

SDBANKER



OFFICIAL PUBLICATION OF THE SOUTH DAKOTA BANKERS ASSOCIATION | OCTOBER 2018

MetaBank



A DEALS GUY
SYNCHRONIZING
SYNERGY IN BANKING

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NEW LAW

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from the executive office.....

BY CURT EVERSON | President | South Dakota Bankers Association

Business Development Bank Charter Update

During the past 24 hours, temperatures in Pierre dropped from the mid 90s to the low 50s—a sure sign that summer is over and fall is here to stay. I am similarly transitioning into pre-legislative session mode.

When the SDBA Board of Directors and Legislative Committee meet in Pierre on Dec. 6, we will discuss legislative proposals likely to be introduced during the 2019 Legislative Session. One bill from the 2018 Session likely to be reintroduced in some form next year proposes to allow the formation and operation of state-chartered business development banks.

The moving force behind 2018's SB184 was Sioux Falls-based Expansion Capital Group, a company that has operated as a South Dakota-licensed money lender since 2013 making higher-risk loans via the Internet to small businesses located primarily outside of South Dakota.

The company's borrowers typically have little, if any, collateral to pledge as security to finance a business startup or expansion and likely have been turned down by traditional financial service providers. The principals at Expansion Capital want to collaborate with traditional lenders and believe that banks might be more willing to do so if they were a chartered bank rather than a licensed money lender.

As a reminder, a business development bank (BDB) charter created by SB184 would have been required to operate within the following parameters:

A Business Development Bank Could:

- Extend only commercial loans over \$5,000.
- Provide management/consulting services to customers either directly or indirectly through affiliated or unaffiliated business entities. Services could include financial, economic, accounting, employee benefit, data processing or similar matters.
- Accept savings and time deposits in any amount greater than \$100,000.

A Business Development Bank Could Not:

- Provide fiduciary, executor, administrator,

guardian, conservator, trustee or attorney-in-fact services.

- Provide trust services.
- Make loans for any non-commercial, personal, family or household purpose.
- Accept any deposits other than savings/time deposits greater than \$100,000 or any public deposits.
- Provide money transmission services.
- Provide safe deposit box rental.
- Offer branch bank or drive-up bank services.

Meeting with Expansion Capital

Members of the SDBA Board of Directors met with senior people from Expansion Capital in Pierre during the SDBA's 2018 State Legislative Day, asking questions about the nature of Expansion Capital's lending activities and why they felt a South Dakota specialty bank charter better served their long-term business goals. During that meeting, bankers expressed general concerns about:

- Supervision and exam regiment for business development banks.
- Required levels of capital and liquidity.
- Financial inclusion, service to community and other CRA-like requirements.
- Level playing field for traditional banks and new charter types.
- Reputation risk for traditional banks based on conduct of business by new charters.

Expansion Capital representatives provided candid and insightful answers to the bankers' questions and concerns. But at the end of the day, many concerns remained in the minds of SDBA leadership about what passage of SB184 would mean for traditional banks and South Dakota's banking industry. Too little time remained in the 2018 Session to settle bankers' concerns, so the SDBA decided to oppose SB184. As a result, the prime sponsor of SB184 decided to withdraw the bill for 2018.

Update on BDB Activity

So what has happened since the 2018 Session?

In late April, SDBA leadership met with officials from the South Dakota Division of Banking, attempting to better understand the state's supervisory approach.

In May, SDBA leaders also met again with principals from Expansion Capital to broaden our understanding of what fintech firms like Expansion Capital seek to gain by operating under a prospective BDB charter.

Legislation substantially similar to SB184 was introduced and considered by the State Assembly in Delaware. For many of the same reasons as was the case in South Dakota, the BDB concept was not enacted into law in Delaware in 2018.

In late July, the OCC rekindled its interest in a national charter for fintech companies. As of Aug. 1, companies can submit applications for a special purpose, non-depository national bank charter.

The leadership of the SDBA is well aware that innovation and growth of non-traditional bank players in the financial services marketplace is the new normal. Because interest in BDB-enabling legislation will continue in 2019 and beyond, the SDBA Board decided to form a work group to broaden the discussion about the BDB bank charter, sharing information and gathering feedback from a diverse group of SDBA members by size, location and business model.

SDBA Chairman Karl Adam has appointed the following to serve on the Business Development Bank Work Group:

- SDBA Chairman Karl Adam, First Dakota National Bank, Pierre
- SDBA Chairman-Elect Shawn Rost, First Interstate Bank, Rapid City
- SDBA Board Member Jeff Davis, Bryant State Bank, Bryant
- SDBA Board Member Rick Nath, Citibank, Sioux Falls
- SDBA Board Member David Nelson, First Fidelity Bank, Platte
- Jody Bender, U.S. Bank, Rapid City
- David Ebbers, Reliabank Dakota, Watertown
- Chris Ekstrum, The First National Bank in Sioux Falls, Sioux Falls
- Robert Fouberg, Dacotah Bank, Aberdeen
- Lynn Peterson, CorTrust Bank, Yankton
- Kevin Tetzlaff, First Bank & Trust, Brookings
- Monte Troske, Farmers State Bank, Turton

I will summarize banker feedback into a report that will be shared with SDBA members and ultimately help the SDBA Board better understand the market effects and policy implications associated with potential enactment of a future version of SB184. Don't be surprised if you get a call someday soon from a member of the SDBA's Business Development Bank Work Group who wants to get your point of view. ■■

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



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

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

Health Plan Rates to Increase Only 2 Percent

The South Dakota Bankers Benefit Plan Trust will see only a 2 percent rate increase for 2019. With a premium holiday planned for this December, the 2018 rate will actually be a 3 percent decrease as compared over 2017 rates.

South Dakota group plans are receiving on average a 3 to 12 percent rate increase for 2019. The SD Bankers Benefit Plan Trust has experienced well below medical trend rate increases over the past six years. Our annual increases have been 9, 10, 3.7, 3.4, 2, -3 and 2 percent.

The total claims paid over the prior year are up 6.8 percent, inpatient cost is down 2.6 percent, outpatient cost is up 15.4 percent, and Rx costs are up 17.5 percent. Three individuals accounted for 21 percent of the total large claims with diagnosis of breast cancer, kidney transplant complications and multiple myeloma.

Prescription costs continue to rise. In 2015, we experienced a 22.7 percent increase in prescription costs, 2016 was a 16 percent increase, and 2017 was an additional 16.2 percent. Wellmark is projecting an additional 13.25 percent increase for 2019. We are keeping the generic Rx copay at \$10 for 2019. In 2018, our plan members utilized generics at 89.4 percent, which is higher than the Wellmark book of business at 86.6 percent.

Medical trend is a projection that insurance companies develop each year based on the previous years' experience. It is derived from costs that providers (medical community and Rx) charge for services, and insurance companies study the increases to project next year's inflation on medical costs. Two main cost factors that go into developing the medical trend projection: the prescription drug 2019 projection increase of 13 percent and the medical facilities charges 2019 projection increase of 6.75 percent.

These factors are tracked, and Wellmark's 2019 projection for South Dakota medical trend is 8.6 percent. This medical trend is added to our actual claims experience of the group to develop next year's premiums. Based on these factors, Wellmark applies an equalization of usage to project medical trend. Our current level of reserves also plays a role in limiting rate increases. That rate, which is 9 percent, is added to our 2018 experience, along with consideration for higher reserves, which equaled a 2 percent rate increase for 2019.

Two Important Topics for Fall Meeting

In August, the SD Bankers Benefit Plan Trust Board voted to approve a December 2018 premium holiday and authorize new summary plan description language on how the plan will pay claims and recover reimbursement involving surrogacy situations. This new language and change to the plan will be required to be read and signed by each employee for 2019.

Two topics will be discussed extensively at the annual meeting on Oct. 12 at Wellmark's Sioux Falls office—Naturally Slim (a weight-loss program) and for-hire surrogate parent services and recovery of benefits paid.

We will continue utilizing Wellmark as our third-party administrator and stop loss carrier. There is no change to our provider network, and we will still have all the provider discounts we currently experience.

One very important part of being self-insured is the ability to build reserves for future use. Reserves are used to pay excess claims or reduce premiums for all banks in future years. We continue to build the plan reserves and will be doing that each month by measuring our claims-to-premium ratio. At this time last year, we had \$4,947,00 in reserves; this year we are at \$6,415,00 in reserves.

Obamacare Taxes

The Patient-Centered Outcomes Research Institute tax will not be assessed for plan years ending after Sept. 30, 2019. For our calendar year plan, the last year for assessment is the 2018 calendar year. As we are self-funded, the MET will be responsible for filing and submitting that fee to the IRS.

Reporting Requirements

We will continue to be required to report coverage to the IRS. The 2018 IRS Employer Shared Responsibility reporting requirements for each bank is done on one of two forms: 1095-B for banks under 49 employees and 1095-C for banks over 50 employees. You must provide your employees with this information by Jan. 31, 2019. For calendar year 2018, forms are required to be filed with the IRS by Feb. 28, 2019, or April 2, 2019, if filing electronically. SDBIS will continue to supply a data set to each bank on its covered employees that will help in completing these forms.

Electronic Disclosure Procedures

Last year, we had our member banks consent to the electronic disclosure practice. We continue to send health documents and other benefit information via electronic means and as such, ask that you continue to have new employees sign that consent and maintain in your employee's file.

Plan Features

■ South Dakota Bankers Benefit Plan Trust

Administered by Wellmark: This plan is designed to provide flexibility to the employer and employee. The employer may allow their employees to choose from five different deductible plans: \$500, \$1,000, \$1,500, \$2,000, \$3,000 and one high deductible/HSA health plan. Employees can choose the deductible that fits their needs and budget. Remember, one may only move one deductible level each year.

■ **Early Retirement Option:** Another outstanding benefit is the early retirement option, which allows employees with five-plus years of employment in their bank and age 60 or older to remain on the plan until they reach Medicare-eligible age (spouse included). We have had numerous employees take advantage of this benefit, and they are thankful it was available to them.

■ **BluesEnroll:** Our banks can manage their benefits online, which eliminates the transfer of paperwork back and forth. Banks can enroll new employees, add dependents and terminate employees online in real time. BluesEnroll encompasses not only the Wellmark health benefit plan, but also the flex savings accounts and Delta Dental. If you have not taken advantage of BluesEnroll, give Michelle Guthmiller with SDBIS a call. She will help you utilize this very powerful tool.

■ **Out-of-State Coverage:** Wellmark's network extends to all 50 states and includes 200 countries. We must remember that our health plan is priced for experience within the state.

■ **No-Balance Billing:** All the plans have a \$30 PPO office visit co-pay and no-balance billing. No-balance billing means that the in-network providers have already agreed to accept the claim payment from our partner Wellmark as payment in full for their services.

■ **Excellent Benefits:** Along with outstanding in-patient health benefits, all our plans include coverage for routine exams, well-child services, chiropractic care, outpatient services and prescription drugs.

■ **Doctors on Demand:** In relation to the virtual visits (Doctors on Demand) benefit, we are continuing to offer the lowered co-pay of \$10 for this benefit. Feeling better should be easy, and this virtual visit benefit can be experienced from anywhere, anytime. We encourage our members to give this benefit a try.

■ **Rx Benefits:** Generic prescriptions remains at \$10.

■ **EMC National Life Insurance and Accidental Death & Dismemberment (AD&D) Benefit:** For 2019, EMC National Life Company continues to provide excellent service. Along with any health plan, each employee has the minimum \$5,000 of life insurance coverage with a matching \$5,000 of AD&D coverage.

Banks can now elect the amount of coverage for all eligible employees up to five-times base annual earnings maxed at \$300,000 along with \$300,000 AD&D. The rates remain the same at \$0.128 per \$1,000 for basic life and \$0.02 for AD&D. Group term life rates are guaranteed until Jan. 1, 2020.

New this year is the added basic dependent life (employer paid) Plan C which offers \$10,000 of coverage for spouse and children at a monthly cost of \$4 per family. Employers can choose to increase this benefit at renewal if they wish.

A guaranteed issued \$30,000 of voluntary life coverage (employee paid) and \$10,000 for spouse and children is still available for new employees. Please refer to the benefit booklet for additional details.

Group short-term and long-term disability rates have been renewed at the same rates until Jan. 1, 2020.

■ **Vision Care:** This is our 12th year of offering VSP Eye Care, and rates will remain the same as the 2018 plan year. The employee can upgrade coverage to Plan B or C with a four-tier rating to match up with our health insurance plan such as employee only, employee plus spouse, etc.

■ **Delta Dental:** The SDBIS offers dental coverage through Delta Dental, which has the largest dentist network in South Dakota and even spans nationwide. They offer no-balance billing, it is easy to use, and they provide great coverage for a great value with rate stability. Delta Dental has also been interfaced with BluesEnroll. For the 2019 plan year, rates have increased 1.8 percent. The new monthly rates are \$45.70 for single and \$125.54 for family.

Being part of the SD Bankers Benefit Plan Trust supports the SDBA, which continues to work with and for the banking industry of South Dakota. This plan is available now for entry with a Jan. 1, 2019, effective date. If you are not part of our plan, we encourage you to compare your current benefits and rates with what we offer. The combination of these plans is exclusive to the SDBA and not available from any other source.

The SD Bankers Benefit Plan Trust is designed to provide rate stability. Especially in today's volatile market, it is risky to stand alone when it comes to your health coverage. You can be confident with your selection because you will be working directly with people you know and who are focused on serving the needs of all SDBA members first.

We all know that in the health care business, size matters. It is now up to all members of the SDBA to join together and support these outstanding benefit plans and provide your employees with quality, affordable health insurance.

Contact Mike Feimer at 605-660-2341 or mfeimer@sdba.com or Michelle Guthmiller, at 800-221-7551 or mguthmiller@sdba.com. ■■■

Mike Feimer is president of South Dakota Bankers Insurance & Services, Inc. in Yankton. Feimer can be reached at 605.660.2341 or mfeimer@sdba.com.

Build on Your Basic IRA Knowledge

The SDBA's IRA Update Seminar on Oct. 18, 2018, in Sioux Falls will build on attendees' knowledge of IRA basics to address some of the more complex IRA issues their financial organizations may handle. This course will also include all changes that have occurred and discuss any pending legislation.

This is a specialty session; previous IRA knowledge is assumed. The instructor uses real-world exercises to help participants apply information to job-related situations.

Course Highlights

1. Plan agreement and amendment update
2. IRA transfer versus IRA rollover
3. Moving QRP money as a direct or indirect rollover
4. Overview of IRA RMDs
5. Inherited IRAs: setting up, distributions, and reporting to IRA, deceased account holder and beneficiaries
6. Roth distributions: qualified versus non-qualified
7. Conversions: how and why
8. Getting ready for year end reporting procedures: fair market statements, 1099-R, 5498, withholding reminder notice and RMD letters
9. DOL fiduciary responsibility changed again
10. Current events

Who Should Attend

- IRA administrator, personal banker or member services personnel who has a working knowledge of basic IRA operations and wishes to expand their expertise and provide enhanced customer service.
- A financial professional who recognizes that IRAs play an integral role in retirement planning.
- A compliance specialist with procedural oversight of IRA policies and practices.
- Support personnel responsible for promotional materials that describe the services provided by your financial organization.

Seminar Presenter

Michael O'Brien has been a key player in the retirement services industry for more than 30 years. He has served as senior vice president of Integrated Retirement, vice president of retirement products and solutions at Ascensus, and senior consultant with Universal Pensions, Inc. O'Brien has provided consulting and educational services to all facets of the retirement industry.

To learn more and register, visit www.sdba.com. ■■

Understand Recent Call Report Changes

Annual training in call report preparation is highly recommended by bank regulators—not just for preparers of the call report, but also for reviewers. The SDBA will hold the 2018 Call Report Seminar: An Update on Nov. 7, 2018, in Sioux Falls. This seminar will help preparers and reviewers understand the preparation process and eliminate errors.

Course Highlights

The seminar will begin with an overview of revisions in 2018 and other recent changes, followed by a review of several new accounting standard updates.

The classification priority for coding loans on RC-C will also be covered. Loans are normally a bank's largest asset category, and the reporting rules for RCC are critical because they affect all loan schedules in the call report. Loans are reported based on borrower, purpose, or collateral, but there are specific rules that dictate when to use each of the classification factors.

The seminar will end with a discussion of commonly cited errors made in call report preparation.

Participants will receive a 300-plus page manual, which will include materials covered during the seminar as well as additional information on other call report schedules.

Who Should Attend

Call report preparation requires knowledge of bank accounting, bank regulations and virtually all bank operations. Banks should train a preparer and reviewer. Anyone responsible for preparing, auditing, or signing the call report will find the program valuable. The seminar is designed for more experienced preparers and reviewers interested in newer reporting requirements. Annual training is highly recommended by bank regulators.

Seminar Presenter

Ann Leavelle Thomas has almost 30 years of experience in bank accounting and control. At Thomas Consulting, she performs regulatory compliance audits and training and internal control audits for several banks. Additionally, she prepares and reviews call reports for numerous banks. Her experience in working with a broad range of independent banks is of unique value in understanding call report questions and in communicating with bankers in their own language.

Attendees are encouraged to bring a copy of their general ledger and latest call report. To learn more and register, visit www.sdba.com. ■■

Same-Day ACH Will Be Enhanced to Meet ACH End-User Needs



NACHA has approved three new rules to expand the capabilities of same-day ACH for all financial institutions and their customers.

1. The first expands access to same-day ACH by allowing same-day ACH transactions to be submitted to the ACH network for an additional two hours every business day.
2. The second increases the same-day ACH per-transaction dollar limit to \$100,000.
3. The third increases the speed of funds availability for certain same-day ACH and next-day ACH credits.

"Since the initial adoption of same-day ACH, business users of ACH have been asking for enhancements," said Jane Larimer, chief operating officer of NACHA. "NACHA and its members are now delivering those enhancements."

Financial institutions and their customers will be better able to make use of same-day ACH through expanded hours and a higher dollar limit. The expansion by two hours will be achieved through the creation of a new same-day ACH processing window by the two ACH network operators. ACH end users will have more time during the business day to initiate a variety of same-day ACH payments, including payroll and other disbursements, bill payments and business-to-business (B2B) transactions. With a higher dollar limit, ACH end users will have greater opportunity to make same-day ACH payments for payroll, claim payments, B2B payments and a variety of other use cases.

Making funds available faster for certain same-day and next-day ACH credits benefits both consumers and businesses that receive deposits and disbursements via

ACH. Funds from same-day ACH credits processed in the existing first window will be made available by 1:30 p.m. local time. Funds from certain other ACH credits will be available by 9 a.m. local time by the receiving financial institution.

"With these enhancements to same-day ACH, the ACH network will have a comprehensive set of faster payments capabilities available to all financial institutions and their customers," Larimer said.

The three new rules have different effective dates. The faster funds availability rule will become effective on Sept. 20, 2019; the increase in the per-transaction dollar limit will become effective on March 20, 2020; and the new same-day ACH processing window with expanded hours will go into effect on Sept. 18, 2020.

To learn more, visit NACHA's Same Day ACH Resource Center at <https://web.nacha.org/resource/same-day-ach>.

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Bankers Keep on Top of Tech Trends

The SDBA's Bank Technology Conference held on Sept. 11-12 in Sioux Falls is designed to provide support to banks IT staff as they keep on top of technology trends and scams,

navigate the business of banking, and build and sustain their bank's technology strategy.

The conference also provides attendees the opportunity to learn from industry experts, network

with IT colleagues, and visit with exhibitors to see the latest in products and services.

Thank you to this year's attendees, sponsors and exhibitors for making this event a success. 🌈



Kelsey Hill, Josiah Fawcett and Wendy Nedved, Farmers & Merchants State Bank, Plankinton.



Chad Knutson, SBS CyberSecurity, Madison, and Casey Dahl, Pioneer Bank & Trust, Spearfish.



Exhibitor Natalie Sundvold, Vantage Point Solutions, Mitchell, and Halley Lee, SDBA, Pierre.



1st Financial Bank USA employees Dori Hilbrands, Dakota Dunes; Deanne Keegan, Dupree; Chuck Lohsandt, Sioux Falls; and Wendy Sherard, Sioux Falls.



Exhibitors Gerald Urlaub and Layne Hanson, Network Center, Fargo, with John Nowell (center), Heartland State Bank, Redfield.



Panelists Andy Dienert, Vantage Point Solutions, Mitchell; Trevor Jones, SD Department of Public Safety, Pierre; and Jessica Alvey, OCC, Sioux Falls.



Susan Nelson and Tricia Miller, Wells Fargo Bank NA, Sioux Falls.



Presenter Lee Wetherington, Jack Henry & Associates, Valdosta, Ga.



Exhibitor and sponsor Jeremy Neuharth, Sycorr, Fargo.



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Exhibitors Mark Blankespoor and Arden Sustad, Journey Technology Solutions, Sioux Falls.



Exhibitor Levi Hentges with Secure Enterprise Asset Management (SEAM) Inc., Sioux Falls.



Exhibitor Amy Mithelman, Midco, Sioux Falls.



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Exhibitor Mark Parette, Golden West Technologies, Rapid City.



Exhibitor and sponsor Dave Fehrs, SDN Communications, Sioux Falls.

A Deals Guy Synchronizing Synergy in Banking

By Alisa Bousa, Editor

From a young age, Tyler Haahr knew he wanted to be a lawyer making deals. What he didn't know growing up in Storm Lake, Iowa, was that those deals would someday result in Haahr leading MetaBank to ranking 24th on Fortune's 100 list of fast-growing companies of 2018.

Haahr, a lawyer by trade, is chairman and CEO of MetaBank, a federally-chartered savings bank headquartered in Sioux Falls, and Meta Financial Group, the bank's holding company. With its recent acquisition of Crestmark Bancorp, Inc., Meta reached market capitalization of more than \$1 billion, a personal goal of Haahr.

"People ask me what does being a lawyer have to do with running a bank," Haahr said. "As a lawyer, I put together deals

understanding the economics of the business side as well as the legal/risk side of it. And that is what I do here, whether it is mergers or acquisitions or whether it is underwriting or structuring loans to get something that is fair for the consumer or the business customer but also protecting the bank."

A Deals Guy

MetaBank was founded in 1954 as Storm Lake Savings and Loan Association by Haahr's grandfather, Stanley H. Haahr. A former high school principal, Stanley started a title company and, with \$10,000 in deposits from friends on main street, a bank charter. The principal objective was to promote thrift and home ownership.

With business on one side of his family, Haahr was influenced by law and politics on the other

side. His maternal grandfather, Lem Overpeck, was an attorney who served in the South Dakota Legislature and later as lieutenant governor from 1965 to 1969.

"I wrote my eighth grade career day paper about being a lawyer," Haahr recalled. "I wanted to be a deal guy. And growing up in a small town, to me being a deal guy meant I was the lawyer working on the deals."

Haahr says his first job was performing janitorial work for apartment buildings when he was in junior high and high school. Next, he worked as a lifeguard and swim team coach during his first two college summers. Haahr didn't begin working at his family's bank until the summer after his junior year in college.

After graduating from high school in 1982, Haahr attended

the University of South Dakota in Vermillion where he received a bachelor's degree in accounting.

"I didn't start as an accounting major; I started in management," Haahr said. "One of my professors said that I was really good at accounting and numbers, and if I really wanted to be a deal lawyer, an accounting background would help me much more in putting the numbers of the deals together."

Haahr next attended Georgetown University Law Center in Washington, D.C., where he received his law degree.

After graduating from law school in 1989, he took a job with the law firm of Lewis and Roca LLP in Phoenix. Haahr jokes that he practiced law with 150 of his closest friends at the firm, which was the second largest in Arizona. He liked the work and made partner in 1995.

"I did tax and corporate work for many of the major hospitals in Arizona, the Phoenix Suns and America West Arena. I kind of had sports law and health care niches," Haahr said. "It was not any litigation; it was all transactional, regulatory and deals."

In 1992, Haahr was asked to join the board of the bank. As the bank was expanding, he was approached about an executive vice president position that had become available.

Haahr and his wife, Michelle, had two young children. Working in downtown Phoenix, Haahr would leave for work every day before 6:30 a.m. and knew he wouldn't be able to coach his kids in sports or attend many of their activities.

"I spent several months thinking about it and trying to figure out what was the best thing for my family, as well as the bank, and me personally," he recalled.

Haahr decided to take the position, and his family returned to Storm Lake in 1997.

"When I started at the bank, it was a traditional community bank. Frankly, it was a traditional thrift doing mostly home loans, CDs and deposit accounts—not even a traditional commercial bank."

An Expanding Business

In 1957, Storm Lake Savings and Loan Association converted to a federal charter and changed its name to First Federal Savings and Loan Association of Storm Lake. During the 1970s, First Federal branched into other towns in Iowa, and Haahr's father, James, took over running the bank.

The bank was around \$100 million in assets and \$30 million in market capitalization when it went public in 1993. Haahr said his father and the bank's board saw the move as an opportunity to continue to grow the bank and make acquisitions. The name was changed to First Federal Savings Bank of the Midwest, a subsidiary of First Midwest Financial, Inc.

In 1994, the bank acquired Brookings Federal Bank, followed by Iowa Savings Bank in Des Moines in 1995.

First Federal opened a de novo branch in Sioux Falls at 33rd and Minnesota in 2000. At this time, Haahr and his family relocated to Sioux Falls.

"We called it a mobile facility;

it was a trailer," Haahr joked about the bank's first Sioux Falls location. "But you don't want to tell people that they are banking in a trailer, because they think you are going to drive off with their money."

Within a year, construction was completed on a new 12,000 square-foot bank building in Sioux Falls. Industry veteran Kathy Thorson was hired by then Sioux Falls president, Tony Trussell, to help lead commercial lending. Haahr said the Sioux Falls location has grown from literally nothing in 2000 to a \$700 million community bank now under Thorson's leadership as the community banking president.

The Prepaid Industry

In 2004, Meta Payment Systems, the bank's electronic payments systems division, was established in Sioux Falls. Haahr calls the decision to enter the payments and prepaid industry opportunistic.

Brad Hanson had built a payments business at Bank First in Sioux Falls. As the bank was being sold, Hanson was looking for a new



MetaBank's corporate headquarters are located at 5001 S. Broadband Lane in Sioux Falls.

bank to take his team to build a new prepaid business.

While Hanson and Haahr were neighbors, it was actually a member of Hanson's team and a member of Haahr's team that coordinated a meeting of the two.

"When Brad walked into my office, we started laughing because we knew each other," Haahr said. "We met and talked through a lot of very specific details. Brad wanted to go someplace where he could take some of his team and grow the business in an environment where they could control their own destiny."

Only a month passed from that first meeting to when the new business at Meta was formed.

"We did our due diligence and made a presentation to our board a couple of weeks after the first meeting. I said I think this is something we should do even though we know we are going to lose at least a million dollars with startup expenses," Haahr told the group. "But, we think we can hit break even at 18 months and earn it back by the end of the third year."

At the time, the bank was \$300 million in assets and making around \$3 million dollars a year.

"Brad brought a lot of his senior team, and we had to rebuild the systems and negotiate contracts with prepaid companies because we didn't buy the business. We just hired a team," Haahr explained. "We kept growing and getting more and more deal opportunities, such that we actually lost two million dollars in the first year and earned it all back by the end of the second year. From there, it just took off."

Financial Change

In 2005, First Federal changed its name to MetaBank. "Meta" is Latin for "change," so Meta Financial means "financial change." The payments division symbolized bringing Meta into the "fintech" space.

Around this same time, the bank began selling some of its smaller branches in Iowa, which



On July 30, Tyler Haahr rang the opening bell at Nasdaq MarketSite in Times Square to celebrate MetaBank's 25-year Nasdaq listing anniversary.

were primarily CD banks. This provided more capital to grow the bank's payments and prepaid business.

"I think we are a very entrepreneurial company that doesn't want to do the same things that everyone else does because then you get the same results that everyone else does," said Haahr. "I would rather find niche businesses that we can do better than others."

Today, Meta is \$5.5 billion in assets and roughly \$1.2 billion in market capitalization. In 2014, Meta surpassed 500 million prepaid cards issued.

Over the past four years, Meta has made five additional acquisitions. In 2014, Meta acquired AFS/IBEX, a premium finance company with \$74 million in loans. Today, AFS, a division of MetaBank, has expanded to more than \$300,000 million.

The bank's next three acquisitions took place in 2015 to 2016 and were tax refund related—Refund Advantage, EPS Financial and Specialty Consumer Services. The companies' consumer demographics were similar to that of Meta's prepaid cards.

"We bought a couple of companies that did refund

transfers, which are the people who don't have money to pay the tax preparer to do their return but they need help to do it," Haahr explained. "We work with the preparer to file electronically, the refund comes back to us, we pay the tax preparer their fee, we get a fee for our service, and then forward the remainder of the refund to the taxpayer."

"We have also expanded into tax-related lending to help people with liquidity crisis after Christmas. We can help them get an advance on their refund with no cost to the consumer. It is the tax preparer who pays us that fee, and it is their marketing expense. And we give the consumer the option to get their refund faster by putting it on a prepaid card."

In August, Meta completed its latest acquisition of Crestmark Bancorp, Inc. and its Michigan state-chartered bank subsidiary, Crestmark Bank. Crestmark has provided business-to-business commercial financing for more than 21 years. The acquisition provides Meta with a national commercial and industrial lending platform.

"It is asset-based lending—receivables financing or factoring, leasing, SBA or USDA loans among

other business lending. For some small businesses in particular, for example trucking companies, that is the same demographic that our premium financing works with—companies that need help with liquidity and maybe aren't the right customers for traditional bank financing," Haahr said.

"At more than 20 percent return on equity and over 2 percent ROA, Crestmark is one of the highest earning asset generators who partnered with Meta which is arguably the best deposit franchise in the country. Again, there are synergies there between the premium finance business and Crestmark, but also synergies between Meta because of our funding sources, technology and other backgrounds."

Loving the Variety

Today, MetaBank has 10 retail bank branches in South Dakota and Iowa—one in Brookings, three in Sioux Falls, two in Des Moines, one in West Des Moines, two in Storm Lake and one in Urbandale, Iowa. Meta also has division locations in California, Kentucky, Pennsylvania, Texas, Tennessee, Louisiana and Michigan. Meta employs around 1,200 people, with about 700 of those people working in Sioux Falls.

When Haahr first joined Meta, his job was looking at acquisition opportunities, overseeing the lending function, strategic pricing, and other loans and deposits decisions. Today, his job is less of the day-to-day activity of the bank and more about consulting with senior people and teams.

"Much more of my time now is working with our other senior people, consulting, providing ideas back and forth and setting strategic visions and letting other people execute them," he said. "That is not just me, but our whole senior team working together."

Haahr spends part of his time on the road attending investor conferences, telling Meta's story and raising capital for acquisitions.

"I love the variety. I love the fact that when I come in for the

day, there is going to be a very large percentage of my day that I don't know what it is going to be," Haahr said. "We might be talking about a large securities purchase, there might be an HR thing that comes up, we could be looking at an M&A opportunity, it might be doing phone calls or meetings with shareholders who are all over the country, or strategic planning on new initiatives we are trying to do."

Haahr said Meta has a lot of existing opportunities on its plate that the bank wants to make sure it executes well before moving on to the next big thing. That being said, Meta will continue to try and find niches that create more opportunity and value for the bank and its shareholders.

"Our transactions have all been growth-related stories and not cost savings driven," Haahr said. "We have intentionally tried to acquire teams that have expertise and are really good at the things that they can do that fit really well with the things that we do."

On Aug. 30, Meta was ranked 24th on Fortune's list of 100 fastest-growing companies of 2018. Jumping 40 spots from its ranking in 2017, Meta is one of only 14 banking and financial services companies on this year's list. Companies are selected based on three-year growth rates in

revenues, earnings per share and total shareholder return.

"We don't simply grow for growth's sake but rather to enhance returns to our shareholders," Haahr said in a statement about the ranking. "This recognition is a testament to our disciplined, strategic and profitable expansion."

Another recent achievement came on July 30, when Meta Financial Group celebrated its 25th listing anniversary with Nasdaq. In honor of the occasion, Haahr rang the opening bell at Nasdaq MarketSite in Times Square.

"I am not a huge pomp and circumstance kind of guy, but that was pretty cool," he laughed. "It is one of those things that made me proud and our employees proud."

With the fast-pace of his job, when Haahr finds some downtime he enjoys playing golf. He calls himself a huge NBA fan and has been in a fantasy basketball league for 30 years. He is also a music lover and enjoys attending concerts.

Haahr and his wife Michelle, who met at USD, have been married 32 years. Their daughter Lauren is a financial services attorney with a large law firm in Minneapolis, and their son Alec is an investment banker with Cargill in Minneapolis. 📊



Tyler and Michelle Haahr have two children: Alec and Lauren.



washington update.....

BY NAOMI CAMPER | Chief Policy Officer | American Bankers Association

New Banks as Bellwethers

When I joined ABA as chief policy officer in June, a task force of bankers with experience launching and running new banks were midway through their analysis of why “de novo” activity had stalled in recent years.

Their mission—as established by Ken Burgess, ABA’s chair and die-hard de novo advocate—was to identify both challenges and solutions, in hopes of re-starting bank start-ups. As new as I was to ABA, I had no doubt why this was a critically important endeavor.

Just as banks are central to the economic vitality of the communities they serve, new bank charters signify the economic vitality of both the industry as well as our economy as a whole. New banks signal optimism, opportunity and growth potential.

The opposite—no new entrants—means less competition and fewer choices, which ultimately translates to less economic activity and growth, on which all banks depend for success. It may seem counter-intuitive, but existing banks are actually better off when we see a healthy pipeline of banks in formation—just as homeowners benefit when others are eager to buy into their neighborhood.

I first came to appreciate the importance of a dynamic banking industry—populated with banks old and new, large and small—when I worked for former Sen. Tim Johnson (D-S.D.) as staff director of the Senate Banking Subcommittee on Financial Institutions. The South Dakota bankers who visited the office made sure I knew it, and my later experience working for JPMorgan Chase only confirmed it.

That was in the early 2000s, when more than 100 new banks were chartered every year. Post-crisis, that number plummeted to fewer than two per year—and was yet another indicator that our economy and our industry had not yet fully recovered. The pace has started to pick up recently, along with the economy, but it’s still anemic. And that’s why Burgess convened the ABA De Novo Task Force, a banker-led effort to identify the essentials for de novo success and major impediments to increased de novo activity. Many banks on the task force were started just before the financial crisis. Their resilience and success through the crisis and its aftermath reminds us that new banks can succeed in any environment.

ABA Launches Election Action Center

Election Day is 30 days away—and with every seat in the House of Representatives, a third of the Senate seats, and numerous state and local offices up for election, voting this year is especially critical.

ABA has put together an Election Action Center to help get bankers informed and voting. The Election Action Center is a non-partisan voter education website with resources for voter registration, early and absentee voting, polling locations, plus information on candidates.

Additional resources for spreading the word about the importance of voting—including sample tweets and emails—can be found at aba.com/GOTV. Visit ABA’s Election Action Center at <https://bit.ly/2xHkup3>.

The task force agreed that successful de novo formation starts with selecting an experienced board and bank management team. De novos are poised for success when they combine their experience with a strong business plan and the capital necessary to support that plan. Unfortunately, the current requirements for new bank formation prove to be more complicated.

We recently presented our findings and proposed solutions to the FDIC, and the timing couldn’t be better.

Not only is there new leadership at the agency willing to look into what may be impeding de novo activity, but the economy’s robust growth presents the opportunity to ensure bank entrepreneurs—and the customers and communities they wish to serve—benefit from the rising tide.

If we can help change the course of de novo activity and facilitate new growth in the industry, we’ll be shaping a vibrant future for banking. 🌈

Naomi Camper is chief policy officer of the American Bankers Association. You can reach Camper at ncamper@aba.com.



ask the appraiser.....

BY SHERRY BREN | Executive Director | South Dakota Appraiser Certification Program

Appraisal Development— Scope of Work Issues

Appraising Two Lots as One

Question: I have a lender client that wants a market value appraisal completed. The property consists of two separate legal lots. The highest and best use for each of these lots is as a separate one-unit residential site. However, the client wants them appraised as though they were one legal lot. The intended use is for mortgage lending purposes.

May this assignment be completed treating these two lots as if they were one legal lot with the highest and best use as one legal lot?

Response: Yes. However, complying with the lender's request will require use of a hypothetical condition. If the client is a federally-regulated financial institution, the client may also need an "as-is" appraisal.

If the appraisal were based on a hypothetical condition (i.e., market value of the subject as if it were a single lot), and if necessary for credible results, the appraiser would have to develop an opinion of highest and best use of the hypothetical parcel. If this leads to the conclusion that the highest and best use would be subdivision into two or more lots, the appraiser must perform the appraisal recognizing that potential use and may need to perform a subdivision analysis to reach a credible opinion of the highest and best use of the hypothetical parcel.

Impact on Values of Surrounding Properties

Question: My state requires that when property owners seek an exception to a zoning requirement they demonstrate that the exception will not diminish the value of surrounding properties. I am occasionally engaged to render an opinion in these matters. Is the service that I am providing an appraisal?

Response: Yes. USPAP defines appraisal, in part, as "the act or process of developing an opinion of value." The Comment to this definition goes on to explain that the opinion of value does not necessarily have to be a number; it can be a relationship (i.e., equal to, more than, not less than) to a numerical benchmark (e.g., market value, assessed value, collateral value). In this example, the question would be restated as: Will the market value of the surrounding properties be less than their current market value if the exception is granted? Therefore, the resulting response is an appraisal. ■■

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If you have an appraisal related question that you would like to have answered in the "Ask the Appraiser" column, submit it to Sherry Bren, executive director of the Appraiser Certification Program, 308 S. Pierre St., Pierre, SD 57501, fax 605.773.5405 or by email to Sherry.Bren@state.sd.us.

SDBA Holds 2018 IRA School in Sioux Falls

IRAs continue to be an essential part of a person's retirement planning. IRA rules are always changing, and more changes are expected in the near future.

To be informed and prepared, 48 students from South Dakota, Iowa and Minnesota attended the SDBA's 2018 IRA School held Sept. 5-7 in Sioux Falls. The school, which is held annually in September, was led by Mike Nelson of JM Consultants.

The SDBA also hosts three, one-day IRA seminars: IRA Update Seminar on Oct. 18, 2018; IRA Basics Seminar on Dec. 13, 2018; and IRA Update Seminar on Feb. 21, 2019. Visit www.sdba.com for details. ■■



Two Celebrate 40 Years at First Interstate Bank



Debra Mayer



Gloria Peterson

First Interstate Bank, who puts people first, recognized two employees who reached their 40th year with the company and are great assets to the team—Debra Mayer and Gloria Peterson.

Mayer, a financial services representative in Custer, has held a variety of positions on the operations side of banking. Throughout the years, she has seen the bank go through three name changes. When she started in 1978, it was Custer County Bank, then First Western Bank and now First Interstate Bank.

Peterson also holds the title of financial services representative and is located in Sturgis. She has done a little bit of everything, from mailing paper statements and processing accounts payable

by manually typing checks on a typewriter to payroll to opening new accounts. ■■

Two SDBA Member Banks Recognized in ABA Marketing Video Contest

Two SDBA member banks, Cornerstone Bank and First Interstate Bank, were recognized in the ABA's third annual Bank Marketing Video Contest.

Cornerstone Bank had the top video in the \$500 million to \$1 billion category for not being afraid to poke fun at typical industry imagery and doing its #HAPPYDANCE#. First Interstate Bank received runner up in the over \$5 billion category for its "We're First Interstate Bank" video.

"Video marketing has proven to be a powerful way to boost conversations and build relationships with consumers," said ABA Chief Member Engagement Officer Jim Edrington. "Bank marketers excel in this discipline, and this year's winners continued the trend of raising the bar even higher."

Winners were announced at the ABA Bank Marketing Conference held in Baltimore. Taking home the "Best in Show" award was the Bank of Elk River in Elk River, Minn., which won for a video spotlighting how a family collaborated with the bank to build their dream home. Watch the winning videos at ababankmarketing.com. ■■

Great Western Names Doug Bass President, COO



Doug Bass has been named the new president and COO of Great Western Bancorp, Inc., the holding company of Great Western Bank. The announcement came after an extensive, nationwide search for the president role.

As chairman and CEO, Ken Karels will continue to lead

the company but will shift focus towards long-term strategy, business expansion and acquisition activities, board governance and regulatory relations.

In his new role, Bass will be responsible for implementing technological and strategic initiatives and overall loan and deposit growth, de novo office expansion, operating efficiency, and people and culture. Bass will report to Karels in his new role.

"Doug is a strong leader who understands the importance we have placed on our culture and values," said Karels. "He is highly qualified for these new responsibilities and will continue our tradition

of investing in our communities and our mission to Make Life Great for our employees, customers and shareholders."

Bass has more than 36 years of banking experience and has worked in various capacities with Great Western Bank since 2009. He has served in his current role since 2010.

Before joining Great Western Bank, Bass served as president of First American Bank Group. Bass also served in various capacities over 15 years with Firststar Corporation, now known as U.S. Bank, including as president and CEO of Firststar's Sioux City and Council Bluffs operations in western Iowa and as manager of correspondent banking for its eastern Iowa operations, which also included responsibility for commercial banking and agribusiness lending.

"I'm excited to accept this new challenge and lead a team of dedicated employees," said Bass, who will be based in Sioux Falls. "With the support of an outstanding leadership team and a trusted brand, we are well-positioned for continued growth and investment in our customers and communities." ■■

Meta Employee Named to CFPB Advisory Council



Jeanni Stahl, senior vice president and chief risk officer at MetaBank in Sioux Falls, was one of seven appointments to the CFPB's Community Bank Advisory Council (CBAC). Stahl has more than 25 years of financial services industry experience in roles in both business development and risk management.

At MetaBank, Stahl has responsibilities for overseeing a large network of innovative payment and lending products offered through nationwide delivery channels. She worked as a senior bank examiner at the FDIC for eight years examining banks throughout South Dakota, Minnesota and Iowa. She then served in leadership roles at two Midwest financial institutions before joining MetaBank in 2009.

Stahl regularly speaks at industry payments conferences on third-party risk management and compliance.

CBAC members serve a one-year term and provide advice on how the CFPB's policies and rulemakings affect community banks. ■■

New Deputy Director at SD Division of Banking

Michael Dummer has been named the new deputy director at the South Dakota Division of Banking.



SOUTH DAKOTA
DEPT. OF **LABOR**
& **REGULATION**

Dummer replaces Deputy Director John Crompton, who retired Aug. 1 after more than 30 years of dedicated service to the department.

Dummer, formerly the training director and a senior examiner, was appointed deputy director on Aug. 7. Dummer joined the department in May 2006 and is a certified senior bank examiner. He has a bachelor's degree from South Dakota State University in Brookings.

"I am confident that Mike will provide strong leadership in his new role," said Director of Banking Bret Afdahl in an email announcing the promotion. "Please join me in welcoming him to his new position and thanking John for his dedicated service."

The South Dakota Division of Banking is charged with the regulation and supervision of state-chartered and licensed financial institutions, to maintain stability and public confidence in state-chartered institutions and to protect public interests. ■■

Reliabank Opens New Sioux Falls Location

Reliabank opened its new Sioux Falls location at 85th and Minnesota Street on Aug. 13. The bank celebrated with an open house, at which CEO Dave Johnson spoke (pictured below). A Sioux Falls Chamber ribbon cutting was held at the bank's new location on Sept 18.

Opened in 1920, Reliabank has nine locations in eastern South Dakota: Estelline, Hartford, Hayti, Hazel, Humboldt, Tea, two locations in Watertown and its newest location at 608 W. 86th St. in Sioux Falls. ■■



U.S. Bancorp Plans to Sell Third-Party ATM, Debt Servicing Business

U.S. Bancorp announced on Sept. 23 that it has agreed to sell its third-party ATM and debit servicing business, which is part of the company's Elan Financial Services unit, to Fiserv, Inc., for approximately \$690 million.



The sale includes business assets and a debit card processing network previously acquired by the company. U.S. Bancorp made the decision to sell this portion of the business, which also operated as Elan ATM and Debit Processing, following a strategic review of the business unit.

"We believe this sale is the right thing to do for the bank and our customers," said Tim Welsh, vice chairman, consumer banking sales and support, U.S. Bank. "Our customers will benefit from the commitment that Fiserv has for this business, and U.S. Bank will benefit as we continue to reinvest in our core

businesses."

U.S. Bancorp remains committed to its card issuing, corporate payments and merchant services payments businesses, which include Elan Issuing and Elan Corporate Payments. There is no change to those businesses, and they are not part of the transaction.

The planned sale is expected to close in the fourth quarter and is subject to customary closing conditions, including U.S. antitrust approval. This transaction is not material to U.S. Bancorp's 2018 financial results. The company will provide additional information during its third quarter 2018 earnings call.

U.S. Bancorp (NYSE: USB), with 74,000 employees and \$461 billion in assets as of June 30, 2018, is the parent company of U.S. Bank, the fifth-largest commercial bank in the United States. The Minneapolis-based bank blends its relationship teams, branches and ATM network with mobile and online tools that allow customers to bank how, when and where they prefer. ■■

UBB Launches Marketing Solutions Partnership with WordCom

United Bankers' Bank (UBB) is collaborating with intelligent target marketing solutions provider, WordCom. Through this partnership, UBB will provide community banks with access to a suite of data and bank marketing solutions that will assist them in acquiring new customers, deposit accounts and loan products, in addition to programs that will enhance the customer engagement and onboarding processes, with the primary focus on helping community banks market more efficiently and effectively.



"UBB's mission is to provide community banks, no matter the size of the institution, with the products and services they need to be successful in the communities they serve. We currently have the resources in place to assist them with their operations, lending, investments and consulting needs like compliance, HR and insurance, so adding a trusted source for marketing solutions made complete sense and only further solidifies our position as a truly full-service bankers' bank," said Executive Vice President and Chief Marketing Officer John Peterson.

"In today's competitive environment, community banks are no longer just competing against other financial institutions down the street or in their immediate communities. Instead, they are feeling additional pressure from a host of new service providers who didn't exist five or ten years ago. As a result, the need for efficient and intelligent marketing solutions has never been more important."

"WordCom has a long and impressive track record of providing the financial services industry with effective marketing solutions that get results. Their commitment to ensuring the needs of their clients are of the highest priority, along with maintaining a continued focus on innovating and enhancing their product offering was of great importance to us. We viewed these shared company values and culture as a vital component to a successful partnership," said Tyson Doke, UBB VP and marketing manager.

The marketing services partnership will involve direct collaboration between UBB and WordCom, focusing on aligning the needs of UBB's community bank customers with the intelligent marketing solutions provided by WordCom. For more information visit www.ubbmarketingsolutions.com. ■■

classifieds.....

Ag Credit Analyst, First National Bank, Fulda, Minn.

First National Bank, Fulda, Minn., is looking for an ag credit analyst. The credit analyst is expected to provide technical and practical problem-solving and specialized support services. Responsibilities: Collect and analyze financial related data to determine credit worthiness of clients. Preparation of financial spreadsheets and presentations on clients. Participate in presenting that information to managers and members of senior staff; review risk classification definitions compared to actual risk ratings on loans; prepare annual reviews on credits to ensure compliance with loan policy; provide excellent customer service to customers and employees by providing ongoing support while adhering to policies and procedures; ability to problem solve, negotiate and persuade customers; organizational and time management skills; analyze economic and financial trends using solid math and analytical skills. Qualifications: College degree; two years experience in ag credit analysis; knowledge of Excel and Word is required; excellent interpersonal skills, effective communicator, self-motivated and problem solving with above-average organizational and priority setting skills. Want to be part of a dynamic family-owned community bank email your résumé to genell.hollahan@firstnationalbanks.com. Competitive salary and benefit package offered. Equal Opportunity Employer. ■

Bank Accountant/Senior Analyst, Security State Bank, Chancellor, S.D.

Security State Bank is a leading agriculture and small business bank in eastern South Dakota and southwestern Minnesota. We have an opportunity for a bank accountant/senior analyst to join our dynamic team. The position will be located at our office in Chancellor, S.D. This is a great opportunity for a highly-motivated individual to make a big impact in our fast paced, growing organization. In your role you will: conduct extensive independent credit analysis on existing and new clients in association with senior bankers; comprehensive credit administration supervision; review customer accounts/portfolios in order to identify credit quality issues; conduct specialized analysis and prepare specialized reports on loan quality/portfolio quality; perform economic and industry analysis, financial projections and risk assessments. Competitive salary and benefits package. Qualifications: bachelor's degree in accounting and finance; five years of accounting experience; excellent analytical, problem solving and attention to detail skill set; self-motivated-self starter; agricultural background preferred. EOE. Submit credentials and compensation requirements to: John J. Baumiller, President, johnbaumiller@banksecuritystate.com. ■

Commercial Banker, Security State Bank, Chancellor, S.D.

Security State Bank is a leading agriculture and small business bank in eastern South Dakota and southwestern Minnesota. We have an opportunity for a commercial banker to join our dynamic team. The position will be located at our office in Chancellor, S.D. This is a great opportunity for a highly-motivated individual to make a big impact in our fast paced, growing organization. In your role you will: prospect and secure new commercial and agriculture loan and depository relationships, conduct extensive independent credit analysis on new and existing clients in association with a credit analyst team member; comprehensive credit administration supervision; review customer accounts/portfolios in order to identify credit quality issues; conduct specialized analysis and prepare specialized reports on loan quality/portfolio quality; perform economic and industry analysis, financial projections and risk assessments. Competitive salary and benefits package. Qualifications: bachelor's degree in accounting and finance; five years of banking, sales or accounting experience; excellent analytical, problem solving and attention to detail skill set; self-motivated-self starter; agricultural background preferred. EOE. Please submit credentials and compensation requirements to: John J. Baumiller, President, johnbaumiller@banksecuritystate.com. ■

Compliance Officer, Security State Bank, Chancellor, S.D.

Security State Bank has an opening for a compliance officer located in Chancellor, S.D. This is a great opportunity for a self-motivated, progressive individual to direct and coordinate compliance for our three bank locations. The successful candidate will manage and administer the bank's compliance risk management program in all banking areas; review and update policies and procedures annually; perform staff training/education; and be responsible for all BSA/AML functions. Qualifications: Four-year college degree and a minimum of five years related experience; strong verbal, written and interpersonal communication skills; strong analytical skills and detail orientation; good organizational skills; and high level of focus and accuracy. This position will give you an opportunity to join a progressive banking organization that offers a competitive salary and benefits package including 401(k) plan, health, life, dental and vision benefits. Successful applicant must pass pre-employment screening including credit history and criminal background check. EOE. Please submit credentials and compensation requirements to: John J. Baumiller, President, johnbaumiller@banksecuritystate.com. ■

If you have a job opening at your bank or something to sell, send your classified listing via email to abousa@sdba.com and we will post it on the SDBA website and print it in the South Dakota Banker Magazine. The fee is \$50 per ad (200 word limit) for SDBA members or \$100 per ad (200 word limit) for non-members. Questions, call Alisa Bousa at 605.224.1653.

Seminars/Conferences/Webinars/Schools

SDBA EVENTS

Onsite Certified Banking Vendor Manager

Oct. 10-11, 2018 | Watertown

IRA Update Seminar

Oct. 18, 2018 | Sioux Falls

Security Seminar

Oct. 30, 2018 | Sioux Falls

Call Report Seminar

Nov. 7, 2018 | Sioux Falls

ABA National Agricultural Bankers Conference

Nov. 11-14, 2018 | Omaha

IRA Basics Seminar

Dec. 13, 2018 | Sioux Falls

SDBA 2019 State Legislative Day

Feb. 13, 2019 | Pierre

IRA Update Seminar

Feb. 21, 2019 | Sioux Falls

SDBA 2019 Agricultural Credit Conference

April 10-12, 2019 | Pierre

SDBA/NDBA 2019 Annual Convention

June 2-4, 2019 | Sioux Falls

WEBINARS

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

Oct. 15, 2018

Increase Your Hard Numbers by Managing Your Soft Skills

Oct. 16, 2018

Reg E Compliance—Five Best Practices for Handling Disputes

Oct. 17, 2018

Seven Habits of Effective Credit Administration in Commercial Banks

Oct. 17, 2018

Basics of Banking

Oct. 18, 2018

IRAs: The Basics Simplified

Oct. 18, 2018

IRAs: 4 Part Series

Oct. 18, 2018

Annual BSA Training for the Frontline

Oct. 19, 2018

Understanding Real Estate Loan Documents

Oct. 22, 2018

Strategic Loan Pricing

Oct. 23, 2018

Regulation Z—Open-End Credit Rules

Oct. 24, 2018

Improving Employee Performance in Everyday Work Situations & Reviews

Oct. 25, 2018

IRAs: Rollovers vs. Transfers

Oct. 25, 2018

It's All about Your Strategic Plan

Oct. 29, 2018

Commercial & Business Lending Basics For Support Personnel

Oct. 30, 2018

IRAs: Distributions and Beneficiaries

Oct. 30, 2018

E-Sign for Lending and Critical E-Sign Implementation Issues

Oct. 31, 2018

Deposit Compliance Issues

Oct. 31, 2018

New Account Interview consumer Accounts—CIP, ID and Risk

Nov. 1, 2018

Work-Life Balance for Today's Busy Banking Professional

Nov. 2, 2018

Employment Records and How to Keep Them

Nov. 5, 2018

Top 15 Issues with the New HDMA Rules

Nov. 6, 2018

Call Reports: RC-C Loan Coding and Related RC-R Reporting

Nov. 6, 2018

Lending 101

Nov. 7, 2018

Legal Essentials for Lenders

Nov. 7, 2018

Patch the People—Education for Employees, Boards and Customers

Nov. 8, 2018

Loan Participations for Community Banks: Risks & Rewards

Nov. 8, 2018

For Bank Managers: Build a No-Excuse Sales Environment

Nov. 13, 2018

Controlling the Risks of Power of Attorney Documents

Nov. 13, 2018

Violence in Your Workplace: Prevention & Response

Nov. 14, 2018

IRAs: Auditing and Compliance

Nov. 14, 2018

Customer Identification Programs and Customer Due Diligence: Update

SCHOOLS

GSB Bank Technology Security School

Oct. 21-26, 2018 | Madison, Wis.

GSB Bank Technology Management School

March 31-April 5, 2019 | Madison, Wis.

GSB Human Resource Management School

April 7-12, 2019 | Madison, Wis.

GSBC Executive Development Institute for Community Bankers

April 14-17, 2019 | Denver, Colo.

GSBC Community Bank Investments School

May 19-22, 2019 | Denver, Colo.

2019 National School for Beginning Ag Bankers

June 24-27, 2019 | Spearfish

Graduate School of Banking at Colorado

July 14-26, 2019 | Boulder Colo.

Graduate School of Banking at Wisconsin

July 28-Aug. 9, 2019 | Madison, Wis.

GSB Financial Managers School

Sept. 15-20, 2019 | Madison, Wis.

GSB Sales and Marketing School

Sept. 29-Oct. 4, 2019 | Madison, Wis.

For more details and to register for a training, visit the SDDBA's online event calendar at www.sdba.com/events.
Or contact the SDDBA's Halley Lee at hlee@sdba.com or 800.726.7322.

Ag Lenders Conference

8:30 a.m. – 3:00 p.m.

October 17, 2018

**SDSU Extension Watertown
Regional Center**

1910 W. Kemp Ave. • Watertown, SD

October 19, 2018

**SDSU Extension Sioux Falls
Regional Center**

2001 E. Eighth St. • Sioux Falls, SD

Tentative Agenda Items

8:30-9:00 a.m. – Registration

9:00-10:00 a.m. – Best Use Tax Analysis
Matt Elliott, SDSU Extension Agribusiness Specialist

10:00-10:30 a.m. – Farm Stress Survey
*Heather Gessner, SDSU Extension Livestock
Business Management Field Specialist*

10:30-10:45 a.m. – Break

10:45-11:15 a.m. – Weather/Climate Outlook
Laura Edwards, SDSU Extension State Climatologist

11:15 a.m.-12:15 p.m. – Macroeconomic Outlook
Joe Santos, Professor, SDSU Department of Economics

12:15-1:00 p.m. – Lunch

1:00-1:45 p.m. – Crop Market Outlook &
Value-At-Risk Marketing Tool
*Lisa Elliott, Assistant Professor & SDSU Extension Commodity
Marketing Specialist*

1:45-2:15 p.m. – FSA Update and Crop Budgets
*Jack B. Davis, SDSU Extension Crops Business Management
Field Specialist*

2:15-3:00 p.m. – Livestock Market Outlook
*Matt Diersen, Professor & SDSU Extension Risk/Business
Management Specialist*

The cost to register for each event is \$75 by October 8, 2018,
after the 8th \$100 per person. Register at iGrow.org/events.



The **EVOLVING** Landscape

2018 ABA National Agricultural Bankers Conference

November 11-14, 2018 ■ Omaha, Nebraska

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