of Directors and Legislative Committee met on Dec. 2, 2021, in Fort Pierre to discuss potential legislation that could be introduced during the 2022 South Dakota Legislature. Topics discussed included potential legislation dealing with the Second Amendment and banks restricting business with the firearms industry, cannabis, COVID-19 vaccination mandates, the state's Appraiser Experience Training Program, provisions for virtual currency, IRS bank data collection, the state's bank franchise tax, workforce housing, priority liens, long-term bank financing of manufactured homes and property assessed clean energy financing.

Bankers can stay current on legislative issues of importance by reading or listening to a podcast of the SDBA's weekly Legislative Update and reading the Legislative Bill Watch. Publications are posted at www.sdba.com/lobbying on Fridays during session. You can also request to receive email notifications when the publications are posted online by contacting Alisa Bousa at abousa@sdba.com or 605.224.1653. 📧

SDBA Legislative Committee

- Chair Dillon Kjerstad, First National Bank in Philip, Philip
- Jody Bender, U.S. Bank, Rapid City
- Julie Benedict, Security First Bank, Rapid City
- Todd Christoffer, First National Bank, Pierre
- Jeff Davis, Bryant State Bank, Bryant
- Tom Fishback, First Bank & Trust, Brookings
- Josh Hogue, Reliabank Dakota, Watertown
- Josh Horak, First Interstate Bank, Sturgis
- Michael Hudson, First National Bank, Pierre
- Shelly Jones, Wells Fargo Bank NA, Sioux Falls
- Jeremy Keizer, Reliabank Dakota, Sioux Falls
- Kelsea Kenzy Sutton, First Fidelity Bank, Burke
- Tanner Kost, Dakota Prairie Bank, Fort Pierre
- Brody Maier, BankWest, Pierre
- Joe Miller, The First National Bank in Sioux Falls, Sioux Falls
- Kevin Moe, FNBO, Yankton
- Larry Ness, First Dakota National Bank, Yankton
- Tony Nour, First PREMIER Bank, Sioux Falls
- Mike Owens, Sunrise Bank Dakota, Onida
- Diana Pfister, Dacotah Bank, Aberdeen
- Dave Rozenboom, First PREMIER Bank, Sioux Falls
- Dina Ryan, Citigroup, Washington, D.C.
- Grant Seaman, BankNorth, Warner
- Matthew Smith, Dacotah Bank, Sioux Falls
- Jason Stone, Great Western Bank, Chamberlain
- Kevin Tetzlaff, First Bank & Trust, Brookings



*Together,
let's
make
it happen.*

Todd Holzwarth

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- Bank building financing
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Breaking into Banking 101: Fundamentals of Commercial Banking

February 23, 2022 | Virtual

The SDBA is offering the seminar Breaking into Banking 101: Fundamentals of Commercial Banking virtually on Feb. 23 via Zoom.

Commercial banking can be intimidating because of its complexity and the risk-oriented nature of the work. This course is a clear and thorough introduction to the key concepts, terminology and processes involved in credit and lending. It doesn't assume much prior knowledge of the topic, so it's ideal for those in their first year in the industry. Learners will walk away with a clear understanding of their job and how their specific role fits into the bank's overall profitability goals.

Seminar Topics


1. The Business of Banking
2. Why Businesses Borrow Money
3. The Art of Underwriting—Part I
4. The Art of Underwriting—Part II
5. Loan Structuring—Part I
6. Loan Structuring—Part II
7. The Credit Approval Process
8. Loan and Portfolio Monitoring
9. The Complex Lending Machine
10. Test Drive Your Job

Who Should Attend

New credit analysts, lenders and underwriters, as well as bankers who don't do credit analysis but need a working knowledge of the process, should attend this training. This may include statement spreaders, loan processors and closers, treasury management associates, administrative support for credit or lending officers, branch managers and interns.

Seminar Presenter

Andy Keusal is passionate about using his teaching gift to help others reach their God-given potential. After earning a degree in psychology from the University of Notre Dame, he spent 18 years in commercial banking, during which he interviewed, hired and trained hundreds of new bankers. He also helped build and run one of the nation's premier credit training programs at a large Midwest regional bank. He left his corporate career in 2015 to found Keusal Learning, where he now helps people master the basics of banking.

Learn more and register to attend at www.sdba.com/events. 



ABA Washington Summit

March 7-9, 2022 | Washington, D.C., & Virtual


2022 is promising to be a pivotal year for the banking industry, with new leaders in place at regulatory agencies, Congress eyeing the midterm elections and the nation's economic recovery still unpredictable. Attend the ABA's Washington Summit on March 7-9 in Washington, D.C., or virtually to make your voice heard by policymakers on Capitol Hill, at the regulatory agencies and in the White House.

Additional Key Events

- **Mutual Community Bank Forum on March 6-7:**
Be a part of the largest gathering of mutual bankers and explore the challenges faced by your institution.
- **Emerging Leaders Forum on March 7:**
Share challenges and strategies with peers as you work to cultivate a strong, dynamic and diverse banking industry for the future.
- **Women and Allies Sessions and Networking Lunch on March 9:**
Join women leaders and allies in elevating women's leadership in financial services. ABA is bringing the great content and networking of the Women's Leadership Forum to a bigger stage.

Registration

Registration is free for bankers and associate members for the Washington Summit. To learn more and register to attend, visit <https://www.aba.com/training-events/conferences/washington-summit#>.

The SDBA offers a \$500 stipend to help with the travel expenses of one person from each SDBA member bank to attend in person. Stipends will be paid after the event. Questions, contact the SDBA at events@sdba.com or 605.224.1653. 



Dakota School of Lending Principles

March 29 - April 1, 2022 | Aberdeen

The Dakota School of Lending Principles, hosted by the South Dakota Bankers Association and co-sponsored by the North Dakota Bankers Association on March 29 - April 1 in Aberdeen is a learning event with one foot grounded in the classroom and one foot in the bank. This school allows students to learn the theory and process of basic lending and then put this knowledge to work in actual nuts and bolts sessions.


In the four modules on loan types (consumer lending, real estate lending, analyzing small business loans and agricultural lending), learn the lending process by studying elements applicable to each loan type: terminology, the application process, interviewing, investigation, credit analysis, loan structure, decision communication and selling. Case studies and exercises provide hands-on learning experience.

Who Should Attend

The school provides basic instruction appropriate for loan officer trainees, loan support personnel and personal bankers. To ensure exposure to bank structure and terminology, it is recommended that applicants have a minimum of six months lending experience or one year of loan department experience. Applicants not meeting the suggested prerequisites will be contacted to discuss admission qualifications.

Registration Options

This school is limited to 50 students, so register early to save your seat. Bankers can attend the entire four-day school or select individual modules. Banks may also purchase one registration for the entire school and send a different employee for each module.

To learn more about each loan module, see the school schedule and register to attend, visit www.sdba.com/events. 



National School for Beginning Ag Bankers

June 20-23, 2022 | Spearfish


Fundamentals of Ag Banking: National School for Beginning Ag Bankers is an intensive school designed to train in all facets of agricultural lending with emphasis on credit analysis, credit scoring, risk rating, problem loans and group case study. The school, sponsored by the South Dakota Bankers Association, will be held on the campus of Black Hills State University in Spearfish on June 20-23. Attendees will receive personalized instruction and continual peer interaction fostered through a limited class size, case study and group exercises.

Curriculum

The purpose of the National School for Beginning Ag Bankers is to prepare ag bankers to make better loan decisions. Ag bankers with zero to three years of experience should attend this school. Join your colleagues and our esteemed panel of instructors as you delve into ag lending and all that encompasses. Topics such as the ag economy, balance sheet and working capital analysis, earnings analysis, futures and options, and cash flow analysis will be covered. You will also learn about loan servicing and risk management and management assessment and customer profiling.

The curriculum includes more than 25 hours of hands-on instruction with problem-solving approaches to real life situations. Active involvement in a bank simulation will help ag bankers better understand how decisions they make will impact all departments within the entire operation of their banks. Sessions will be presented in a relaxed, open format seminar approach that encourages you to interact with other students and faculty.

Registration

This school is limited to 72 students, so register early to save your seat. Learn more and register to attend at www.sdba.com/events. 

RANSOMWARE: Taking Your Data Hostage

By Daniel Baker, Compliance Officer, Compliance Alliance

Have you heard the age-old joke about a man and a stick? A man walks into a bank waving a stick in the air. Confused, the teller queried him with the standard bank greeting—to which the man promptly replied, “Quick! Give me all your money! This is a stickup!”

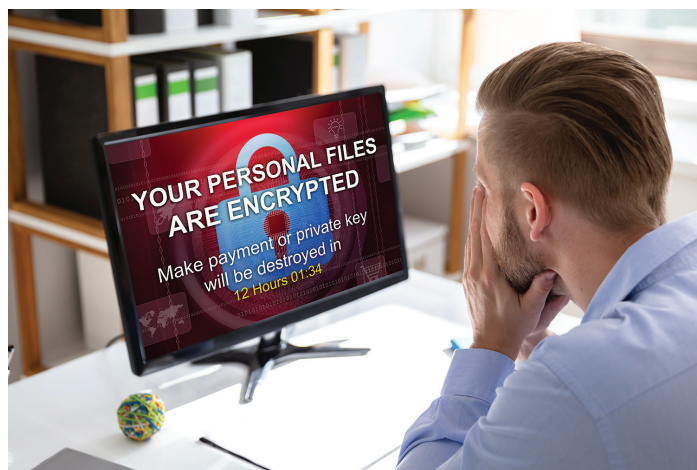
The first time I heard this joke I groaned. Each time since then has caused me to roll my eyes and wish we had some better banking jokes on which to rely. Although we jest about bank robberies and tell horror stories of hostage situations with the fascination of late-night campfire ghost stories, criminals have found ever new ways to “rob” banks, businesses and the average consumer. Historically, these have caused potential losses totaling in the billions.

In some cases, criminals find it easier to gain access to the bank’s system with a type of malicious software (malware) and threaten to publish or block access to the data or computer system by encrypting it, unless the victim pays a ransom fee to the attacker. Usually, the ransom demand would come with some sort of deadline. If the victim doesn’t pay in time, the data is gone forever. This specific type of attack is called ransomware.

FinCEN Ransomware Trends in BSA—January 2021 and June 2021

Since late 2020, there has been a steady and substantial increase in the severity of ransomware attacks against critical U.S. infrastructure. Last year, ransomware attacks were the direct cause of gasoline shortages and negatively impacted many different markets including manufacturing, energy, health care and the food supply chain in the U.S. and globally. Janet L. Yellen, Treasury secretary, noted, “Ransomware and cyberattacks are victimizing businesses large and small across America and are a direct threat to our economy.”

The total U.S. dollar value for ransomware-related transactions reported in SARs filed during the first six months of 2021 exceeded the total amount of any previous year since 2011. In the first six months of 2021 alone, FinCEN identified \$590 million in ransomware-related SARs. This is a 42% increase compared to a total of \$416 million for all of 2020. If this trend continues throughout the rest of 2021, SARs filed in 2021, relating to ransomware, will have a higher



transaction value than similar SARs filed in the past 10 years—combined.

This startling statistic not only displays the potential drastic increase of ransomware attacks within the past year but also increased awareness and reporting of ransomware attacks. Over the course of the review, SAR data reported a mean average of 76 ransomware-related transactions per month over the six months. The median average payment amount for each of these transactions was \$102,273.

Detection, Mitigation and Reporting

Banks play a vital role in protecting the U.S. markets from ransomware-related threats through BSA compliance. Financial institutions should have policies and procedures in place that will help them determine if a SAR filing is required or appropriate when dealing with a ransomware incident. These incidents not only include situations where customers and businesses are victims of ransomware but also when the financial institution itself is a victim of a ransomware attack.

Under 31 USC §5318(g)(3), “Any financial institution that makes a voluntary disclosure of any possible violation of law or regulation to a government agency or makes a disclosure pursuant to this subsection or any other authority, and any director, officer, employee or agent of such institution who makes, or requires another to make any such disclosure, shall not be liable to any person under any law or regulation of the

Continued on next page

United States, any constitution, law or regulation of any state or political subdivision of any state, or under any contract or other legally enforceable agreement (including an arbitration agreement), for such disclosure or for any failure to provide notice of such disclosure to the person who is the subject of such disclosure or any other person identified in the disclosure." This "safe harbor" creates an environment that protects the bank for mandatory AND discretionary SARs.

What should the bank do about it?

With how serious cybersecurity is, FinCEN recommends that banks add four specific actions to their BSA processes.

1. The bank should add indicators of compromise (IOC), or signatures/artifacts observed on a network that likely indicate a computer or network intrusion, from threat data sources into their intrusion detection systems and security alert systems to enable active blocking or reporting of suspected malicious activity.
2. The bank should immediately contact law enforcement regarding any identified activity related to ransomware. In addition to law enforcement, the bank should contact OFAC if there is reason to suspect the cyber actor may be sanctioned or otherwise have a sanction nexus.
3. The bank should report suspicious activity to FinCEN, calling specific attention to cyber event indicators, including IOCs (email address, file names, domains, IP address, etc.), through effective SAR and SAR narratives.
4. The bank should regularly review advisories and updates issued by regulators regarding ransomware, such as the FinCEN "Advisory on Ransomware and the use of the Financial System to Facilitate Ransom Payments" issued in October 2020.

In addition to preventative measures that the bank can and should take, the bank should also establish best practices of what to do in the event that they, or their customers, are subject to a ransomware attack. Multiple tools have been developed to increase awareness and provide assistance to financial institutions as they develop, rework and maintain their ransomware procedures. The Cybersecurity and Infrastructure Security Agency (CISA) offers a one-stop shop for government resources containing alerts, guides, fact sheets and training all focused on reducing the risk of ransomware. This resource can be found at StopRansomware.gov. You can also access the multi-state information sharing and analysis center's Ransomware Guide at [hwww.cisa.gov/sites/default/files/publications/CISA_MS-ISAC_Ransomware%20Guide_S508C.pdf](https://www.cisa.gov/sites/default/files/publications/CISA_MS-ISAC_Ransomware%20Guide_S508C.pdf).

Conclusion

Ransomware is a serious issue. The substantial increase in ransomware attacks in the first six months of 2021 has shown that banks, consumers and businesses are all exposed to these attacks. To help minimize risks, banks must not only establish policies and procedures that will help to identify the transactions involved, but also establish a process of reporting relevant transactions and activities. Only by dragging ransomware to the forefront of our awareness, can we work to minimize the lasting impact it may cause.



Daniel Baker serves Compliance Alliance as a compliance officer. While attending Michigan State University College of Law, he worked in a variety of compliance and legal positions for software companies and Alpine Title. Most recently, Baker worked for a law firm based in Temple, Texas.

Before law school, he worked in various jobs within the financial sector including a supervisor role at TCF Bank and as a private client banker for JPMorgan Chase Bank. Baker has developed and conducted hundreds of seminars and educational classes based on financial independence, as well as a host of other topics. For more information on C/A, an SDBA endorsed vendor and associate member, call 888.353.3933 or visit www.compliancealliance.com.

A colorful graphic with a dark blue space background. At the top, it says "FIND YOUR SPACE, SOUTH DAKOTA!" in large, bold, white and orange letters. Below that, it says "FIRST-TIME & REPEAT HOMEBUYER LOANS" in orange. A list of benefits is shown with orange square icons: "Competitive Rates", "Downpayment Assistance", and "Closing-Cost Assistance". Below the list, it says "...FOR SOUTH DAKOTA HOMEBUYERS!". The graphic features a blue house with a white picket fence, a smiling woman in an orange shirt, and various planets and a rocket in the background. At the bottom, it says "SOUTH DAKOTA HOUSING DEVELOPMENT AUTHORITY" and provides the phone number "605.773.3181" and website "SDHDA.ORG".

FIND YOUR SPACE, SOUTH DAKOTA!

FIRST-TIME & REPEAT HOMEBUYER LOANS

- Competitive Rates
- Downpayment Assistance
- Closing-Cost Assistance

...FOR SOUTH DAKOTA HOMEBUYERS!

SOUTH DAKOTA HOUSING DEVELOPMENT AUTHORITY
605.773.3181 | SDHDA.ORG

South Dakota Banks Make Best Banks to Work for 2021 List



Good employees are hard to find—and keep. Competition for talent has been intense, and worker shortages are expected to persist in years to come as Baby Boomers retire.

American Banker recently released its list of best banks to work for in 2021, and making the list were Dacotah Bank in Aberdeen at 39, First PREMIER Bank in Sioux Falls at 42 and Bell Bank in Fargo at seven.

American Banker asked executives at the 90 banks that earned a spot in the annual ranking how they're handling challenges associated with hiring and retaining talent. Many highlighted internal development programs for employees, increased 401(k) matches or remote working arrangements. Some talked about changing the ways they've been looking for talent, expanding the search outside their footprint as they are offering remote working, and seeking new skill sets and backgrounds instead of focusing on bank experience.

The chief executives at the Best Banks also emphasized the importance of making employees feel valued and shared some creative ways that they've been going about that.

At the \$4.3 billion-asset Community Bank in Brandon, Miss., there are both small and large gestures of appreciation. Employees are treated to surprise doughnut deliveries and visits from taco trucks. The bank also offers every employee a clothing allowance, full reimbursement for undergraduate college courses and stock ownership in the bank.

If the Best Banks ask employees for extra effort, there is generally some extra effort from the bank in return to offset the stress that can create. BankPlus was in the midst of overhauling its core operating system when the pandemic hit. So it treated operations center employees to gourmet lunches and dinners every day. It also aimed to provide additional encouragement in the form of surprise deliveries of

coffee, snow cones, ice cream and entertainment.

"A challenging project that could have potentially damaged morale became a true team-building event," said William Ray, president and chief executive at the \$5 billion-asset BankPlus in Ridgeland, Miss.

To see all 90 banks that earned a spot in the Best Banks ranking and get insight into their hiring and retention strategies, visit www.americanbanker.com/list/best-banks-to-work-for.



Dacotah Bank employees collect bedding and financial donations for Sleep in Heavenly Peace, a local nonprofit for needy children.

Dacotah Bank—Ranked 39

Dacotah Bank in Aberdeen employs 581 people and has assets of \$3.3 billion.

Charity Choice: "Dacotah" means "alliance of friends" in the Lakota Sioux language, and it defines Dacotah Bank's philosophy of staying connected to employees and the community. Management encourages employees to take breaks by going on "walking meetings," and the bank also provides stress-management classes and ergonomic desks upon request.

Each Dacotah Bank employee may direct a \$200 donation from the bank to a charitable organization of their choice, which increases to \$300 if the employee is a member of that nonprofit's board.

"Balancing the needs of all the constituencies where we live and work is a challenge, but our teams remain positive and have continued to build relationships with customers and each other, while serving our communities," said President and CEO Robert Foubert.

Continued on page 21

FHLB Des Moines Awards \$1.2 Million in Grants to Benefit SD Families and Individuals




The Federal Home Loan Bank of Des Moines announced the South Dakota recipients of its 2021 Competitive Affordable Housing Program awards. Through a collaborative effort between FHLB Des Moines member financial institutions and local housing organizations, more than \$1.2 million will be awarded to three affordable housing projects, impacting 60 families and individuals.

- \$332,535 to Dacotah Bank for Homes are Possible Inc.'s HAPI 2021 Senior Rehab project in Aberdeen
- \$732,000 to Dacotah Bank for GROW South Dakota's 2021 GROW SD Home Improvement project in Sisseton
- \$200,000 to Pinnacle Bank for Rosebud Economic Development Corporation's Keya Wakpala Development in Mission

From construction of new affordable housing to the rehabilitation of existing homes and rental properties, the funds will benefit low-income families, seniors, persons with disabilities, homeless and at-risk youths.

"FHLB Des Moines and our members understand the importance of addressing the dire need for affordable housing in South Dakota, particularly as we continue to face the challenges presented by the pandemic," said Kris Williams, president and CEO of FHLB Des Moines. "We applaud the efforts of those involved and look forward to continuing this positive momentum for decades to come."

FHLB Des Moines member financial institutions play a critical role in meeting the affordable housing needs of their communities. Since the program's inception in 1990, FHLB Des Moines members have partnered with housing organizations to invest nearly \$790 million in Affordable Housing Program awards to help more than 124,000 families and individuals in finding safe and affordable housing.

FHLB Des Moines serves 13 states and three U.S. Pacific territories as a member-owned cooperative and works together with 1,300-plus member institutions to support affordable housing, economic development and community improvement. Every year, FHLB Des Moines returns 10% of its net income to benefit communities in its district. For a complete listing of 2021 Competitive Affordable Housing Program award recipients, visit www.fhlbdm.com/webres/File/products-services/CID_2021_AHP_Recipients.pdf. 

USDA Makes Funds Available to Bolster Food Supply Chain



The U.S. Department of Agriculture on Dec. 9 announced it is deploying \$100 million under the new Food Supply Chain Guaranteed Loan Program to make nearly \$1 billion in loan guarantees. These loan guarantees will back private investments in processing and food supply infrastructure that will strengthen the food supply chain for the American people.


USDA is making the funding available through the American Rescue Plan Act. These investments will help essential processing and supply chain infrastructure that will ultimately deliver more opportunities and fairer prices for farmers, they will give people greater access to healthier foods, and they will help eliminate bottlenecks in the food supply chain.

Through the Food Supply Chain Guaranteed Loan Program, USDA will partner with lenders to guarantee loans of up to \$40 million to help eligible entities expand meat and poultry processing capacity and finance other food supply chain infrastructure. Lenders may provide the loans to eligible cooperatives, corporations, for-profits, nonprofits, tribal communities, public bodies and people in rural and urban areas.

Rural Development will administer the loans. Funding may be used to:

- Start up or expand food supply chain activities such as aggregating, processing, manufacturing, storing, transporting, wholesaling or distributing food.
- Address supply chain bottlenecks.
- Increase capacity and help create a more resilient, diverse and secure U.S. food supply chain.

In order to participate in the program, lenders must be approved by Rural Development using criteria from the OneRD Guaranteed Loan Initiative. This includes lenders subject to supervision and credit examinations by an applicable agency of the United States or a state, such as federal and state-chartered banks and savings and loan associations.

USDA is accepting electronic applications from lenders through the Food Supply Chain Online Application System until funds are expended. Paper applications will not be accepted. Learn more about how lenders and borrowers can apply for the Food Supply Chain Guaranteed Loan Program at <https://bit.ly/3mEFJuN>. Read more about the new program at <https://bit.ly/3Fz5Yk2>. 

Rick Rylance Retires After 43 Years at Dacotah Bank



Rick Rylance

Rick Rylance, former member and chair of the SDBA Board of Directors, is retiring from Dacotah Bank, Aberdeen, as executive vice president and chief financial services officer.

Rylance graduated from Northern State University, Aberdeen, in 1978 with a bachelor's degree in business management. He is also a graduate of the Colorado Graduate School of Banking.

Starting his banking career in 1978, Rylance has more than 43 years of service to Dacotah Bank. Known as the "road warrior," Rylance served in many of the communities in Dacotah Bank's territory. Over his career, he held numerous roles including assistant cashier, loan officer, branch manager, bank and market president, regional president, chief financial services officer and executive vice president.

Rylance has dedicated his life of service to his community. He is past president and member of economic development boards in Sisseton, Webster and Rapid City. He served on the South Dakota Economic Development Finance Authority and was a member of the South Dakota Elder Abuse Task Force. While in Rapid City, Rylance served as Youth and Family Services Board president, Rapid City Rush Hockey Team Foundation board member and a member of the Black Hills Works Board.

In addition to his career in banking, Rylance and his wife, Rhonda, enjoy fishing, golfing and spending time at their lake cabin. They have two sons: RJ (wife Leslie and two children, Elliotte and Hayden) and Reid. 🌈

Regional, Market President Changes in Dacotah Bank's Mid-Dakota Region

Brad Moore will retire as regional president of Dacotah Bank's mid-Dakota region effective May 31, 2022, and will become a senior advisor effective Jan. 1, 2022. Kip Hansen, market president in Aberdeen, has been promoted to the regional president position on Jan. 1, 2022.

As regional president of the mid-Dakota region, Hansen will serve as a resource and leader to South Dakota locations in Aberdeen, Faulkton, Groton, Langford, Mobridge, Roslyn, Sisseton and Webster and in Morris, Minn. With his transition, Kristie Martin, director of credit administration, has been promoted to the role of market president of Dacotah Bank Aberdeen, effective Jan. 1, 2022.

Moore began his banking career in August 1976 while completing his bachelor's degree at Northern State University in Aberdeen. During his career, he



Brad Moore

has served in a variety of capacities, mostly in lending. Moore worked in the Redfield community for 25 years. He began his career with Dacotah Bank in Aberdeen in 2004, where he has served as a loan officer, market president and regional president.

Moore has maintained a high level of involvement within his communities as a resource, leader and volunteer serving on various committees and boards, such as the Redfield Chamber of Commerce, Redfield Development Corporation, Aberdeen Family YMCA, United Way of Northeastern South Dakota and Aberdeen Development Corp. He is married with two children and the proud grandpa of three grandchildren.



Kip Hansen

Hansen is a South Dakota State University, Brookings, graduate and started his professional career as an assistant manager with Walmart. He began his banking career with Dacotah Bank in Watertown in 1995, and remained there for 21 years. He first served as an ag lender and business banker before becoming the market president.

In 2016, Hansen and his wife and three children moved to Aberdeen to serve as the market president. While at Dacotah Bank, Hansen graduated from the South Dakota Agriculture and Rural Leadership (SDARL) program, Graduate School of Banking and Dakota School of Banking.

Hansen is involved in the community as past president and champion for United Way, vice chairman of the Aberdeen Development Corporation Executive Board and a volunteer for numerous causes including Sleep in Heavenly Peace, Brown County Fair, Junior Achievement and Dacotah Bank Cares campaigns.



Kristie Martin

Kristie Martin has 14 years of banking experience. She joined Dacotah Bank in 2014 as an internal audit specialist and has since served within the credit administration department as a senior credit analyst, credit manager and director of credit administration.

Martin is a graduate of Northern State University, Aberdeen, and later earned her master in finance and economics from West Texas AMU in 2020. She is active in the community by serving as board president of the Aberdeen Catholic School System and the Safe Harbor Foundation, of which she is a previous treasurer and board member. Martin has also served as a Chamber diplomat and co-chair of Roncalli's Parent-Teacher Organization. She is married and has six children. 🌈

Tiffany Gengler Joins BankWest as Mortgage Loan Officer



Tiffany Gengler has joined BankWest as mortgage loan officer serving the Mitchell area. She previously served as a financial service representative for Security National Bank in Sioux City, Iowa, and a relationship banker for Central Bank in Sioux City, Iowa.

Regional President Ryan Huber says Gengler's experience in the financial services sector will make her an integral part of the BankWest team.

"We are very fortunate to have Tiffany on the BankWest team," Huber noted. "She will provide excellent customer service for our Mitchell area customers, making sure they have the best overall experience."

Gengler was born and raised in LeMars, Iowa. She graduated from Western Iowa Tech Community College, obtaining a degree in graphic design and marketing. She has two Labrador Retrievers, Libby and Lucky. Outside of work, Gengler enjoys running, golfing and spending time with friends and family.

"My customer service philosophy is to always be honest and transparent with my clients," Gengler says. "I want my customers to feel confident that they made a right choice of working with me as their mortgage loan originator." ■■■

Steve McMaster Named Newcleus Chief Financial Officer



Steve McMaster has joined Newcleus, an SDBA associate member that designs, administers and services creative compensation, benefit, investment and finance strategies, as its chief financial officer.

"We are extremely excited to welcome Steve to our team," said Daniel Barbaree, president and CEO of Newcleus. "His experience in corporate finance, legal and operations make him a crucial addition to our team. He complements our strong performance-oriented culture, and we believe his reputation for achieving results makes him the right choice to lead our finance division."

McMaster is a business executive with 15-plus years of experience in corporate finance, operations, human resources and financial reporting. In addition to his role with Newcleus, he serves as an innovation advisor at Princeton University, where he advises campus-based startups through the Keller Center for Innovation and Engineering Education. Both a CPA and an attorney, his success in advising firms in a wide range of fields has given him the ability to understand strategic shifts and help guide companies to grow tremendously. ■■■

Hal Snow and Suzanne Meyers-Warrick Join Kirk Gross Company



Kirk Gross Company in Waterloo, Iowa, an SDBA associate member, has added Hal Snow, AIA/NCARB as vice president of architecture and Suzanne Meyers-Warrick as business development manager to their team.

Snow will lead Kirk Gross Company's design team while working closely with the client through all phases of the project. He brings more than 20 years of design experience, having previously worked for firms in Minnesota, Wisconsin and Arizona.

Meyers-Warrick will utilize her 20-plus years of experience to create opportunities and relationships with new and existing clients. Her in-depth understanding of financial institutions will maximize the client's experience through smart design. ■■■

Greg McCurry Joins NFR Communications



Greg McCurry has joined NFR Communications in the newly-created role of senior vice president-business development. Joining the senior leadership team at the Minneapolis-based company, he will be responsible for cultivating new relationships for the strategic communications, media, event and association management firm, which is most active in the banking sector.

McCurry possesses exceptional knowledge of the financial services marketplace, its vendor community and trade association landscape. Since 2017, McCurry has been SVP/chief development officer for the Independent Community Bankers of Minnesota and was executive director of the Independent Community Bankers of South Dakota from 2012 to 2017.

McCurry will also assume oversight of existing business, including the advertising relationships for the company's print and digital products that serve the banking industry, including flagship publications BankBeat and BankNews. Under McCurry's leadership, NFR will cultivate industry partnerships and grow its influence into markets beyond banking.

"We are so pleased that Greg is joining our team of talented, agile, creative professionals at NFR," said Tom Bengtson, president of NFR Communications. "I have watched Greg for the last nine years and believe he has the skills, experience and expertise to expand our role on the community bank landscape, where I believe we can do more for bankers, more for the industry and more for firms that support bankers. We will also look to Greg to expand our influence to other industries." ■■■

Internal Auditor, Pioneer Bank & Trust, Spearfish, S.D.

Our client, Pioneer Bank & Trust located in Spearfish, S.D., is seeking a motivated individual as their internal auditor. Enjoy the lifestyle of the beautiful Black Hills of Western South Dakota. Multiple outdoor amenities will be at your doorstep. Enjoy your career and where you live. The successful applicant will be responsible for independently measuring and assessing the risk management process of the bank; including but not limited to conducting an annual risk assessment, generating an audit schedule to coincide with areas of risk, required audits and time constraints. Qualifications include a bachelor's degree in accounting, business administration or finance and a minimum of two years bank audit experience. The individual will report directly to the bank's audit committee and work closely with senior management team in identifying and managing all areas of risk. The ideal candidate will possess knowledge of generally accepted accounting principles and practices along with ability to work on multiple projects and meet deadlines. Strong analytical and technical skills are essential to this position. CPA designation a plus. Pioneer Bank & Trust is a locally-owned, independent community bank that has been serving the banking needs of Western South Dakota since 1913 and offers a competitive compensation and innovative benefits/incentive package. Pioneer Bank & Trust is proud to be an affirmative action/equal opportunity employer. EOE AA M/F/Vet/Disability To learn more and apply, please visit www.eidebailly.com/careers/positions-with-clients. ■

President & CEO, Missouri Bankers Association, Jefferson City, Mo.

The Missouri Bankers Association (MBA) is seeking an experienced, strategic and innovative leader, with strong political and business acumen, who will serve as its president and CEO and be the primary advocate of the Missouri banking industry. The MBA is anchored in the state's capital Jefferson City, positioning the Association perfectly to work with state elected officials and regulators as an advocate on behalf of its members in support of the banking industry. This individual will lead and direct the organization to maximize its effectiveness in providing value to its members and other stakeholders. Responsibilities include leadership, advocacy, governance, community and public relations, and effectively directing and building the MBA team. A bachelor's degree in business or related field is required. Advanced degree in finance, management law or related field is strongly preferred. A minimum of five years as CEO or very senior leadership position in a major trade association or similar organization, including leadership with volunteers, is preferred. Knowledge and experience of the banking industry preferred. This position includes a 25% travel requirement to attend events, meetings, conferences and perform advocacy. The MBA offers a competitive compensation and benefits package with a relocation package available. Interested candidates may email a cover letter describing your interest in the position, including salary requirements, and a resume to karen.shannon@ollisaa.com. See the full job description at www.mobankers.com/MBA/MBA_President_CEO.aspx. ■

Fifth Anniversary **B2GO SALE**

**SELECT THREE 30-DAY ONLINE JOB POSTING
PACKAGES AND ENTER CODE **BUY2GET1** TO
RECEIVE SAVINGS AT CHECKOUT.**

Visit www.banktalenthq.com/specialoffer
to learn more.

Promotion expires on March 31, 2022.



Scholarships Available for Graduate Banking Schools and HR Management School

Scholarships are available to South Dakota bankers planning to attend their first year of the Graduate School of Banking at Wisconsin and the Graduate School of Banking at Colorado.

Graduate School of Banking at Wisconsin

The Prochnow Educational Foundation in conjunction with the SDBA offers a scholarship at the Graduate School of Banking (GSB) at Wisconsin. The scholarships pay \$1,500 (approximately one-third) of the annual tuition for each of three GSB resident sessions, for a total value of \$4,500. Applicants must be entering their freshman year at GSB. The 2022 school will be held July 31 to Aug. 12 at the University of Wisconsin in Madison, and the deadline to apply for the scholarship is May 2.

In addition, a scholarship is available for the GSB Human Resource Management School at the University of Wisconsin in Madison. The scholarship pays \$1,050 toward tuition for the one-week school. The 2022 school will be held April 4-8, and the deadline to apply

for the scholarship is Feb. 1.

To learn more about the Graduate School of Banking at Wisconsin or the GSB HR Management School, visit www.gsb.org.

Graduate School of Banking at Colorado

The Future Leaders Scholarship is offered through the SDBA for the Graduate School of Banking at Colorado and awarded to one banker per state, per year. The scholarship amount is \$1,500 per year, and recipients must be enrolled as a first-year student. The 2022 school will be held July 17-29 at the University of Colorado in Boulder, and the deadline to apply for the scholarship is March 1. To learn more about the Graduate School of Banking at Colorado, visit www.gsbcolorado.org.

Apply for a Scholarship

To access the scholarship applications, visit www.sdba.com/scholarships. Questions, contact the SDBA's Halley Lee at hlee@sdba.com or 605.224.1653. ■■■

Best Banks to Work for 2021 List...continued from page 16



First PREMIER Bank employees bring their chairs outside for a socially-distanced staff event under blue skies.

First PREMIER Bank—Ranked 42

First Premier Bank in Sioux Falls employs 383 people and has assets of \$3 billion.

Fast Track: Every year for the last two decades, First PREMIER Bank employees have helped put on a community track meet the bank sponsors. Employees also look forward to connecting with local kids each Wednesday in June for a variety of fun, interactive games.

All employees are eligible for an annual bonus of up to 10% of their salary for going beyond the standard responsibilities and expectations of their job. First PREMIER also rewards employees with gift cards to shop and dine locally and periodically hosts private concerts for employees featuring well-known acts like Fall Out Boy and the Dave Matthews Band.



Bell Bank's vintage parade vehicle is a popular tradition at events like employee appreciation day.

Bell Bank—7

Bell Bank, an SDBA associate member located in Fargo, employs 963 people and has assets of \$10.2 billion.

A Helping Hand: It's nice to get an extra day off. At Bell Bank, an extra day off it gives to employees each year comes with a gift card to spend on family and friends. Full-time employees get \$500 while part-timers receive \$250.

A similar program helps bank employees extend the largesse to the community. Each year, Bell Bank gives every employee money—\$1,000 to those who are full time and \$500 to those who are part time—and asks them to donate it to a charitable cause.

"Our reason for being is essentially to help people," said President and CEO Michael Solberg. ■■■

Seminars/Conferences/Webinars/Schools

SDBA EVENTS

SDBA State Legislative Day

Feb. 9, 2022 | Pierre

NDBA/SDBA Bank Management Conference

Feb. 18-19, 2022 | Scottsdale, Ariz.

Breaking into Banking 101:

Fundamentals of Commercial Banking

Feb. 23, 2022 | Virtual

ABA Washington Summit

March 7-9, 2022 | Washington, D.C. & Virtual

New Accounts Seminar

April 12, 2022 | Sioux Falls

2022 NDBA/SDBA Annual Convention

June 14-15, 2022 | Bismarck, N.D.

SDBA Agricultural Credit Conference

July 20-21, 2022 | Pierre

SDBA LEAD STRONG: Women in Banking Conference

Sept. 13-14, 2022 | Sioux Falls

WEBINARS

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

15 Behaviors that Make Working with You Difficult

Jan. 10, 2022

You've Been Served: Best Practices in Processing Subpoenas, Garnishments and IRS Tax Levies

Jan. 11, 2022

Opening Business Accounts—The Basics

Jan. 11, 2022

All Things TRID 2022

Jan. 12, 2022

CRA Nuts & Bolts—Five Steps to Pass the Exam

Jan. 12, 2022

Social Media Compliance and Best Practices

Jan. 13, 2022

New Year, New CFPB: What's on the Horizon?

Jan. 13, 2022

Hiring for the Right Fit

Jan. 14, 2022

Bank Accounting: The Basics—Four-Part Series

Jan. 18, 2022

Opening Complicated Business Accounts—Multiple Tiers

Jan. 18, 2022

IRA Update—Annual Review

Jan. 19, 2022

The Right of Setoff

Jan. 19, 2022

Compliance Management

Jan. 20, 2022

BSA Officer Annual Training

Jan. 20, 2022

Nailing Your Job of Head Teller

Jan. 24, 2022

State of HMDA in 2022

Jan. 25, 2022

Deposit Operations Update

Jan. 25, 2022

Fair Lending Seminar OnDemand with Live Streaming

Jan. 26, 2022

Alert! Federal and State Regulators Release Updates to the BSA/AML Examination Manual

Jan. 26, 2022

Basic Real Estate Loan Documentation

Jan. 26, 2022

Creating the Right ERM Program for YOUR Community Bank

Jan. 27, 2022

Annual Deposit Regulatory Training for the Staff

Jan. 27, 2022

Alert! Beneficial Ownership Notice of Proposed Rule Making

Jan. 28, 2022

CRE Appraisals: Regulations and the Review Process

Jan. 31, 2022

Top 10 Loan Documentation Mistakes and How to Avoid Them

Feb. 1, 2022

ACH Rule Changes: Stay Compliant

Feb. 2, 2022

Five Best Practices for Reg E Disputes

Feb. 2, 2022

New Cybersecurity Incident Notification Rule—What Do You Need to Know?

Feb. 3, 2022

You're the New Supervisor! Fasten Your Seat Belt!

Feb. 3, 2022

Introduction to Consumer Lending

Feb. 7, 2022

Three-Day Deposit, BSA and Account Opening Update and Review Seminar OnDemand with Live Streaming

Feb. 8, 2022

Marketing & Advertising Compliance—Two-Part Series

Feb. 8, 2022

SCHOOLS

GSB Bank Technology Management School

March 28-April 1, 2022 | Madison, Wis.

Dakota School of Lending Principles

March 29-April 1, 2022 | Aberdeen

GSB HR Management School

April 4-8, 2022 | Madison, Wis.

GSB Digital Banking School

April 11-May 5, 2022 | Virtual

GSBC Executive Development Institute for Community Bankers

April 24-27, 2022 | Broomfield, Colo.

MBA Bank Compliance School

May 2-5, 2022 | Bloomington, Minn.

Dakota School of Banking

June 5-10, 2022 | Jamestown, N.D.

National School for Beginning Ag Bankers

June 20-23, 2022 | Spearfish

GSBC Community Bankers Summit

July 25-27, 2022 | Boulder, Colo.

Graduate School of Banking Colorado

July 17-29, 2022 | Boulder, Colo.

Graduate School of Banking Wisconsin

July 31-Aug. 12, 2022 | Madison, Wis.

GSB Financial Managers School

Sept. 19-23, 2022 | Madison, Wis.

GSB Sales and Marketing School

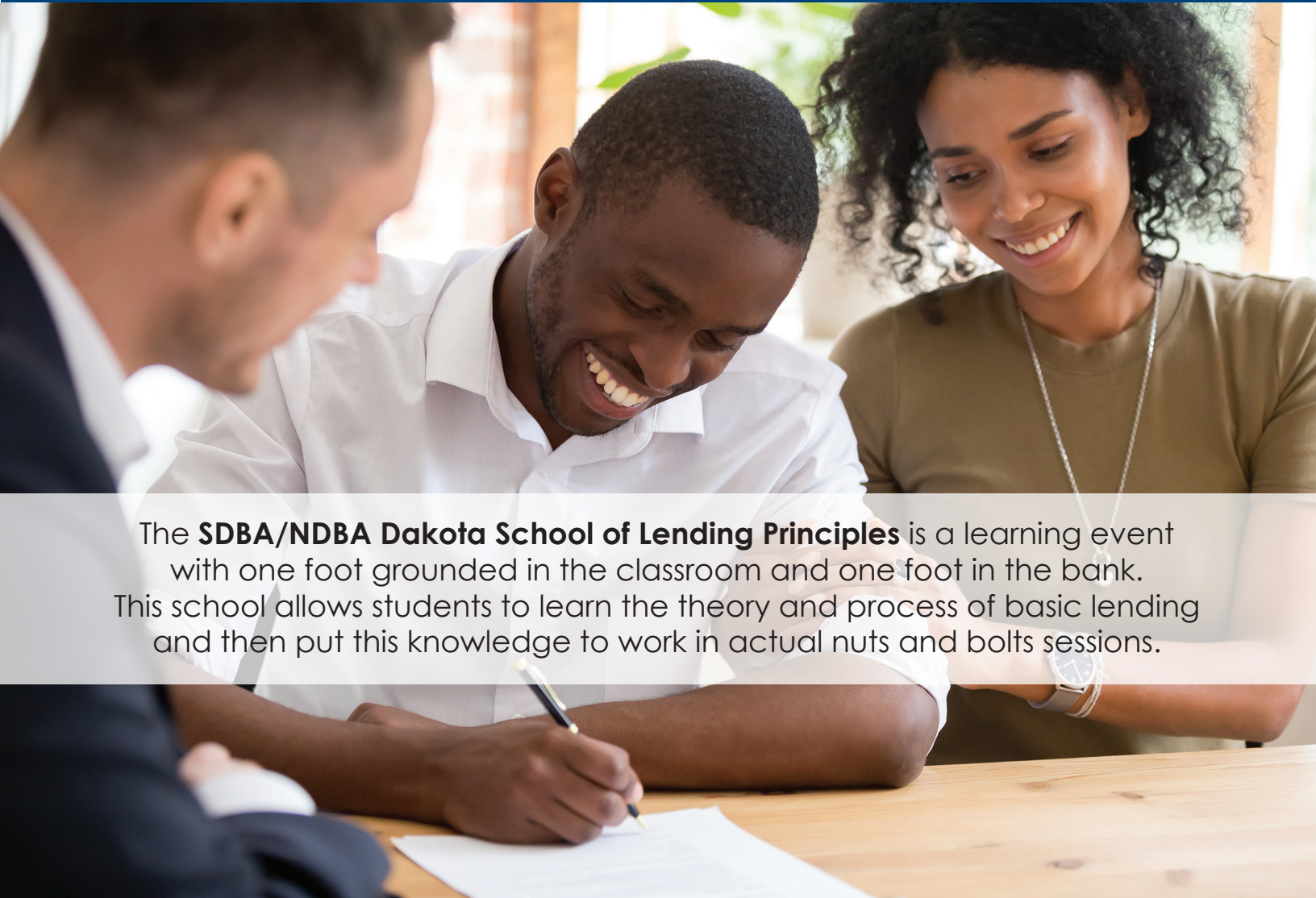
Sept. 26-30, 2022 | Madison, Wis.

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.

SDBA/NDBA

2022 Dakota School of Lending Principles

March 29 - April 1, 2022 | Best Western Ramkota Hotel, Aberdeen, S.D.



The **SDBA/NDBA Dakota School of Lending Principles** is a learning event with one foot grounded in the classroom and one foot in the bank. This school allows students to learn the theory and process of basic lending and then put this knowledge to work in actual nuts and bolts sessions.

High-quality borrowers on-demand.

**Average 2021
BHG borrower:**

FICO:* 736

Income:* \$279,000

AVG Loan Size: \$113,900

Years in Industry:* 20

DSCR:* 2.5



TO LEARN MORE ABOUT BHG, PLEASE CONTACT:

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*weighted average

