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Cultivating Connections
in the Banking Industry



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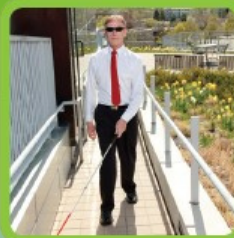


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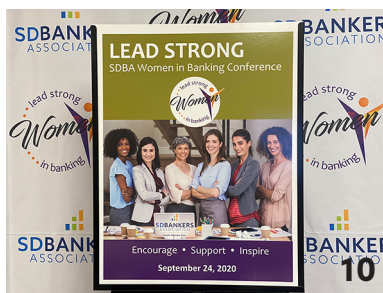
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features

8 SDBA Events

- SDBA to Hold NEXT STEP: Emerging Leaders Summit
- SDBA to Hold Virtual Security Officers Conference

9 Emerging Leaders

Emerging Leader of the Month: Maggie Groteluschen

10 Women in Banking

LEAD STRONG Conference Held Virtually

12 Feature

Cultivating Connections in the Banking Industry

17 Industry News

Raleigh A. "Andy" Trovillion Scholarship Created at GSB Wisconsin

18 Compliance

Changes to Eligible Retained Income

in every issue

4 Message from the Chair

Carrying the Torch Forward

5 From the Executive Office

A Review of 2020 Ballot Measures

6 SDBIS Update

A Review of Biden's Health Care Plan

16 Washington Update

Personal Finance for the Pandemic Era: Why Bankers Should Deliver Fin Ed Lessons Today

20 Bank Notes

22 Classifieds

23 Education Calendar



message from the chair.....

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

Carrying the Torch Forward

On Sept. 1, I had the pleasure of sending an email to the CEOs of all SDBA member banks announcing that the SDBA selection committee had recommended, the SDBA Board of Directors had unanimously approved and Karl Adam had accepted the position of president of the Association. Since that announcement, I have had nothing but positive feedback on the hiring of Karl, and it seems like a good idea to spend some time in this month's article to introduce him to all of you.

Karl graduated from the University of South Dakota in Vermillion with both an undergraduate and a graduate degree. Following graduation, Karl and his wife, Joan, moved to Washington, D.C., where Karl spent four years with the U.S. Department of Commerce. They then moved back to South Dakota, and Karl spent three years working in business recruitment, development and financing at the Governor's Office of Economic Development.

In 1995, Karl started what has been a 25-year career as a community banker. He served as an insurance agent, a bank officer and then as president and CEO of Dakota State Bank in Blunt. After selling the bank, Karl has spent the last five years as market president of First Dakota National Bank in Pierre.

Karl did not know me when he was in high school in Pierre, but I "knew" him as I was part of the sea of green following the Governor basketball team around the state. His drive and determination was a key part of their state title his junior year.

I actually got to know Karl during his career in banking, as we both became active in the SDBA. I have watched him bring the same drive and determination that he displayed in his basketball career to his work career. That drive and determination will serve him well in his position of president of the SDBA.

Karl's roots in the SDBA run deep. His late father, Tom Adam, was chief counsel and lobbyist for the SDBA for many years prior to his retirement. I have



Karl Adam



Karl Adam will be a great leader and spokesperson for South Dakota's diverse, strong banking industry in Pierre and Washington, D.C. Once the COVID-19 cloud finally lifts, I know that Karl is looking forward to discussing industry priorities and association business matters with you face-to-face.

not asked him, but I would guess that as a child Karl may have been part of some of the many trips that his parents took to Washington, D.C. Perhaps that early exposure to the Association helped to tweak his interest in banking as a career.

As his banking career developed, Karl became active in the SDBA. He has served on committees, the SDBA Board of Directors and SDBIS Board of Directors. He has gone through the chairs of the Association, recently completing his term as chair of the SDBA. He has testified before the South Dakota Legislature on several issues important to the banking industry. Through his banking career and his service to the SDBA, Karl has developed a deep understanding of the public policy issues facing our industry.

Karl's family has deep roots in the political life of the state of South Dakota, and he has worked hard to continue and deepen those roots. This should be very important and positive when it comes to future lobbying efforts of the SDBA both at the state and national levels.

When Curt announced his retirement, we and I would guess a lot of you were concerned that it would be difficult to find a good successor to the presidency of the SDBA. I believe that in Karl we have a person who will carry the torch forward and will lead the Association forward into a strong and bright future! 📊

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



from the executive office.....

BY CURT EVERSON | President | South Dakota Bankers Association

A Review of 2020 Ballot Measures

Election day 2020 is just around the corner. If you have grown tired of political ads, look at the bright side...you could be living in a battleground state!

As you prepare to vote on Nov. 3, I thought it might be worthwhile to remind everyone that in addition to voting for your favored candidates for president, U.S. Senate and House, South Dakota Public Utilities commissioner, and South Dakota Senate and House, you will also be asked to vote for or against two constitutional amendments and one initiated statutory measure. You can find detailed information about each of those measures on the South Dakota Secretary of State's website at www.sd.sos.gov/elections.

To be clear, the SDBA has not established any position, pro or con, on any of these measures. But, I thought it might be useful if I provided some background on each ballot measure in this column.

Below are the measures you will vote for or against in a few weeks. Explanations are provided by South Dakota's Attorney General and fiscal notes were written by the South Dakota Legislative Research Council.

Initiated Measure 26—An Initiated Measure to Legalize Marijuana for Medical Use

This measure legalizes medical use of marijuana by qualifying patients, including minors. "Medical use" includes the use, delivery, manufacture—and for state residents, cultivation—of marijuana and marijuana-based products to treat or alleviate debilitating medical conditions certified by the patients' practitioners.

South Dakota patients must obtain a registration card from the state Department of Health. Non-residents may use out-of-state registration cards. Patients may designate caregivers to assist their use of marijuana; the caregivers must register with the Department of Health.

Cardholders may possess three ounces of marijuana and additional amounts of marijuana products. Additionally, if a resident cardholder is allowed to grow marijuana plants the cardholder may possess a minimum of three plants, as well as marijuana and products made from those plants.

The measure legalizes marijuana testing, manufacturing and cultivation facilities, as well as

marijuana dispensaries. These establishments must register with the Department of Health.

The measure legalizes some substances that are considered felony controlled substances under current state law. Marijuana remains illegal under federal law. The measure limits state and local law enforcement's ability to assist federal law enforcement authorities.

The 95-section measure contains numerous other provisions not described here. It will likely require judicial or legislative clarification.

Fiscal Note: Legalizing cannabis for medical use would have an initial cost to the state of \$677,309. Once the medical cannabis program is operational, it is expected that ongoing program revenues would cover program costs for a net to zero. This measure will likely have minimal impact on prison and jail costs.

Vote "Yes" to adopt the initiated measure.

Vote "No" to leave South Dakota law as it is.

The text of this initiated measure is 26 pages long containing 95 sections.

Constitutional Amendment A—An amendment to the South Dakota Constitution to legalize, regulate and tax marijuana; and to require the Legislature to pass laws regarding hemp as well as laws ensuring access to marijuana for medical use.

This constitutional amendment legalizes the possession, use, transport and distribution of marijuana and marijuana paraphernalia by people age 21 and older. Individuals may possess or distribute one ounce or less of marijuana. Marijuana plants and marijuana produced from those plants may also be possessed under certain conditions.

The amendment authorizes the state Department of Revenue (Department) to issue marijuana-related licenses for commercial cultivators and manufacturers, testing facilities, wholesalers and retailers. Local governments may regulate or ban the establishment of licensees within their jurisdictions.

The Department must enact rules to implement and enforce this amendment. The amendment requires the Legislature to pass laws regarding medical use of

Continued on page 22



A Review of Biden's Health Care Plan

I think we can all agree that the South Dakota Bankers Benefit Plan Trust (SDBBPT) health plan has been successful in providing quality health insurance at a reasonable price. How many people do you know whose health insurance provider waived their premium for a month? The SDBBPT did this in December 2018.

Since we are quickly coming up on the presidential election, I think it is important to review the health care proposals being made. There are five main parts of Vice President Joe Biden's health care plan:

1. Build on the Affordable Care Act
2. Create a government-run public option
3. Lower the Medicare eligibility age to 60
4. Stop surprise billing
5. Prescription drug reform

Build on the Affordable Care Act

Biden has indicated that he wants to build on the Affordable Care Act (ACA) in order to insure more than 97% of the American public. However, from the start of the health care reform efforts of the Obama/Biden administration, one of the ACA's initial directives was the eventual elimination of the private health insurance marketplace, therefore using the ACA as a bridge to a new single-payer system. Since that transition did not come to fruition for various reasons, Biden's current plan just creates an ACA 2.0 with a more socialized medicine design.

There are three features of the current ACA law that actually support employer-sponsored coverage: a mandate that requires large employers to provide coverage, tax-deductibility of premiums, and a provision that states that workers who receive an affordable offer of coverage from their employers are ineligible for ACA subsidies if they switch to private plans offered on the ACA exchanges.

This third feature is often referred to as the "firewall" because it keeps workers in employer-sponsored plans. Biden's new plan leaves the first two features in place but removes the firewall. For many low-paid employees, this would allow them to potentially obtain generous premium and cost-sharing subsidies either for private plans or a public option on the exchanges. This change is designed to financially entice employees to leave their employers' plans,

therefore ultimately replacing all private insurance coverage with only the government-run public option.

This part of the plan would increase subsidies by reducing the cost sharing individuals currently have through the ACA exchanges. Biden's campaign estimates the plan will cost \$750 billion in the coming decade. What is not mentioned in addition to this figure is the estimated \$1.6 trillion-plus the federal government will already spend on ACA subsidies.

Create a Government-Run Public Option

Biden stated, "Whether you're covered through your employer, buying your insurance on your own or going without coverage altogether, the Biden Plan will give you the choice to purchase a public health insurance option like Medicare. And this approach doesn't force a change on folks who are happy with their insurance." While one can dispute the accuracy of these statements, the ramifications of the plan design will be significant for most of the public.

There is a strong likelihood that most or all private health insurance including the SDBBPT could vanish under an operational public option, and eventually this government-run public option health plan would be the only option available to most Americans. Why?

Private health insurers are businesses just like any other, and they must cover their costs to continue to exist. However, the government can run deficit producing programs without concern. Public option administrators will have a significant incentive to artificially under price the program and combined with generous subsidies make it impossible for private insurance carriers to fairly compete. By design, private health insurers will be forced out of business, and when there is no competition, there is also no accountability or recourse. Once the private insurers are out of the health insurance market, revenue needed for the public option must rise dramatically due to this probable period of premium underpricing and subsidies.

The Biden campaign states the public option will reduce costs for patients by negotiating lower prices from hospitals and other health care providers. There is only one significant problem with this statement; Medicare does not negotiate rates, it simply sets them. So, this statement is fundamentally misleading.

What this statement is really saying is that eventually the government will determine the prices charged by health care providers for medical services, not the marketplace.

One other thing to consider is what will you do if your doctor or clinic refuses to accept patients covered by the public option as many did when the ACA was passed? One study of the public option plan projected that 20% of state marketplaces would not have a private health insurance policy offered by 2028. I think there is a good chance this will happen before 2028 if a public options plan passes. The campaign wants voters to believe this health proposal will offer people more choices, but in reality it will not.

Lower the Medicare Eligibility Age to 60

Biden's plan lowers the Medicare eligibility age to 60. This element of the proposal will result in a major cost shift and will not significantly help the uninsured obtain coverage. What it will do, however, is create another opportunity to use federal dollars to displace premium being spent in the private sector by individuals and/or their employers for insurance. Biden said, "Any new federal cost associated with this option would be financed out of general revenues to protect the Medicare trust fund."

The hospital insurance trust fund is funded primarily through payroll taxes on current workers and is slated to become insolvent in 2026 even without this change. There are currently no provisions in the Social Security Act that govern what would happen if insolvency were to occur. Additionally, the program currently has no statutory authority to use general revenues to fund Part A services in the event of such a shortfall even though Biden indicated he will use general revenues if needed. Right now, most Americans pay more in payroll taxes than in income taxes, and the only way to offset this additional cost would be through payroll tax increases or some other brand new tax(s) being passed.

Stop Surprise Billing

This element of the plan is nothing new and is quite common in the market today. Many of you may know this as out-of-network costs. Biden says he wants to prohibit providers from charging patients out-of-network rates in situations where the patient can't control what provider he or she sees, such as emergency surgery or ambulance transport. But the candidate is vague about how exactly he would end the practice. About the only way to implement this type of policy on a broad scale is if the government has already determined the rate that all medical providers must accept as in a traditional single-payer system.

Prescription Drug Reform

According to Biden's plan, the secretary of Health and Human Services will establish an independent review board that will recommend a reasonable price based on the average price in other countries

(a process called external reference pricing), or if the drug is entering the U.S. market first, based on an evaluation by the independent board members. The Trump administration has already proposed a more incremental version of this same policy by instituting an international price index for drug payments in the Medicare Part B program.

Biden also proposes enabling Americans to buy drugs from other countries "as long as the U.S. Department of Health and Human Services has certified that those drugs are safe." This is another policy that the Trump administration has already initiated.

Additional Observations

1. Biden's platform would allow all 11 to 22 million undocumented living in the U.S. to purchase health care coverage in the federal marketplace and more quickly allow low-income legal immigrants to get on Medicaid. This would result in American taxpayers providing free health care to all undocumented individuals and would cost citizens anywhere between \$23 billion to \$66 billion every year.

2. Guarantee free public health testing, vaccines and treatment measures to everyone. Also provide free or low-cost prescription drugs proven effective in treating chronic illness.

3. Enforce negotiation and associated price limits through tax penalties (drugs). This should concern all of us. When the U.S. government begins using tax penalties to enforce negotiation and price controls by private industry starting with big pharma, how long until this tactic expands beyond the health care industry, say to financial services?

4. The Biden campaign believes gun violence is a public health crisis and must be treated as such. They believe there has been insufficient research on effective gun prevention policies and that the U.S. Centers for Disease Control and Prevention must be provided the resources it needs to study gun violence as a public health issue. This could lead to gun control measures being identified as a health care issue and therefore regulated under the health bill. This is the same type of strategy used in the ACA to consolidate student loan programs under federal government control.

In conclusion, after 35 years in the health insurance industry, my analysis of this plan is that it is not what it is being portrayed to be. It is obvious to me, that the end goal is the removal of the private health insurance marketplace followed by the implementation of a single-payer health care system with broad powers operated by the U.S. government. As of the date of this article, the Trump administration has not released a new health care proposal to review. 📊

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SDBA to Hold NEXT STEP: Emerging Leaders Summit

NEXT STEP: Emerging Leaders is designed to help cultivate, connect, engage and empower South Dakota's future bank leaders. This event encourages emerging bank leaders to find and express their voices within their organizations, communities and the banking industry and provide opportunities to network and exchange ideas with other industry professionals. It also increases emerging bank leaders' knowledge of topics of interest to the banking industry and promote involvement and advocacy.

The SDBA is offering two registration options for the 2020 NEXT STEP: Emerging Leaders Summit on Oct. 27-28. Join us live at the Hilton Garden Inn Sioux Falls Downtown or join virtually via Zoom from the comfort of your home or office. All sessions will be recorded for viewing at your leisure. For those choosing to join live in Sioux Falls, social distancing will be practiced and the use of masks is strongly recommended. The SDBA will continue to closely monitor the COVID situation to ensure the safety and well-being of its members. Should the need arise to hold this event only via Zoom, your registration will automatically convert to the virtual option.

This year's line up of speakers promises to engage and enlighten. Sessions will address leadership, cultural intelligence, gratitude and communications, as well as musings from SDBA President Curt Everson as he prepares to ride off into the retirement sunset. There will also be a variety of interactive activities to allow participants an opportunity to connect with one another and reinforce the speakers' messages.

Register early to receive a goodie box, which will be mailed to each virtual participant or available at your seat if attending live. For more information and to register, visit www.sdba.com. Questions, contact Halley Lee at 605.224.1653 or hlee@sdba.com.

SDBA to Hold Virtual Security Officers Conference

The SDBA is offering the Security Officers Conference virtually on Oct. 27 via Zoom. The session will be recorded and available for 30 days. This well-rounded conference focuses on a range of issues of concern to security officers, facility personnel and management. Using current trends and examples, a variety of topics will be covered:

- Pandemic Fraud: What's Ahead
- Human Trafficking
- Elder Fraud: Growing Faster than the Speed of Age
- Social Engineering—Creating Accomplices
- Financial Crime Investigations
- Preparing Your Case for Law Enforcement

Security officers and directors, operations managers, auditors, HR directors, legal staff, loan officers, disaster recovery managers, collection staff and fraud investigators will all benefit from this training.

Presenters will be Arvin Clar and Barry Thompson with Thompson Consulting Group and Mark Park, a retired FBI supervisory special agent and certified police instructor.

Learn more and register at www.sdba.com.

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Emerging Leader of the Month: Maggie Groteluschen

As part of the SDBA's mission to grow South Dakota's future bank leaders, we are featuring a monthly emerging leader. This month's feature is on Maggie Groteluschen with The First National Bank in Sioux Falls.



First-Ever Job

After years as a camper, I was a junior counselor for the YMCA Camp Leif Ericson in Sioux Falls. I think we earned a weekly stipend of \$50, but I loved the place and always learned a lot of practical skills doing some of the grunt work so I never minded. I eventually worked my way up to be a camp counselor for many years.

Emerging Leader Story

I am proud and honored to be the fifth generation of the Baker family to begin a career at The First National Bank in Sioux Falls. My entire childhood, I always recall stating that I wanted to work at the bank when I grew up. I figured the best way to practice was to be the "banker" whenever we played Monopoly as a family. I job shadowed and interned for the bank during college and law school and officially started my career as a personal trust officer after finishing my MBA and JD in 2012. After eight years, I have worked to become a team leader and now manager of our 24-person personal wealth division. I am often asked what the future will hold, and I plan to be here! For now, I am focusing on the learning and growth that comes with being a new manager and enjoying my work one day at a time.

What She Most Likes About Her Job

I manage our personal wealth division, and my team works to understand clients' long-term financial goals and then creates plans to partner with them to obtain those goals. We act as a fiduciary in the administration of investment, IRA, personal trust and estate accounts. I love working in the banking industry as we seek to be a trusted partner along life's financial journey. We are there at the beginning when a person is starting out and hoping to accumulate wealth. We are there in the middle when a person needs credit to pursue a dream. We are there in later years when a business might sell or a liquidity event occurs. We are there in the end to help a family determine how to pass on their legacy.

I love that we can help people and positively impact the lives of all of our stakeholders—our customers, employees, shareholders and communities.

If She Could Have Any Job

I would go back to being a camp counselor again. It combines my love of working with and helping people with my passion for spending time outdoors.

What Motivates Her

I love being a wife and mom. My husband, Kyle, and I have two sons, Garrett (4) and Charlie (2), and a baby girl due to join our family in January. We also dote on our Airedale Terrier, Murphy. My other passions include traveling, reading, spending time outdoors and knitting.

Parental Advice She Still Follows

A learned skill from my mom—whipping up and digging into a batch of no-bake chocolate drop cookies can quickly improve any bad day.

In Her Spare Time

A little exercise (pilates, yoga, going for a jog or walk) and/or a glass of red wine. I also enjoy getaways to northern Minnesota lake country where both my grandmas reside in the summertime. We try to unplug for at least a week each summer to enjoy beach, water and family time. I attended the University of Nebraska-Lincoln as an undergraduate, where I met my husband. We continue to be avid Huskers fans and are excited for the return of Husker football in a couple weeks. 🍷



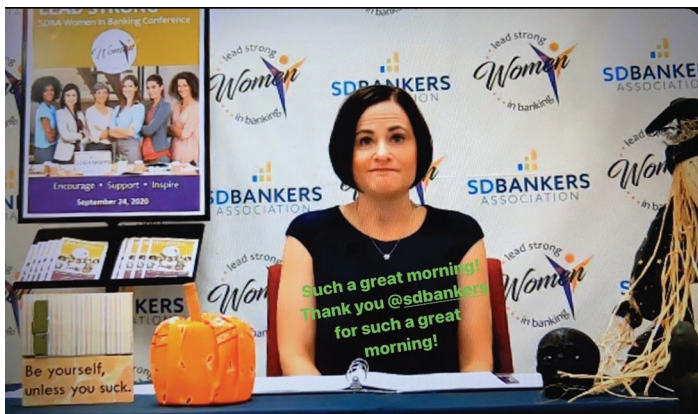
Maggie and Kyle Groteluschen and their sons, Charlie and Garrett, at Round Lake.

LEAD STRONG Conference Held Virtually

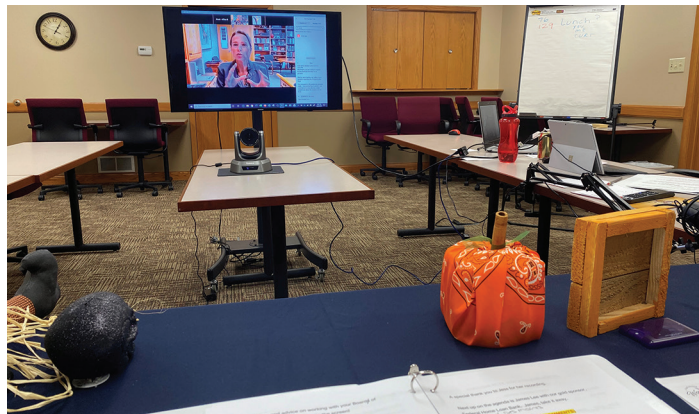
More than 130 women virtually took part in the SDBA's LEAD STRONG: Women in Banking Conference on Sept. 24. Once the decision was made to go all virtual, the SDBA quickly converted its office to a studio to broadcast the event via Zoom.

Thank you to this year's conference sponsors:

platinum sponsors Ballard Spahr, First Bank & Trust and First PREMIER Bank; gold sponsors Bell Bank, Dacotah Bank, U.S. Bank and Federal Home Loan Bank of Des Moines; silver sponsors Heartland State Bank, Reliabank and Rivers Edge Bank; and bronze sponsors Davenport Evans, First Fidelity Bank and Richland State Bank. 🍁



The SDBA's Alisa Bousa hosted the virtual conference.



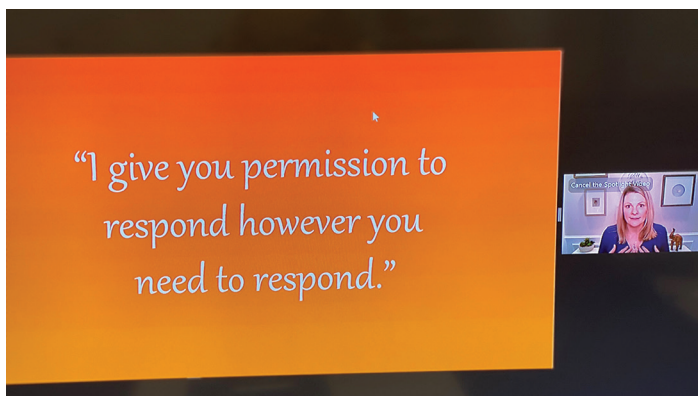
A behind-the-scenes look at the SDBA's "virtual" studio."



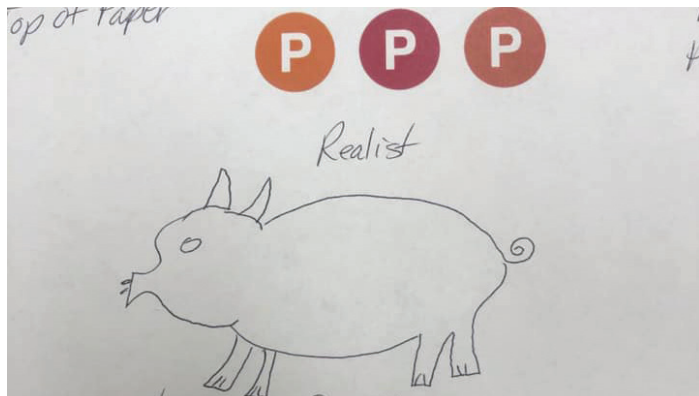
Stephanie Herseth Sandlin spoke about working with boards and being open to appointment opportunities.



Dima Ghawi shared an inspiring message about breaking our personal vases that are holding us back.



Angela Gaffney spoke about having a choice in every matter and that every choice that we make matters.



As an ice breaker, attendees drew a pig to discover their PPP (Pig Personality Profile).



CONGRATULATIONS,
LARRY

50
YEARS



LARRY NESS

For five decades, countless South Dakota farmers, business owners, and homeowners have had the opportunity to account for their dreams thanks to First Dakota CEO Larry Ness.

Your community
thanks you, Larry.
Congratulations
on your 50-year
career in banking.



A man with short brown hair, wearing a light blue button-down shirt and a brown belt, stands with his arms crossed in a field of tall green corn plants. The background is slightly blurred, showing more of the field and some trees in the distance under a bright sky.

Cultivating Connections in the Banking Industry

By Alisa Bousa, Editor

When Jesse Block started school at Dakota Wesleyan University in Mitchell, his plan was to study sports management, but he had no idea what kind of a job that degree would get him. Block next switched to elementary education for a week before deciding that teaching kids wasn't the career path for him.

His final choice was a degree in business administration, which eventually led him to a career in banking. Today, Block is vice president and manager of First Fidelity Bank's Platte branch and serves on the bank's Board of Directors. Block is also spending a year as a director on the SDBA Board of Directors.

The SDBA Board this year created a new board seat to be filled by the past chair of the SDBA's Emerging Leaders Work

Group. The seat, which has a one-year term, was formed to give the work group a voice on the SDBA Board and to provide emerging leaders firsthand experience of serving on the Board. As the first chair of the Emerging Leaders Work Group, Block will sit on the SDBA Board through April 30, 2021.

"I have met lots of young bankers who are passionate about banking and doing the right thing for their customers," Block said about his involvement in the SDBA. "There will be plenty of times when we need to stand up and speak our opinions to make sure regulations don't get out of hand, but overall, I see a bright future for banking."

Ranching and Basketball

Block grew up on a cattle ranch 10 miles west of Midland in western South Dakota. His first jobs were raking hay and stacking bales, and

his grandpa paid him in the fall with one bred heifer.

"I grew up working with my dad from a young age, and at times it bugged me that I couldn't hang out with my friends because we had work to do," Block recalled. "Later in life, I appreciate those times because I believe it taught me a work ethic that I may have never gotten."

Block said the most influential people in his life have been his parents, Brad and Scotti Block.

"Growing up on a ranch and following my dad around, I was always amazed how hard he worked and that he could fix anything," Block said. "My mom has always been my biggest fan and continues to encourage me today to be kind and loving to everyone."

Block was involved in the Midland Tumblers through the third grade. Students in the group

ranged in age from early grade school through high school, and their tumbling acts provided entertainment at state basketball tournaments.

Playing basketball became Block's sport, and he was named All State Basketball in 2003—the same year he graduated from Midland High School.

"I always seemed to follow the path of two Midland guys—Kevin and Kory Petoske," Block said. "They went to Dakota Wesleyan to play basketball, and that's what I wanted to do. They both talked about going into banking after college, and I wanted to pursue that, too."

Block loved his days of playing basketball at Dakota Wesleyan. It was there that he met his wife, Amanda, on the bus traveling to a basketball game his freshman year. Amanda, who was from Alexandria, also played basketball.

During his college summers, Block worked for a landscaping business in Mitchell. While the job didn't have much to do with a business degree or banking, he enjoyed the work.

After college, Block and his wife got married and moved to Midland to work on his family's ranch.

"My grandpa was having some health issues right about the time I was deciding what I was going to do with my life," Block explained. "My parents really needed help, so we moved back and ranched for four years."

Block knew he wanted to try his hand at banking, and the opportunity came from his friend, Kevin Petoske, who had worked for Great Western Bank. While job searching online, Block found a position as an ag loan officer trainee at Great Western Bank in Watertown, and his friend recommended him for the job.

Small Town Living

After living in Watertown for a year, the Blocks' oldest daughter was beginning to enter school. The couple, who both grew up in smaller communities, knew they wanted to raise their children in a small town, so they made the decision to move before their daughter became established in the

Watertown school system.

Block learned about a job at First Fidelity Bank in Platte, a community of around 1,400 people on the Missouri River. Through the Watertown Leadership program, Block had met Josh Hogue, a banker at Reliabank whose father worked at First Fidelity Bank in Burke.

"Randomly one day as Amanda and I were having a conversation at home about sending our daughter into the Watertown school system, Josh Hogue mentioned that his job in Platte was still open," Block said. "I wasn't looking for a job, but I went home that night, looked it up and said what about Platte. We had some friends that lived in Platte, so it all meshed together, and we ended up deciding to move."

Block began working as a loan officer at First Fidelity Bank in Platte in 2012. Since then, he has been promoted to assistant vice president, and then assistant vice president and assistant manager.

When the former manager of the Platte branch, David Nelson, was promoted to president and CEO of First Fidelity Bank



Jesse Block is vice president and manager of First Fidelity Bank's Platte branch.

in November 2019, Block was promoted to vice president and manager of the Platte branch. Nelson has been Block's mentor for the past eight years, and Block said he couldn't have found a better person from which to learn.

Today, Block oversees eight other people who work at the Platte location.

"Before, I would just make sure that my work was done and that my customers were taken care of," he said. "Now, I have to make sure that everybody at the bank is OK, which is definitely a different perspective."

One of the best aspects of his job, Block said, is getting to help people who come into the bank with ideas and dreams of starting or expanding a business.

"I recently helped a couple that I have known since I moved to Platte. The husband had been working for a business in town, and the owner was ready to retire," Block said. "The couple walked into the bank one day and said that they would like to try and buy the business but that they didn't know a lot about the process of securing a loan.

"We walked with them from day one and worked with them to get the loan and work with the area-wide business council to make this thing happen. It was one of the coolest loans that I have ever done. To see them really want to do this, and now they are doing it and they are successful."

Industry Involvement

Block was encouraged to get involved in the SDBA by Nelson, who is currently a member of the SDBA Board of Directors, and George Kenzy, chairman of First Fidelity Bank's Board of Directors. Block attended one in a series of networking meetings that the SDBA held in the fall of 2017 to discuss involving the next generation of banking leaders in the Association.

"I didn't know anything about the SDBA before those round table meetings," Block admitted. "Once you get the first opportunity and

realize what is going on, it then hooks you in and you understand the importance of what the SDBA does."

Block has been part of a group of emerging bank leaders from across the state which formed the SDBA's first Emerging Leaders Work Group. The group has been instrumental in creating emerging leader programming at the SDBA State Legislative Day and the NEXT STEP: Emerging Leaders Summit. Now in its second year, the 2020 Emerging Leaders Summit is set for Oct. 27-28.

"I love being able to go to SDBA events and talk about similar issues," said Block. "I really enjoy having those conversations with people who are in the same industry because I just don't get that on a daily basis."

Block said one of the biggest challenges he has faced during his banking career to date has been working through Paycheck Protection Program (PPP) loans.

"Nobody had ever been through anything like this before, so you couldn't just go sit down with senior management and ask them how they handled it last time," Block explained. "At times, you wanted to pull your hair out, but we all came together and the speed at which we handled the PPP loan requests was really cool to be part of."

"At First Fidelity, we basically changed into a PPP lender overnight. We have seven branches, and the board consists of bank managers of all seven branches. We can make decisions rather quickly. That is one of the great things about First Fidelity—our ability to change with what is happening right now."

The PPP process at First Fidelity Bank was a team effort. Due to the loan demand, Block said the bank's tellers served as loan secretaries



Amanda and Jesse Block and their children: Baylor, Berkley and Cade.

and were the middle people providing customers with the information that they needed at the drive-through window. The tellers then got the loan information back to the lenders to process.

Working through the PPP process, Block experienced how big of an impact the SDBA and the state banking associations across the U.S. and their member bankers can make for the industry.

"Seeing the associations step in and say Small Business Administration here are some recommendations from bankers, can we go this way, and the SBA saying yes, that was definitely an eye opener as it directly affected me and some of our PPP loans," said Block.

Community Going Strong

When the pandemic hit, the Platte bank closed its lobby and operated by drive-through only for a couple of months. Today, the bank is fully back to business. The period when the bank was working on PPP loan applications was also when it typically processes ag loan renewals. While PPP pushed renewals back a couple of months, Block said the bank's workload is

now back on track.

The pandemic has had a positive effect on some Platte businesses because people have been shopping more locally, but it has negatively impacted other businesses, such as hotels and restaurants. One attraction which brings people to Platte, Block said, is three permanent campgrounds with around 500 sites near Platte Creek. People rent the campsites annually and keep their campers there year round.

"Every weekend, there is a flood of people that go to their campers that are either fishing or coming to town to do a little shopping or go to the grocery store," Block said. "The recreational aspect of Platte is definitely helping our economy."

A few years ago, Platte lost its furniture store, but the local hardware store stepped in and bought the building and expanded its business to also sell furniture and mattresses. That same year, a Ford dealership and Polaris dealership in Platte also closed. Block said someone bought the Ford dealership and turned it into an automotive repair shop, and a veterinary clinic moved into the Polaris dealership.

"It is not every small town that you drive downtown on a Saturday afternoon and it is busy," Block said. "There is a lot of action going on in Platte, which is nice to see."

In addition to spending time on the river with family and friends, Block and his wife enjoy remodeling houses together on the weekends. They recently flipped their fourth house in Platte and are now working on remodeling their own home.

The couple has three children: Berkley (age 12), Cade (age 10) and Baylor (age 5).

Bank's Next Generation

First Fidelity Bank was chartered in 1905 by Lowell S. Lillibridge and P.M. Fulton (a druggist by trade) as Burke State Bank in Burke. The one building served as a drugstore, grocery store and bank. For health reasons,



Amanda and Jesse Block in a house that they remodeled and flipped.

Fulton moved to Arizona in the mid-1920s and sold his shares to Lillibridge.

George Kenzy and his wife, Laurie Lillibridge Kenzy, are the fourth generation to be involved in the bank. George Kenzy served as president and CEO from 2001 to 2019 and remains chairman of the bank's Board of Directors.

Two of the Kenzy's daughters are the fifth generation who work at First Fidelity Bank. Kelsea Kenzy Sutton is the bank's compliance officer and corporate counsel, and her husband, Billie Sutton, is the bank's HR director and investment representative. Katelyn Kenzy Brady is the bank's marketing director, and her husband, Alec Brady, is the operations manager.

Block said that the future of First Fidelity Bank looks bright because senior leadership has been intentional about bringing the next generation to the table to learn the ropes and ask for their input.

"They have one goal and that is to make sure that the bank remains strong for another 115 years," Block said. "First Fidelity Bank has always had a culture that treats its employees and customers like

family."

First Fidelity has formed its own emerging leaders group, which before the pandemic was meeting every other month.

"We would get together and talk about issues, what we were seeing and how we thought we could make the bank better," Block said. "We would then bring those ideas to the leadership."

With management changes at a couple of First Fidelity's branches, Block said the bank's Board of Directors now has a more diverse mix of generations represented.

A family-owned community bank, First Fidelity has locations in Burke, Bonesteel, Colome, Gregory, Murdo, Platte and Winner. The bank had planned to celebrate its 115th anniversary this year, but that has been put on hold due to the pandemic.

"We are strong enough to stand on our own, yet small enough to understand and appreciate the real-life needs of the people we serve," says the bank's website. "That's why at First Fidelity Bank, you'll always get first class banking on a first name basis." 🌈



washington update.....

BY ROB NICHOLS | President and CEO | American Bankers Association

Personal Finance for the Pandemic Era

Why Bankers Should Deliver Fin Ed Lessons Today

The pandemic has forced many lessons on us, not the least of which is the importance of being prepared. I don't mean being well-stocked-on-toilet-paper prepared. I mean having the ability and resources to survive an uncertain and even perilous period. For businesses, that clearly requires having a well-crafted and tested business continuity plan. For households, the most important preparedness tool may be a well-funded savings account.

Those who may not have fully appreciated this before COVID-19 certainly understand it now. In fact, a Bank Rate survey this summer found that Americans' top financial regret is not having enough emergency savings to withstand the crisis, followed closely by not having enough retirement savings.

This presents an important opportunity for banks, which can—and should—help support both established and fledgling savers as they pursue their savings goals. Nothing is more fundamental to financial wellness than savings.

Given the massive economic dislocation caused by the pandemic, this may seem an odd time to exhort others to save. Many are suffering from loss of income and find it challenging to pay their expenses; how can they possibly set aside money for a rainy day when it's already pouring? But there's reason to view this as the ultimate teachable moment and an ideal time to convert lessons into action.

In a July survey of hourly workers (by DailyPay and Funding Our Future), 51% said that coming out of the pandemic, they are more likely to save for the future, as opposed to 15% who said they were less likely to do so. Meanwhile, 65% said they don't have any type of savings account, and 62% said they would be able to save more if there was an easier way to set aside a portion of their paycheck.

These data point to a clear demand for information and tools to facilitate savings, and banks are a reliable source for both.

To help banks meet that demand—and prevent financial regrets in the first place by teaching financial fundamentals to today's youth and young adults—the

ABA Foundation has adapted its financial capability programming for today's virtual world. Teach Children to Save lessons went virtual in April, and Get Smart About Credit, our fall program, has also been adjusted to include new resources and notes for delivering effective virtual presentations, as well as new modules around saving for the unexpected.

We all know that strong personal finance skills are essential to success in life. In fact, a majority of respondents in the latest Charles Schwab Financial Literacy Survey said that money management was the most important skill for children to learn, outranking the dangers of drugs and alcohol, healthy eating and exercise habits, and safe driving practices. And nine in 10 agreed that a lack of financial education contributes to some of the biggest social issues our country faces, including poverty, unemployment and wealth inequity.

Which brings us to another lesson learned from the pandemic: Significant disparities in health, education and job opportunities persist. Those disparities have exposed some populations to greater risk—of catching COVID-19 or losing a job—and they've left some children more vulnerable than others to the negative effects of school closures.

Education, including financial education, can help reduce these disparities and give all Americans an equal opportunity to prosper. Few are more qualified to deliver lessons in personal finance than bankers, so I strongly encourage you to register as a volunteer for a financial education program today. The ABA Foundation makes it easy—and free. Visit aba.com/FinEd to learn more and sign up. This is one of the most important ways bankers can make a long-term difference in the lives of others.

The more individuals we reach with this valuable information, the better off our communities will be. And there's no doubt it is better to learn personal finance lessons in a class Zoom than in a crisis. 📊

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



Graduate School of Banking
at the University of Wisconsin – Madison

Raleigh A. "Andy" Trovillion Scholarship Established at GSB Wisconsin

The Association of Military Banks of America (AMBA) has established a scholarship to the Graduate School of Banking at the University of Wisconsin-Madison to honor Raleigh A. "Andy" Trovillion. Trovillion, a long-time former GSB faculty member and AMBA board chairman, passed away in 2019 after a distinguished career in banking.

"AMBA is honored to sponsor this scholarship that combines Andy's passions for banking and support of our nation's military. As a long-time AMBA director and past chairman, he energized us to do what we could to ensure military families received the financial education, products and services they earned through their service and sacrifice. We miss him dearly and believe he would be humbled by this legacy. Through this scholarship in his name, we hope to enable and inspire future generations of veterans and military spouses who have chosen banking as their profession to continue Andy's work," said Maj. Gen. (Ret.) Steven J. Lepper, AMBA president/CEO.

"We're proud and pleased that AMBA chose to honor Andy's legacy by supporting banker education at GSB Wisconsin. This scholarship will encourage the bankers he cared so much about taking advantage of the quality education that Andy himself worked hard to provide as a long-time member of our faculty," added Kirby Davidson, GSB president and CEO.

Bankers eligible for this scholarship must be serving or have served honorably as an active duty, Reserve or National Guard member of one of the Armed Services of the United States. Bankers who are military spouses or spouses of veterans are also eligible to apply. This scholarship is available in the amount of \$1,500 for each year of the student's attendance (approximately one-third of annual tuition fees) for a total value of \$4,500.

Applications are available at www.gsb.org/about-gsb/about-scholarships.php.

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Changes to Eligible Retained Income

By John S. Berteau, Associate General Counsel, Compliance Alliance



In response to the potential economic effects of the coronavirus, the OCC, FRB and FDIC (the agencies) published an interim final rule on March 20, 2020, proposing to revise the definition of eligible retained income. On March 26, 2020, the FRB published an interim

final rule which revised the definition of eligible retained income for institutions subject to the FRB's total loss-absorbing capacity (TLAC) rule.

The agencies recently published a final rule which made final both of these interim final rules, without changes. The goal of this final rule is to help strengthen the ability of banks and TLAC institutions to continue lending and conducting other financial intermediation activities during stress periods by making distribution limitations more gradual, as intended by the agencies.

Under the capital rule, banks must maintain a buffer of regulatory capital above their required minimum risk-based capital and leverage ratio requirements to avoid restrictions on capital distributions. The agencies established the capital buffer requirements to encourage better capital conservation and to enhance the resilience of the banking system during stress periods. Capital buffer requirements as initially implemented were intended to gradually limit the ability of banks to distribute capital if their capital ratios fell below certain levels.

Banks under the capital rule were generally subject to a fixed capital conservation buffer requirement, composed solely of common equity tier 1 capital, of greater than 2.5% of risk-weighted assets. On March 4, 2020, the FRB introduced a stress capital buffer requirement which provides that a covered holding company will receive a new stress capital buffer requirement on an annual basis, which replaced the existing greater than 2.5% capital conservation buffer requirement.

Under the capital rule, if a banking organization's capital ratios fall within its applicable minimum-plus-buffer requirements, the maximum amount of capital distributions it can make is a function of its eligible retained income. Prior to the issuance of the March 20, 2020, interim final rule, the capital rule generally defined eligible retained income as four quarters of net income, net of distributions and associated tax effects not already reflected in net income. The interim final rule revised the definition to be:

"(i) The eligible retained income of a national bank

or federal savings association is the greater of:

(A) The national bank's or federal savings association's net income, calculated in accordance with the instructions to the Call Report, for the four calendar quarters preceding the current calendar quarter, net of any distributions and associated tax effects not already reflected in net income; and

(B) The average of the national bank's or federal savings association's net income, calculated in accordance with the instructions to the Call Report, for the four calendar quarters preceding the current calendar quarter."

The revised definition of "eligible retained income" under this final rule applies to all of an organization's buffer requirements, including the fixed greater than 2.5% capital conservation buffer and the countercyclical capital buffer. Once the stress capital buffer requirements apply on Oct. 1, 2020, the revised definition would also apply to all parts of a covered holding company's buffer requirements. Having one definition of "eligible retained income" for all organizations under the capital rule should simplify the regulatory capital framework and ensure fairness across organizations of all sizes.

The requirements in the TLAC rule build on and complement the capital rule. Back in 2016, the FRB issued the TLAC rule to require the largest and most important bank holding companies (U.S. based) and foreign banking organizations (U.S. operations) to maintain a minimum TLAC amount, consisting of minimum amounts of long-term debt and tier 1 capital. In addition, the TLAC rule prescribed buffer requirements above the minimum TLAC amount which institutions must maintain to avoid restrictions on capital distributions.

As with the capital rule, the TLAC buffer requirements were established to encourage better capital conservation and enhance the resilience of the banking system during stress periods. TLAC buffer requirements were implemented to gradually limit the ability of institutions to make capital distributions under certain circumstances, thereby strengthening the ability of these institutions to continue lending and conducting other financial intermediation activities during stress periods.

Institutions with a TLAC level that falls below the applicable minimum plus-buffer requirements face limitations on capital distributions, in a manner designed to parallel the restrictions on capital

distributions under the capital rule. The maximum amount of capital distributions that a TLAC-covered company can make is limited as a percentage of its eligible retained income, as defined in the TLAC rule.

Prior to the issuance of the March 26, 2020, interim final rule, the TLAC rule generally defined eligible retained income as net income for the four calendar quarters preceding the current calendar quarter, based on the globally systematic important U.S. bank holding companies' FR Y-9C, net of any distributions and associated tax effects not already reflected in net income. This final rule revised the definition to be:

"(i) The eligible retained income of a global systemically important BHC is the greater of:

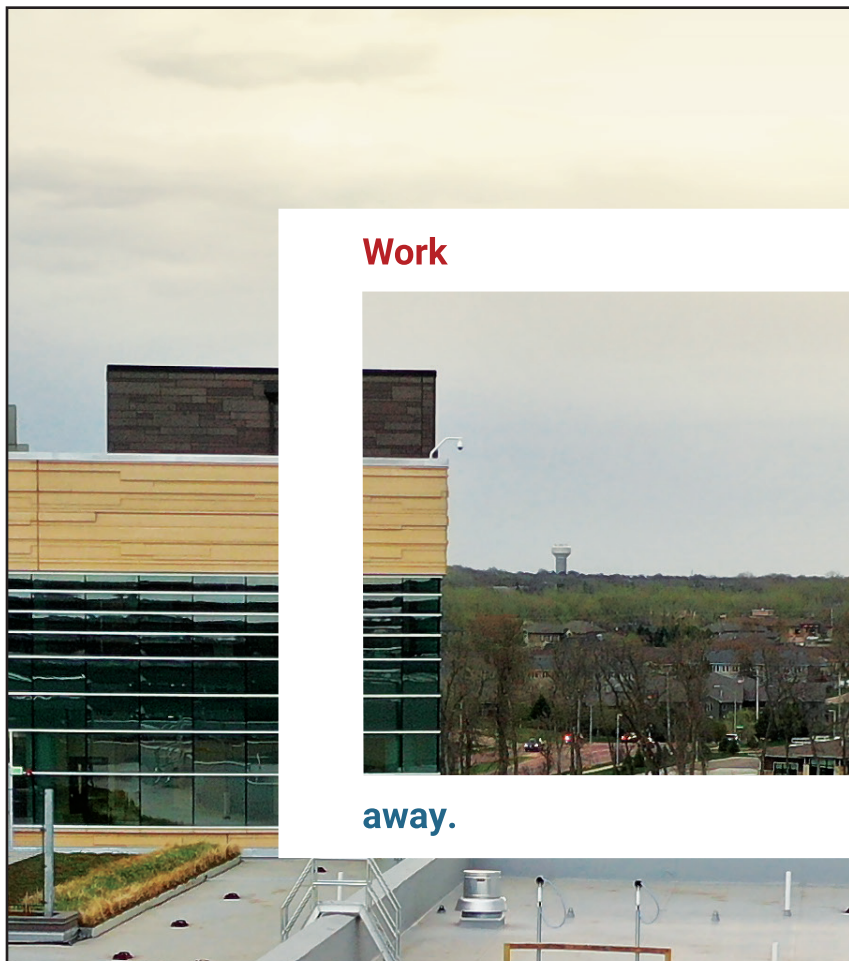
(A) The global systemically important BHC's net income, calculated in accordance with the instructions to the FR Y-9C, for the four calendar quarters preceding the current calendar quarter, net of any distributions and associated tax effects not already reflected in net income; and

(B) The average of the global systemically important BHC's net income, calculated in accordance with the instructions to the FR Y-9C, for the four calendar quarters preceding."

These revised definitions of eligible retained income should allow institutions to gradually reduce

distributions as they enter periods of stress and provide institutions with stronger incentives to continue to lend and carry on other business functions. This although both interim final rules were effective as of the date they were published, the new final rule will be effective Jan. 1, 2021. ■■■

John S. Berteau serves as an associate general counsel for Compliance Alliance, a SDBA endorsed vendor and associate member. He has nearly 15 years of combined experience in the financial services industry. At Hancock Whitney Bank, he worked in the field of environmental risk management and compliance. At Alorica, the nation's fastest-growing BPO, he worked in tandem with some of the largest banks in the U.S., helping to evaluate financial risks. Berteau holds a bachelor's and master's degree in history from the University of New Orleans and a juris doctorate from Loyola University New Orleans and is a licensed attorney in Louisiana. He is a hotline advisor helping with a wide range of regulatory and compliance and featured contributor with Compliance Alliance. For more information on Compliance Alliance, visit www.compliancealliance.com or call 888.353.3933.



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Jennifer Olson Joins BankStar Financial



Jennifer Olson has joined BankStar Financial's business banking department at its Brookings location. She brings more than 22 years of experience in the banking field.

"Jennifer is a respected business banker and well-established within our market. Her commitment to building strong banking relationships, along with her extensive community involvement, will make her a great addition to the BankStar team," stated Greg Fargen, Brookings president.

After graduating with a bachelor of science degree from South Dakota State University in animal science and minors in ag marketing and ag business, Olson began her career in Brookings.

In 2018, she was chosen as the Lender of the Year for First District Development Corporation and continues to be active in the local community. She is involved in the Brookings Rotary, United Way, Deubrook Booster Club, the community of White's Pioneer Days and Bethel Lutheran Church.

Olson and her husband have two children and reside in White. She enjoys golfing, shopping, reading, four-wheeling and spending time at the lake. 🌈

Jace Connor Promoted to Mortgage Originator at BankWest



Jace Connor has transitioned to a mortgage originator for BankWest. For the past one and-a-half years, he has served as a mortgage processor for BankWest, processing originated loans to meet requirements for closing.

"We are excited to have Jace transition into this role," said Regional President Ryan Huber. "With his knowledge of the mortgage process, Jace will capably provide our Mitchell area customers with of a wide range of mortgage services."

Connor graduated from Ethan High School and attended the University of South Dakota where he received his bachelor of business administration degree with an emphasis in finance. In his free time, he is active in the Mitchell Kiwanis Club, and he and his wife have a son.

"With my previous experience, I know no two customers are alike, and their needs tend to be quite different," Connor said. "Whether they are buying, building, remodeling or refinancing a home, I'll ensure that they are getting the financing option that is right for them." 🌈

Susan Rosenberg Joins First Bank & Trust



Susan Rosenberg has joined First Bank & Trust as its chief wealth management officer. Rosenberg will spearhead the overall strategic direction of wealth management services including trust, investment management, brokerage and private banking at First Bank & Trust in Brookings, Sioux Falls, Minneapolis and the regional community bank locations.

Rosenberg received her juris doctor degree from Mitchell Hamline School of Law. She spent 10 years practicing law focused on estate planning, trusts and probate for a large Midwestern law firm. She spent 15 years in various roles in trust companies for financial institutions. Most recently, she served as chief trust and investments officer of F&M Trust in Pennsylvania.

"We are incredibly excited to have Susan join our team," said Kevin Tetzlaff, COO/president of First Bank & Trust. "Her experience will help our organization provide progressive and proactive financial solutions to our existing and new customers, while emphasizing the values and service for which our organization is known."

A native of Fairmont, Minn., Rosenberg enjoys staying active in outdoor sports, including paddle boarding and cross-country skiing. She has two grown children, both residing in Minnesota. 🌈

Kristina Schaefer Named to CFPB Community Bank Council



SDBA Chair-Elect Kristina Schaefer, general counsel and chief risk officer with First Bank & Trust, Sioux Falls, was one of four newly-appointed members to the Consumer Financial Protection Bureau's Community Bank Advisory Council (CBAC).

"Kristina's work on this council is invaluable," said Kevin Tetzlaff, COO/president of First Bank & Trust. "Her presence and experience will bring tremendous credibility and insight to the Bureau about community banking and the customers and areas we serve. We couldn't be more proud of her for representing our industry in this capacity."

The CBAC advises the Bureau on regulating consumer financial products or services and offers the unique perspectives of community banks. They share information, analysis and recommendations to better inform the Bureau's policy development, rulemaking and engagement work. Terms are for two years. 🌈

Davenport Evans Lawyers Named Great Plains Super Lawyers

Ten lawyers with Davenport, Evans, Hurwitz & Smith, LLP were selected for the 2020 edition of Great Plains Super Lawyers. Attorneys selected were ranked in the top 5% of practicing attorneys in South Dakota.

- P. Daniel Donohue – Estate & Probate
- Thomas M. Frankman – Business Litigation
- Keith A. Gauer – Banking
- Charles D. Gullickson – Banking
- Douglas J. Hajek – Banking
- Robert E. Hayes – Banking
- Elizabeth S. Hertz – Business Litigation
- Vince M. Roche – Business Litigation
- Eric C. Schulte – Insurance Coverage
- Catherine A. Tanck – Tax

Four Davenport Evans lawyers were selected to Great Plains Rising Stars. Each year, no more than 2.5% of lawyers in a state are selected for this honor.

- Reece M. Almond – Business Litigation
- Justin T. Clarke – Insurance Coverage
- Anthony M. Hohn – Business Litigation
- Michael L. Snyder – Business Litigation

Davenport, Evans, Hurwitz & Smith located in Sioux Falls is one of the state's largest law firms and a SDBA associate member. The firm's attorneys provide business and litigation counsel to individuals and corporate clients in a variety of practice areas. 🌈



P. Daniel Donohue



Thomas M. Frankman



Keith A. Gauer



Charles D. Gullickson



Douglas J. Hajek



Robert E. Hayes



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Business Banker, Dacotah Bank, Rapid City, S.D.

Dacotah Bank is seeking an experienced, self-motivated individual to join our team as a business banker in our Rapid City, S.D., office. The successful candidate should have seven years of lending, strong relationship management and interpersonal skills, commitment and enthusiasm for community banking, experience managing a diverse portfolio and be a team player. Responsibilities of this position include: managing relationships with community banking customers, prospect and develop new customer relationships, and retain and expand existing customer relationships. We offer an excellent benefits package, a competitive salary and an enjoyable work environment. Apply online at: dacotahbank.com/careers. Dacotah Bank is an Equal Opportunity Employer of women, minorities, protected veterans and individuals with disabilities. ■

CLASSIFIED LISTINGS

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



Brian J. Gatzke, ARA, MBA
Certified General Appraiser, SD & MN

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- IRS
- Yellow Book (USFLA)
- Mini-Storage Warehouses
- Lake Properties
- Estates, Donations, & Trusts

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A Review of 2020 Ballot Measures...

continued from page 5

marijuana. The amendment does not legalize hemp; it requires the Legislature to pass laws regulating the cultivation, processing and sale of hemp.

The amendment imposes a 15% tax on marijuana sales. The tax revenue will be used for the Department's costs incurred in implementing this amendment, with remaining revenue equally divided between the support of public schools and the state general fund.

Judicial clarification of the amendment may be necessary. The amendment legalizes some substances that are considered felony controlled substances under current state law. Marijuana remains illegal under federal law.

Fiscal Note: Legalizing cannabis would provide revenues from licensing fees, sales tax and a 15% excise tax. After regulatory costs, the state would distribute 50% of net revenues annually to public schools and 50% to the general fund. Incarceration costs would decrease due to a decriminalization of several current laws.

Estimated Net Revenues:

- FY2021: \$355,705
- FY2022: \$10,765,004
- FY2023: \$19,589,466
- FY2024: \$29,372,397

Vote "Yes" to adopt the amendment.

Vote "No" to leave the Constitution as it is.

The text of this amendment is seven pages long containing 15 sections.

Constitutional Amendment B—An amendment to the South Dakota Constitution authorizing the Legislature to allow sports wagering in Deadwood.

The constitution currently authorizes the Legislature to allow certain types of gaming in the city of Deadwood: roulette, keno, craps, limited card games and slot machines. The constitution amendment authorizes the Legislature to also include wagering on sporting events as a type of gaming allowed in Deadwood.

Under federal law, any gaming authorized by the Legislature to be offered in Deadwood would also be allowed at on-reservation tribal casinos upon amendments to current tribal gaming compacts.

Vote "Yes" to adopt the amendment.

Vote "No" to leave the Constitution as it is.

The text of this amendment is two pages long containing two sections.

Now, get out there and vote on Nov. 3! 🗳️

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

Seminars/Conferences/Webinars/Schools

SDBA EVENTS

Virtual Washington Fly-in

Oct. 5, 6 and 8, 2020 | Virtual

New Accounts Three-Part Webinar

Oct. 13, 14 and 15, 2020 | Virtual

ABA Unconventional Convention

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

NEXT STEP: Emerging Leaders Summit

Oct. 27-28, 2020 | Live in Sioux Falls and Virtual

Security Officers Conference

Oct. 27, 2020 | Virtual

SDBA State Legislative Day

Feb. 10, 2021 | Pierre

2021 Quad States Convention

June 14-15, 2021 | Rapid City

WEBINARS

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

How to Lead Successfully in a Complex, Uncertain Workplace—Part 1

Oct. 13, 2020

Customer Due Diligence Update

Oct. 13, 2020

W9, W-8BEN and W-8BENE for Deposit Accounts

Oct. 14, 2020

How to Lead Successfully in a Complex, Uncertain Workplace—Part 2

Oct. 15, 2020

Excel: Filtering and Slicing Data

Oct. 15, 2020

Outsourced Third-Party Risk Management Program

Oct. 16, 2020

Advanced Tax Return Analysis

Oct. 19, 2020

FLSA: Beyond the Basics

Oct. 20, 2020

Compliance 101 for New Compliance Officers

Oct. 20, 2020

Common Pitfalls of ARM Disclosures

Oct. 21, 2020

BSA/AML & OFAC Compliance—Part II

Oct. 22, 2020

IRAs Part 3—Distributions and Beneficiary Payouts

Oct. 22, 2020

How to Lead Successfully in a Complex, Uncertain Workplace—Part 3

Oct. 22, 2020

Treasury Management: A Powerful Tool to Increase Deposits and Fee Income

Oct. 22, 2020

Reporting Critical Information Security

Oct. 23, 2020

Commercial & Business Lending Basics for Support Personnel

Oct. 26, 2020

Developing BSA Training

Oct. 27, 2020

15 Reasons Training Doesn't Stick

Oct. 28, 2020

SAR Decision Making

Oct. 28, 2020

Flood Insurance Compliance

Oct. 29, 2020

IRAs Part 4—How to Audit Your IRA Files

Oct. 30, 2020

BSA 101 for New Compliance Officers

Nov. 2, 2020

Technical Skills for Your Tellers

Nov. 3, 2020

Opening and Managing Court Ordered Accounts

Nov. 4, 2020

Excel Explained: Charts

Nov. 4, 2020

The Five Keys to Coaching for Bank Managers

Nov. 5, 2020

Legal Essentials for Lenders

Nov. 6, 2020

CRE Lending: Cash Flow Analysis & Cap Rates

Nov. 9, 2020

Ability to Repay, Qualified Mortgage, High Cost & Higher-Priced Mortgage Loans

Nov. 10, 2020

Writing New Account Procedures

Nov. 10, 2020

Accounts Receivable and Inventory Financing

Nov. 13, 2020

SCHOOLS

GSBC Executive Development Institute for Community Bankers

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

GSB Human Resource Management School

Starting Oct. 26, 2020 | Online

GSB Bank Technology Management School

Starting Nov. 3, 2020 | Online

Dakota School of Lending Principles

April 6-9, 2021 | Bismarck, N.D.

National School for Experienced Ag Bankers

June 21-24, 2021 | Spearfish

Graduate School of Banking in Colorado

July 18-30, 2021 | Boulder, Colo.

Graduate School of Banking in Wisconsin

Aug. 1-13, 2021 | Madison, Wis.

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



NEXT STEP

SDBA EMERGING LEADERS SUMMIT



Cultivate • Connect • Engage • Empower

October 27-28, 2020

Live at the Hilton Garden Inn Sioux Falls Downtown.
Sessions will also be live-streamed via Zoom.

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