

SDBANKER



OFFICIAL PUBLICATION OF THE SOUTH DAKOTA BANKERS ASSOCIATION | OCTOBER 2022



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BY DAVE BANGASSER | Senior Vice President Chief Banking Officer | Dacotah Bank, Sioux Falls
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Staying Busy – Staying Engaged

Really? October already? How can that be? These are the thoughts that came to me a few weeks ago when Haley Juhnke sent me the reminder for the Message from the Chair. The summer of 2022 seemed to fly by even faster than ones before. Personally, and professionally, we are all so busy, and that leaves us looking backwards and asking where the time went!

The passing of summer brings us that much closer to the election, which will soon be followed by the 2023 Legislative Session. As SDBA President Karl Adam often reminds us, ENGAGEMENT will continue to be a necessity for community bankers. The end of September found your SDBA Board of Directors holding a board session via Zoom. In past years, our board normally meets formally twice a year – during the June SDBA Convention and Annual Meeting, and in December during which we prepare for the next legislative session. This extra meeting proved valuable, as there were several topics that SDBA staff and leadership brought forward for discussion. Rest assured, we will need to stay engaged, and we can never be too prepared or over-informed. The board greatly appreciated this meeting, so thank you to Karl and his team for putting the session together.

A wonderful example of SDBA banks investing in their people was displayed during the Lead Strong: Women in Banking Conference that took place September 13-14 in Sioux Falls. Three hundred banking professionals from across South Dakota came together and enjoyed a terrific agenda containing important industry topics, along with a great lineup of speakers. Feedback received has been very positive. I took a few minutes to speak with attendees from our bank, and their excitement was wonderful to witness. Thank you so much to the SDBA staff for your work in making this event the success that it was, and thanks also to all the banks that allowed your team members to attend.

Another opportunity for SDBA banks to invest in their talent will take place during the NEXT STEP: Emerging Leader Summit scheduled to take place October 19-20, 2022 in Rapid City. The registration numbers are strong, but there is still room for more. Please consider allowing your Emerging Leaders to travel to Rapid City and the beautiful Black Hills. They will benefit greatly from the content of the agenda items, and from the opportunity to mix and network

with their banking industry peers. Look soon for the upcoming “How We Roll” sessions scheduled to take place October 25 & 26. These meetings will be held virtually, making it a great opportunity for your employees to take part in and add to the discussions. Each of these past and upcoming events are accomplishing the goal of making us all more informed leaders, capable of even greater engagement when needed.

I, along with SDBA President Karl Adam, will be attending the ABA Annual Convention that will take place October 2-4 in Austin, TX. The agenda contains several important topics, which will be presented by an exciting list of industry leaders. I look forward to sharing what we learned with you in next month's article. Until then, enjoy your month of October, and reach out to me or any of the SDBA board members if we can assist you and your banks in any way. 📊

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from the executive office.....

BY KARLTON ADAM | President | South Dakota Bankers Association
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October: Cybersecurity Awareness Month

Hackers, data breaches, and stolen identities—it's the kind of stuff that gives you the "icks," and leaves you feeling vulnerable and perhaps even violated. Sadly, many people, businesses, schools, governments, and other entities know this experience all too well, and worse, instances of this abuse continue to grow.

October is Cybersecurity Awareness Month, and through partnerships with the ABA and CISA (Cybersecurity and Infrastructure Security Agency), we are making efforts to raise awareness and increase vigilance when it comes to cybersecurity.

You'll recall, I wrote last month about the ABA's refreshed **#BanksNeverAskThat** campaign, and I want to draw your attention to it again. I can't stress this enough that this campaign's resources are available to ABA members and nonmembers alike—and it's FREE! Go to aba.com/banksneveraskthat to set up an account so you can receive the toolkit directly to your email when it rolls out on October 3. All-new videos, social media graphics, a refreshed webpage, and more are all part of the new toolkit, launching on October 3. Trust me, you and your bank don't want to miss it. We can fight back against cyber criminals by staying educated and informing our customers, family and friends. It's time to put scammers in their place and protect your customers in the process, and we'll do it together.

Next, if you're a subscriber to my weekly CISA News, or the weekly SDBA e-News Haley Juhnke sends out, you're probably already familiar with what and who CISA is. Jim Edman, South Dakota's CISA Cybersecurity Coordinator, is a wealth of knowledge when it comes to all things related to cybersecurity and has an extensive background in how technology and cyber security connect.

Capitalizing on this, we invited Jim down to the SDBA HQ on Wednesday, September 21 to record our second episode of the SDBA Bank Squawk podcast. Be on the lookout for the release of that episode, coming to Spotify soon! Jim and I dove a bit deeper into what exactly CISA is and does, common methods of cybersecurity attacks, the cybersecurity landscape, and advice and recommendations for if you become cyber-compromised. More to come on this enlightening conversation!

In closing, friends, the SDBA takes cybersecurity—YOUR cybersecurity—very seriously. In the weeks and months to come, we'll be implementing some changes to beef up readily available member information found on our website, www.sdba.com. We're still working through some of the logistics, but rest assured we'll be in contact with you regarding any changes. With that said, however, I want to assure you this is not because the SDBA has experienced a breach of any kind—we simply want to elevate precautions when it comes to your information that may appear on our site. If you have any questions or concerns, do not hesitate to reach out to our office at events@sdba.com or 605.224.1653.

That's a wrap, friends. Until next month, wishing you a happy and safe October! 🍁

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American Bankers Association



The South Dakota Bankers Benefit Plan (SDBBP) will see only a 4% rate increase for 2023

SDBBP has experienced well-below medical trend rate increases over the past seven years. Our annual increases have been 3.4%, 2%, -3%, 4%, 4%, 1.5%, 5% and 2023's 4% increase.

In the current claims period, 73% of our members incurred under \$2,500 in claims for the past 12 months, which is what we have experienced for the last few years! As we have seen in the past, once someone enters the hospital with a complicated medical condition, the price skyrockets. In the current period, there were 16 members with claims paid greater than \$100,000, which accounted for 16.5% of the total claims paid. Covid has not significantly contributed to claims over the past 12 months. We have been in a catch-up mode dealing with postponed procedures because of Covid; however, claims year-to-date are on track to come in lower than expected, which is good for the plan. Many doctors are very concerned about vaccinating anyone under 30 for Covid.

When looking at the pharmacy trend specific to SDBBP, the percent of the cost variance will depend on the period we are looking at. We rely on the Wellmark Annual Core Report, which shows that from June-May 2018 to 2019, there was an 11.8% increase in the Rx trend. 2019 to 2020 was 10.4%. The period from 2021 to 2022 shows that the trend has slowed down for SDBBP and is at 2.0%. The Rx trend is a blend of both the cost of the drugs and the utilization. For the current period (2021 to 2022), the cost of prescriptions has increased; however, the utilization, or the number of drugs, has decreased (cost +11.6%, utilization -1.7%). In the Rx world, there is a push for specialty drugs – those with price tags of \$600 to 9,000 per injection, and many of these prescriptions go directly to the consumer, bypassing the local pharmacy. An additional drive is to move as many prescriptions as possible to generic, which drives our costs down, but it does affect our local pharmacy. We are seeing pharmaceutical companies pushing to go direct to the consumer, as evidenced by their 30-billion-dollar ad budgets. Amazon is getting in the picture by utilizing its distribution system to fulfill prescriptions and jeopardizing our local trusted pharmacies.

The medical trend is a projection that insurance companies develop each year based on the previous years' experience. Inpatient utilization has decreased by -43.4% Per Member Per Month (PMPM). This is evidenced by the cost decrease by -23% and utilization by -27.3% PMPM. The industry derives its information 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 expenses. Three main cost factors go into developing the medical trend projection: costs of prescription drugs, 2023 projection increase of 1.8% along with the 2023 medical facilities' charges projection increase of 8.88%, and the third variable is SDBBP's utilization experience which is down by 6.6% PMPM.

These factors are tracked, and Wellmark's 2023 projection for South Dakota Medical Trend Rate is 8.88%. This medical trend is added to our actual claims and the utilization experience of our group to develop next year's premium recommendations.

We have heard for years the world could experience a pandemic. As of this report, there are over 6,532,211 deaths and 612,434,757 cases of covid. We are experiencing lower utilization because covid has subsided the last 12 months, and we are starting to return to pre-covid utilization numbers. Our objective was to build reserves in the previous eight years to allow us the flexibility to flatten rate increases when needed. Building reserves early to combat higher rate increases for unforeseen events like Covid is the strength of our large group plan. The Medical Trend Rate, which is 8.88%, is added to our 2022 experience, along with the continued progress in controlling Covid and consideration for our higher reserves, which equaled a 4% rate increase for 2023.

Fall SDBBPT Meeting will be held this year!

The fall meeting will occur at the Wellmark offices in Sioux Falls on Friday, October 14th. The SDBBP MET Board held its annual meeting on August 23, 2022, at ONE AMERICAN BANK in Sioux Falls. The Board approved continuing the Heart & Vascular Screening program through 2023. A special thanks to Mick Gibbs, President of Avera Heart Hospital! His vast knowledge and extensive resources in the medical communities in this state has helped make this program successful. The plan has paid for 252 participants to date, and screenings have uncovered some underlying issues before they have become severe. The Board also approved the 4% rate increase for 2023.

We will continue utilizing Wellmark as our third-party administrator. There is no change to our provider network, and we will still have all the provider discounts we currently experience. BCBS is the best carrier in the country, with the largest network and deepest discounts.

Reporting Requirements & Notices

We will continue to be required to report coverage to the IRS. The 2022 IRS employer shared responsibility

reporting requirements for each bank are 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, 2023. For the calendar year 2022, forms are required to be filed with the IRS by Feb. 28, 2023, or March 31, 2023, if filed electronically. The SDBIS will continue to supply a data set to each bank on its covered employees to help complete these forms.

Plan Features

Five Deductible Plans: The SDBBPT, administered by Wellmark, is designed to provide flexibility to the employer and employee. The employer may allow its 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 health and dental plans until they reach Medicare-eligible age (spouse included with a maximum of 5 years of coverage). We have had numerous employees take advantage of this benefit and are thankful it was available.

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 also works with Delta Dental. If you have not taken advantage of BluesEnroll, contact Michelle Guthmiller with SDBIS at 800.221.7551 or mguthmiller@sdba.com. 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: We continue to offer a lowered co-pay of \$10 for Doctors on Demand virtual visits. Feeling better should be easy, and this virtual visit benefit can be experienced anywhere, anytime. We encourage our members to give this benefit a try.

Rx Benefits: Generic prescriptions remain at \$10.

COBRA Administration & Billing Services: SDBIS continues to administer COBRA notification, enrollment, and billing services for health and vision on behalf of the members of the SDBBP.

EMC National Life Insurance and Accidental Death & Dismemberment (AD&D) Benefit (No Rate Increase): The rates remain the same for 2023! \$0.128 per \$1,000

for basic life and \$0.02 for AD&D. Group term life rates are now guaranteed until Jan. 1, 2023. EMC National Life Company continues to provide excellent service. Along with any health plan, each employee has a minimum of \$5,000 life insurance coverage with a matching \$5,000 AD&D coverage. 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 benefits booklet for additional details.

Vision Care (No Rate Increase): This is the 17th year of offering VSP Eye Care, and rates remain the same until Jan. 1, 2024. The employee can upgrade the coverage to Plan B or C with a four-tier rating to match our health insurance plan, such as employee only, employee plus spouse, etc.

Delta Dental (5% Increase): The plan offers dental coverage through Delta Dental, which has the largest dentist network in South Dakota and spans nationwide. They offer no-balance billing, it is easy to use, and they provide excellent coverage for a great value with rate stability. For the 2023 plan year, rates will increase by 5%. The monthly rates are \$50.62 for single and \$139.02 for family. Prevention Pays are added to the plan meaning diagnostic and preventative services no longer apply to the annual maximum benefit. Check out the Lifesmile® library, where you will find articles, videos, and brochures to share with employees: www.deltadentalsd.com/lifesmile.

Providing Rate Stability

Being part of the SDBBP 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, 2023, 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 SDBBP is designed to provide rate stability. Especially in today's volatile market, it is risky to stand alone regarding 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.

In the health care business, size matters. It is up to all members of the SDBA to join together and support these great benefit plans and provide your employees with quality, affordable health insurance.

Special recognition to the MET Board:

David King Chairman – CEO One American Bank
Dean Dreessen Co-Chairman, President CEO Merchants State Bank

Joseph Anglin – SVP/CFO Pioneer Bank & Trust

Mark Law – President DNB Bank

George Kenzy – Chair, Director First Fidelity Bank

There are two individuals I work with on a daily basis who keep this program running smoothly every day and deserve special recognition: SDBIS - Michelle Guthmiller, Insurance Specialist, and BCBS Sherri Matthews, Senior Account Manager.

For questions, contact Mike Feimer at 605.660.2341 or Mfeimer@sdba.com or Michelle Guthmiller at 800.221.7551 or mguthmiller@sdba.com. 



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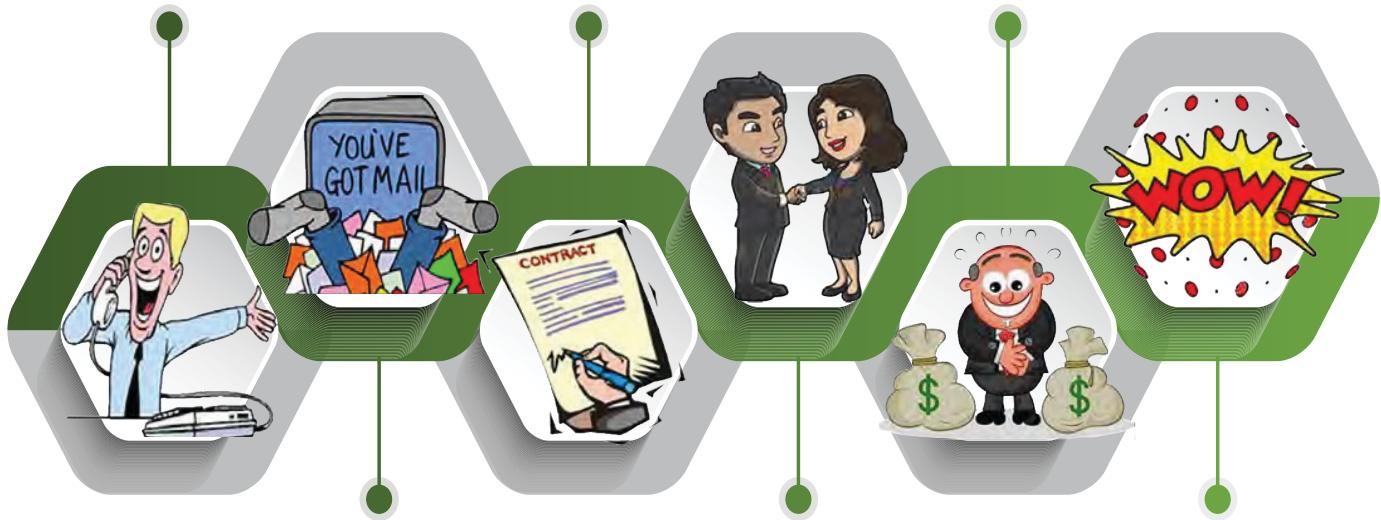
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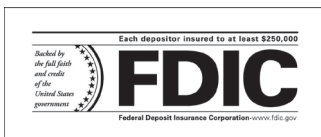
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Emerging Leader of the Month: Sarah Wilson



As part of the SDBA's mission to grow South Dakota's future bank leaders, we feature a monthly emerging leader. This month's feature is on Sarah Wilson from First PREMIER Bank in Sioux Falls.

First-Ever Job

My first real job was at my aunt and uncles' grocery store, Harrgar's in Summerset, SD. For a few weeks during the summer, I would stay with them and wake up very early to help unload the trucks and stock shelves. I always admired their work ethic as well as their parenting, and was lucky for the opportunities to spend time in their store and their loving home to soak it all in.

Emerging Leader Story

I started my banking career in 2007 at PREMIER Bankcard and was fortunate to have since worked for five financial institutions in ten varying positions. When I look back at my path, I know the reason I made it to this position is because I said "yes" to a lot of challenges. Before I was in a management role, saying "yes" to projects like core system changes and new lending platforms allowed me to learn things far outside of my job title. In 2017, I took my first management role and my opportunities to say "yes" shifted first to leading new team members and managing multiple new markets, and eventually to helping lead the piloting of bank-wide initiatives for 180 branches.

Because I am clearly crazy for a challenge, I decided that 2022 would be a great year to jump back into Mortgage. And I am extremely fortunate that a position to work for First PREMIER presented itself to me again.

What She Most Likes About Her Job

I am the VP, Mortgage Sales Manager at First PREMIER Bank. In my day to day, I oversee the seven lenders and five loan assistants that make up our sales team and we get the privilege of helping people buy homes and investment properties. I love the mortgage industry because every transaction is like a small puzzle we get to put together. We have regulations and investor guidelines to follow as well as our customer's goals and needs to meet, and all of those pieces have to fit together just right. At the end of the day, we're simply helping customers with one of the largest financial transactions most people will have.

How the SDBA Aided in Her Growth

My first Emerging Leaders' event was the first summit in 2019. SDBA brought in one of the owners of Rose Group Int'l and we took their Helix Culture Type Assessment - I was (accurately) defined as a "fixer." At the time, the bank I was working for hired a new Market President for one of the markets I oversaw... and he was defined as a "stabilizer." Learning this information not only

shaped the way I interacted with him, but also helps me come in to new working relationships with an open mind - I often think of that model and how to best connect with a new colleague.

If She Could Have Any Job

I would be in the construction field. I love seeing projects come together and I'm so intrigued by people who can build things (although my husband would tell you I can hardly read a tape measure).

Her Life's Passions

This will sound very cliché (and that's okay by me) but my passions are faith, family and friends... in that order. We are very involved in our church; our faith leads many of my family's decisions and priorities. My husband, Josh, and three daughters, Brooklyn, Charley and Loryn, make up my family and keeping up with their passions has become a passion of mine too. For Josh it's hunting, fishing, and farming and I, too, enjoy hunting and helping on the farm (I cannot yet drive a tractor but I'll get there). The passions are volleyball and basketball for Brooklyn, dance and swimming for Charley, and Loryn is the best little cheerleader and my sidekick along for the ride. I must include my friends in my passion because I am blessed with the best group of women who have walked through so many seasons of life with me. Without their support, advice and comradery, I would not be where I am in my career.



How She Unwinds

I'm lucky to have a 45 minute commute to and from work to wind up and/or unwind and I love to mix up my time. Some days it's jamming out to the radio (Country 92.5 or Life 96.5) and other days it's a good audiobook. Currently I'm listening to Rich Dad Poor Dad, which was given as a recommendation from one of my team members after the SDBA Women in Banking event where I learned about how most employees say their biggest burden is their personal financial issues and how that can affect their work. I just started the book but check with me in a month and I'm sure to have a lesson to share.

Little Known Facts About Her

In 2020, mid-pandemic, I opened a children's consignment store in Brookings, SD with my sister-in-law. Looking back over the last two years of owning a business with a family member, I think of the tough lessons I could not have learned in banking but have lent a hand in my expertise. I love that I get to look at problems not only as a banker but also as a small business owner. 📊

SDBA Hosts 300 at Fifth Annual LEAD STRONG Women in Banking

Funny story. About two weeks before the Women in Banking event, I had a meeting with the convention center about the 2023 Annual Convention. Before I left, I told my contacts at the venue that we may need to adjust our contract for Women in Banking because registrations were rather slow rolling in. We may need to release some space and decrease our food and beverage minimums. Their reply... "No problem. Just let us know."

I don't consider myself a pessimist, but rather a realist. And I also do not have a crystal ball – or at least a working crystal ball. My job is to anticipate various outcomes and prepare accordingly to best serve our members and the SDBA. As a computer programmer/mathematician by training, my world is a series of if-then loops. IF we have a storm, can we reschedule? IF a speaker has flight issues, who can I put on stage? IF a guest's hotel room reservation isn't in the system, who do I get as a roommate? The list goes on.

Thankfully, after my meeting at the convention center, registrations started flowing in. And in. And in! As I said in my opening comments at the event, all I can say is "WOW"! We exceeded our past registration

numbers by nearly 25 percent. All said and done, we had over 300 registered for this event! We have come a LONG way since 2018. From pushing fire code and taking over the men's restrooms in 2018, to a blizzard in 2019. A nasty little thing called COVID in 2020 and its naughty cousin Delta in 2021.

This year's event focused on leadership. Leadership from the outside in. Leadership from the inside out. You may not have 'leader' in your title, but I can promise you all that you lead every single day. By your attitude. By your actions. By your words.

A huge thank you to all of our speakers. Your messages hit home with all of us. Thank you to our sponsors. Without your support, we would not be able to continue to host this event. And thanks to each of you who attended. We know you have many choices for events and training, and we appreciate you choosing to spend your time with the SDBA.

Planning is already underway for the 2023 Women in Banking event. As soon as the date is secured, we'll blast it out there and hope that you'll mark your calendars right away. Let's see where 2023 can take us! 🌈



SDBA Vice President Halley Lee



Event Emcee Ann Buckmiller



Event Emcee Sarah Wilson



Dave Miller with Sleep in Heavenly Peace graciously accepts the donations collected at Women in Banking.



Members of the Women in Banking Workgroup



Thank you to all of our wonderful speakers!

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SDBA Bank Squawk Podcast Welcomes Cybersecurity Coordinator Jim Edman

The SDBA recently recorded a podcast with Jim Edman, and it will be released during October's Cybersecurity month. We asked Jim to give our readership some tangible cybersecurity tips as they await the release of our next Bank Squawk episode.

Each October, the Cybersecurity and Infrastructure Security Agency (CISA) and the National Cybersecurity Alliance (NCA) lead a collaborative effort between government and industry to raise cybersecurity awareness nationally and internationally as we celebrate Cybersecurity Awareness Month. Throughout October, the agency will be focusing on the "people" part of cybersecurity, providing information and resources to help you make smart decisions on the job, at home, at school, and in the future. We will focus on what it means to "See Yourself in Cyber."

1. Think Before You Click: Recognize and Report Phishing Attacks

Have you ever seen a link that looks a little off? It looks like something you've seen before but it says you need to change or enter a password. Or maybe it asks you to verify personal information. It could be a text message or even a phone call. They may pretend to be your mail service, your boss, your bank, a friend...The message may claim it needs your information because you've been a victim of cybercrime.

It's likely a phishing scheme, a link or webpage that looks legitimate, but it's a trick designed by cyber threat actors to have you reveal your passwords, social security number, credit card numbers, or other sensitive information. Once they have that information, they can use it on legitimate sites. And they may try to get you to run malicious software, also known as malware. Sadly, we are more likely to fall for phishing than we think. If it's a link you don't recognize, trust your instincts, and think before you click. We all need to Phight the Phish!

The most common reason given for clicking on a phishing message is "I was in a hurry." Fix that by just slowing down when processing email. It doesn't matter if you are on your phone or on a computer. An extra 3-5 seconds to analyze the sender, contents of the message, grammar, spelling and hover over any links will give you more time to recognize phishing messages.

2. Don't Wait: Update your Software

Bad actors will exploit flaws in computer systems. Software developers are working hard to fix them as soon as they can, but their work relies on all of us updating our software with their latest fixes. Update the software on your mobile phones, tablets, and laptops. And update your applications—especially the web browsers—on all



your devices, too. Better yet, turn on automatic updates for all devices, applications, and operating systems.

3. Use Strong Passwords

- Creating strong passwords is an easy way to improve your cyber security. Strong passwords include one uppercase and one lowercase letter each, at least one number, at least one special character and 10 or more characters to. Do not re-use passwords - use different passwords for different accounts and websites.

- Use password managers to generate and remember different, complex passwords for each of your accounts. A password manager will encrypt passwords securing them for you!

- Put cybersecurity first by protecting the information stored on devices. Much of a user's personal information is stored either on their computer, smartphone, tablet or possibly someone else's system.

4. It's More than a Password: Why We all Need Multi-factor Authentication

If you can do just one thing to protect your online valuables, setup Multi-factor Authentication (MFA). MFA means opting-into an extra step when trusted websites and applications ask you to confirm you're really who you say you are. Banks want to make sure you're the one accessing your information. So, industry is taking a step to double check. Instead of asking you for a password—which can be reused, more easily cracked, or stolen—they can verify it's you by asking for two forms of information:

- i. They will ask for something you know...like a password, PIN, personal question, etc.

- ii. Something you have...like an authentication application or a confirmation text on your phone, or something you are...like a fingerprint or face ID

That second step is a lot harder for a hacker to fake. So, prove it's you with two...two steps, that is. If MFA is an option, enable it by using a trusted mobile device, such as your smartphone, an authenticator app, or a secure token—a small physical device that can hook onto your key ring.

Many facets of our 21st century home and work lives rely on the Internet and technology. Invest in yourself to protect your personal information and your sensitive information at work. The Human Firewall is equally important as the technological one. 🌈

Schaefer Honored by American Bankers Association with Inaugural Emerging Leader Award



Kristina M. Schaefer, executive vice president, chief risk officer & chief administrative officer, general counsel, First Bank & Trust, Sioux Falls, S.D., was honored by the American Bankers Association as a recipient of its inaugural ABA Emerging Leader Award. This new award recognizes the next generation of bank leaders who are committed to the highest standards of achievement and service to both their industry and their local communities. Schaefer and 10 other winners will be recognized together during next week's ABA Annual Convention.

"In the spring, the ABA was looking for nominations for emerging leaders who exemplified leadership, not just in the banking industry, but in their communities, civic and volunteer organizations, schools and beyond," said SDBA president, Karl Adam. "It was our pleasure and sincere honor to nominate Kristina Schaefer for the inaugural ABA Emerging Leader Awards. Kristina's accolades and accomplishments reach far beyond the banking industry, and her excellence has been recognized many times in recent years. This year alone, she was named 2022's OnCon Icon Top 50 Corporate General Counsel Award Winner, EmBe's 2022 Tribute to Women winner in the banking and finance sector, and was a selected speaker at the 2022 TEDxSiouxFalls event.

"The SDBA, the banking industry and the South Dakota community at-large is fortunate to have a natural emerging leader like Kristina," Adam continued. "Her drive and willingness to answer the call of leadership knows no bounds and we look forward to following her lead as her professional career only begins to unfold. We hope everyone joins us in celebrating Kristina today. For all she does for everyone else, returning the applause with a standing ovation and tip of the hat is all we can do to share our gratitude."

"I've been a community banker for 40 years, and I can truly say it is a great honor to watch the next generation of banking leaders emerge and blaze their own trails in the industry," said SDBA Board Chair, David Bangasser, senior vice president chief banking officer, Dacotah Bank. "Having served on the SDBA Board of Directors with Kristina Schaefer for more than six years, I've witnessed first-hand her talents and passions grow. To echo Karl, Kristina's leadership involvement reaches far beyond the banking industry. She's a mentor, a coach and an advocate for people across South Dakota in all walks of life. Kristina's representation and commitment to her family, friends and neighbors is above and beyond, and the ABA's Emerging Leader Award couldn't go to a more

genuine and deserving person."

The winners were selected by a diverse steering committee of industry professionals. The qualities and characteristics the committee evaluated as judging criteria included dedication to the profession, inventiveness, leadership skills, mentoring ability, personal integrity, tenure at the bank and broader commitment to a career in banking, sustained career progress, and academic training including advanced degrees and certificates/certifications.

"We congratulate these high performers who have already begun to have a significant impact on our industry," said Rob Nichols, ABA president and CEO. "These ABA Emerging Leader Award recipients have demonstrated a range of banking skills, a commitment to conduct their work with integrity and a strong desire to help their customers and communities flourish. The future of our industry is bright because of leaders like these."

"Banking is so much more than meets the eye, and it serves and impacts virtually every other industry," Schaefer said. "No matter how you choose to serve within your bank, serving outside your bank broadens your bank's purpose—and that's true of emerging leaders in any industry. So, if you are an emerging leader, don't be afraid to show up and volunteer to help. At times, you might not feel like you belong, but there is plenty of room at the table. Bankers, particularly South Dakota's bankers, are some of the best people I know. I appreciate the opportunity to serve so many of them over the past several years during my involvement with the South Dakota

Bankers Association, and I look forward to continuing telling the story of South Dakota banks. It is my privilege to serve the banking industry, and I'm humbled to be recognized by the ABA this way."

Learn more about Kristina Schaefer and each member of ABA's Class of 2022 by visiting www.aba.com. 📊



L to R: ABA President and CEO Rob Nichols, SDBA Chair Dave Bangasser, Karen Bangasser, ABA Emerging Leader Recipient Kristina Schaefer, Rebecca Nichols, Joan Adam, and SDBA President Karl Adam

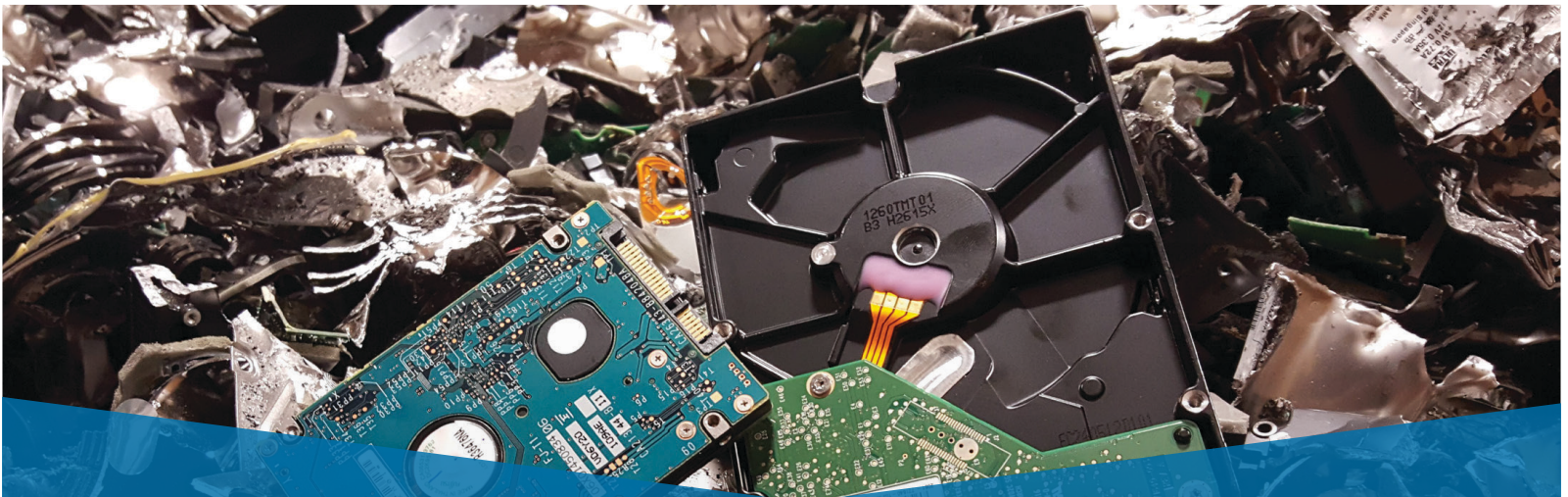
SDBA Welcomes New Associate Member

NewVision Security



Contact: Cameron Fleck, President
Address: 3320 Hamilton St, Bismarck, ND 58503
Phone: 701.222.8888
Email: office@newvisionnd.com
Website: www.newvisionnd.com

We're proud to be the most trusted name in financial institutions with hundreds of security system installations throughout the Dakotas. We share a common goal: keep your bank locations secure around the clock. We accomplish this by designing and installing sophisticated security and keycard access systems. Each system is tailored to the specific demands of your individual branch locations including audit trail, compliance, employees, and customers. Our local team provides professional installation, training, and maintenance to minimize downtime and ensure best practices.



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First Interstate Bank Hosts Company-wide Volunteer Day on September 14

To give back to the places it calls home, First Interstate Bank, a community bank with more than 300 branches across 14 states, held its fifth annual Volunteer Day on Wednesday, Sept. 14. First Interstate locations closed that day at noon, giving its employees paid time to volunteer through nearly 400 separate service projects in its communities.

"This day concentrates and magnifies the efforts of our wonderful employees, who give generously to the places where they live and work," said Kevin Riley, President and CEO of First Interstate BancSystem, Inc. "We are honored to celebrate the power of community with our neighbors today."

The overarching philanthropic focus for this year's Volunteer Day is anchored in combating poverty, hunger, and homelessness. However, employees were empowered to select service projects that cater to the specific needs of their communities.

South Dakota Banks Give Back

Across the state, 53 projects took place on the second Wednesday of September.

An Attitude of Gratitude

Giving back on Volunteer Day is not just a one-and-done focus for First Interstate; it's a philanthropic philosophy employees bring to life every day.

"Investing in our communities, whether through local sponsorships, donations, volunteer efforts, or business development, is what makes us who we are

— a full-service community bank offering a unique set of products and services, yes, but more importantly, a trusted community partner and neighbor," Riley said.

During the past three months, First Interstate brought this commitment to life through its inaugural "Believe in Local" campaign, awarding 40 separate \$25,000 gifts to deserving nonprofits in its service area, totaling \$1 million. First Interstate's annual Volunteer Day underscores and punctuates these efforts, amplifying the Bank's impact to never-before-seen levels.

Making a Difference in the Places the Bank Calls Home

In addition to Volunteer Day and Believe in Local, First Interstate champions other innovative philanthropy-focused programs, including Teach Children to Save, Neighbors Feeding Neighbors, Coats and More, and Get Smart About Credit.

Additionally, through its volunteer match program, First Interstate pays nonprofits \$10 for each hour First Interstate employees volunteer at their organizations (minimum of 10 hours). First Interstate also matches employee donations to nonprofits and donates 2% of their net income before taxes to charitable organizations.

For more information related to how First Interstate contributes to the health and happiness of the places it calls home, you can view their Community Scorecard. 📊



Hill City - SD State Railroad Museum: flagpole installation, model train exhibit, cleanup



Rapid City - Storybook Island: painted restrooms



Edgemont- Edgemont Children's Center: painted



Spearfish - Habitat for Humanity Restore



Madison - Bethel Lutheran Home: outside cleanup



Milbank - Pink Ladies: making tie blankets for cancer patients



Brandon and Dell Rapids - Feeding South Dakota: packing food



Brandon and Dell Rapids - Feeding South Dakota: packing food

UPCOMING EVENTS

SDBA's NEXT STEP: Emerging Leaders Summit

October 19-20, 2022 | Rapid City

The SDBA will host its 2022 NEXT STEP: Emerging Leaders Summit, October 19-20, at the Holiday Inn in Downtown Rapid City, S.D. This event encourages emerging bank leaders to find and express their voices within their organizations, communities and the banking industry and provides opportunities to network and exchange ideas with other industry professionals. It will also increase emerging bank leaders' knowledge of topics of interest to the banking industry and promote involvement and advocacy. The event will begin Wednesday afternoon at 1 p.m. MDT, with a reception that evening. We'll resume the program Thursday morning and adjourn by noon. Sessions include: an SDBA update; What's Wrong with You?; Engaging with our Lawmakers 101; Successful Leadership; Calling all Volunteers; Ignite Sessions; and Networking Sessions. Register at sdba.com/events

Annual Security Seminar

October 27, 2022 | Sioux Falls

The Annual Security Seminar will be held on October 27, 2022 in Sioux Falls, S.D. at Hyatt Place Sioux Falls South. This well-rounded seminar presented by Barry Thompson 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:

- The Security and Fraud Practitioner
- Active Shooter: The Warning Signs
- Cash Recyclers, Pod Banking, and ITMs
- I Knew Something Was Wrong
- Board Reporting: The Security Perspective

Security officers or directors, operations managers, auditors, HR directors, legal staff, loan officers, disaster recovery managers, collection staff and fraud investigators would benefit from this seminar.

For more information visit www.sdba.com/events

SDBA: On a Roll Virtual Event

October 25 & 26, 2022 | Zoom

The SDBA is on roll again and this time, we're coming to you virtually! Join us as we forecast what we're anticipating for the 2023 legislative session; broadly discuss banking topics and trends affecting our industry, both at the state and national levels; share updates on the SD Bankers Foundation Scholarship Opportunities; and it wouldn't be a 'roll' event if we didn't talk about the value of MEMBER ENGAGEMENT!

Block off some time on your calendars on either Tuesday, October 25 or Wednesday, October 26 at 10 a.m. CDT daily. The program will be live both days but will repeat, so you DO NOT need to attend both sessions. Like our spring 'roll' events, we invite you to attend free of charge. That said, registration is REQUIRED. Additionally, these events are open to ALL bankers, from frontline to CEO, please encourage anyone and everyone from your bank to attend as schedules allow. Banks are welcome to simulcast for a larger audience, we only ask that you please register everyone attending. Why? Because everyone who registers AND attends either day will be entered into a drawing for a door prize, so we'd hate for anyone to miss out on their chance to win simply just for attending!

Go to sdba.com/events to register! Call 605.224.1653 or email events@sdba.com with questions.

IRA Fall Update

November 3, 2022 | Sioux Falls

The SDBA will hold the IRA Update Seminar on Nov. 3, 2022, at the Ramkota Hotel in Sioux Falls. The IRA Update builds on the attendees' knowledge of IRA basics to address some of the more complex IRA issues their financial organizations may handle. This course includes how the SECURE Act really changes our two biggest topics: RMDs and death distributions and discusses any pending legislation. This is a specialty session; some previous IRA knowledge is assumed. The instructor Matthew Dickinson uses real-world exercises to help participants apply information to job-related situations.

This course is most appropriate for IRA administrators, personal bankers, or member services personnel who have a working knowledge of basic IRA operations and wish to expand their expertise and provide enhanced customer service; financial professionals who recognize that IRAs play an integral role in retirement planning; compliance specialists with procedural oversight of IRA policies and practices; or support personnel responsible for promotional materials that describe the services provided by their financial organizations.

See the full agenda and register to attend at www.sdba.com/events.

ANTICIPATING AN EVENT?

View all upcoming events and details under the Events tab at www.sdba.com

behind the scenes.....

The Road to Convention 2023...

By Halley Lee, SDBA Vice President

You've all heard the phrase "It takes a village to raise a child"? In my world, our SDBA events are like my children. And convention is like my first born.

It all starts with a glimmer in my eye... The possibilities. The excitement. The planning. The questions. So. Much. Planning. So. Many. Questions. What's the theme? Who will speak? Where should we golf? What do we serve for food? Will people come? Will they enjoy the event? Can we deliver?

After reality sets in and you realize that you have just embarked upon a journey that is life-changing, it's time to dig in and dig deep. You quickly realize that you cannot accomplish this task without input, guidance and advice from a team. From your village. With our first born, I was a total sponge. I read books. (Yes, real paper-between-covers books. Had there been streamed documentaries or podcasts, I would have soaked those up as well.) I consulted my doctors. I asked questions of my friends and family members. And, when I was desperate, I even let my husband weigh in.

There were days when I felt great. Maybe even never-better. There were days when I had all the confidence in the world. I knew deep in my soul that I could do this. There was even a day or two where I decided I could go through all of this again and maybe even again!

But there were also days when my ankles swelled. When I couldn't find something that fit to wear to work that day. Days when I questioned my decisions and wondered what we had done. Days when I just wanted my mom.

As I sit here today looking at my "Convention 2023" file folder, I'm filled with all kinds of emotions. I realize that I need my village. I need my doctor, my nurse, my doula, my lab tech... and my mom. I look around me and am filled with gratitude for my current village. We have amazing partners at the NDBA. Our team at the SDBA is phenomenal. You, the members, stand ready to assist whenever we ask and for that we are so very grateful. So... we are asking. If any of you have a burning desire to be on a convention planning group, please let us know at events@sdba.com. We promise - no travel and very few virtual gatherings. We are looking for support, ideas, advice and guidance as we progress down this path. June will be here before you know it. The blessed event will take place, ready or not. Let's be as ready as we can. Let's prepare the best we can. And let's enjoy the fruits of our labor.

And, when you see me on June 7th and I look a bit (or a lot) tired or haggard, I'll know that I got through convention because of my village. And I will rejoice knowing that it's two years before we do it all over again! 🌈



BE THERE FOR YOUR CARDHOLDERS

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Heartland State Bank Congratulates FHLB Des Moines on 90 Years!

90 years ago, at the height of the Great Depression, the Federal Home Loan Bank Act of 1932 created the Federal Home Loan Bank System. Nine decades later, now serving 6,500 members including many in South Dakota, we can look back on the years of providing liquidity to local lenders like Heartland State Bank with pride. So, what is it about our membership at FHLB Des Moines that we can be proud of? Why are we

celebrating 90 years of FHLB Des Moines service?

FHLB Des Moines keeps the ag machine working

Heartland State Bank is an ag bank. In the area of the state we support, we don't have a lot of other industry besides farming. As we say, "So that's the way our community goes". FHLB Des Moines plays a pivotal role in our ability to support ag customers. We frequently use FHLB Des Moines advances to offer longer-term fixed loans with optionality for land expansion, new shops or equipment upgrades. We can provide a customized loan tailored specifically to their needs. FHLB Des Moines advances give us that flexibility.

FHLB Des Moines keeps liquidity flowing

FHLB Des Moines is one of the primary tools in our toolbox to give Heartland State Bank the confidence to keep lending. FHLB Des Moines has always been there for us and without access to the Bank's contingent liquidity, it would be very difficult to continue doing what we are doing. In turn, our ag customers would end up with higher rates and, in some cases, making the loan- and farm improvements- out of reach. Our membership in the FHLBank System brings the national financial system to the main street level. While we are not at the top of the list for advances in terms of dollars borrowed, the value of each dollar to our community



is incredibly impactful and hard to quantify. FHLB Des Moines keeps ag loan pricing fair for our customers and ensures community banks can keep their doors open in rural areas.

FHLB Des Moines keeps community banks in their community

Heartland State Bank is there to help people achieve their financial dreams. Each community, each family, each person has a different vision of what those dreams entail.

For some it's a new house, others an expanded farm operation or the start of a small business. Heartland State Bank and many community banks across the state know exactly how to help our customers achieve their dreams and can advocate on their behalf. There are times when it is difficult for our hardworking customers to qualify for more traditional credit products, but because we know them and their history we can customize a solution that works for them. We are proud to show up and are committed to staying connected to our communities.

FHLB Des Moines is celebrating a huge milestone and Heartland State Bank is very excited for the Bank and all its members. While congratulations are definitely in order, I would also like to extend a big "thank you" to the FHLBank System. Without our partnership with FHLB Des Moines, we would find it difficult to survive and thrive. Congratulations on 90 years! We are proud to call ourselves members of the Federal Home Loan Bank of Des Moines. 🏡

BHG Bank Network Members Earn Combined \$1 Billion in Interest Income

BHG Financial is the leader in unsecured business and personal loans and the creator of one of the country's largest community bank loan and product networks – the BHG Bank Network. Growing to over 1,450 members who purchase these top-performing loans, BHG Financial now reports a record milestone, with its network banks reaching a combined \$1 billion in interest income since 2001.

According to a survey from the financial technology firm Jack Henry, 67% of community bank executives listed growing loans as their top strategic priority. As a reliable source of interest income, BHG continuously raises the bar on several industry standards, as noted below:

- Year over year through Q2, average daily sales volume on the BHG Loan Hub rose 24%
- Bank members joining the BHG Bank Network increased 41% in the fiscal year 2021 vs. the year prior
- Since the start of COVID in March 2020, 21% of U.S. banks have added a BHG loan to their balance sheet¹
- For the 5th consecutive year, at least one bank from every bank class year since the company's inception (2001 to 2022) bought from BHG again

"We're proud to stand with our BHG Bank Network members today and for over the past 20 years. As trusted partners during multiple credit cycles, this milestone is a testament to the relationships we've built and continue to build over time," said Al Crawford, Co-Founder, Chairman, and CEO of BHG Financial.

Allowing the banks to supplement in-house originations, BHG Bank Network members have exclusive access to purchase BHG's loans via a secure, online, state-of-the-art loan delivery platform called the BHG Loan Hub. Here, community banks can quickly grow assets and diversify their loan portfolios with top-credit-quality loans through some of the highest-quality borrowers in the nation.

Offering a seamless experience that allows members to locate, review, and purchase loans with complete credit files, banks can choose from millions of dollars' worth of loans that are available for purchase daily. With credit quality remaining consistently stable and asset volume increasing by 70% annually, there's no wonder why the BHG Bank Network continues to expand year after year.

"We are always using our members' feedback to improve their experience on the BHG Loan Hub," said Meghan Crawford, President of Bank Division

at BHG Financial. "Strengthening a bank's portfolio and bottom line is our top priority; it's also why BHG Bank Network members keep coming back."

As the BHG Bank Network has evolved, so have the offerings to its members. It encompasses multiple fee income opportunities, digital

lending and risk management services, point-of-sale financing, and collections—with more on the horizon. BHG introduces these new products and services at their quarterly seminars, bringing together banks for a chance to learn more about their latest innovations.

If you are interested in learning how to become a BHG Bank Network member, please visit BHGLoanHub.com.

BHG Financial is transforming the financial industry, leveraging the power of data, analytics, and cutting-edge technology to become one of the best sources for high-performing loans, and the creator of one of the largest community bank loan and product networks in the country. Since 2001, BHG has originated more than \$12 billion in loan solutions to top-quality borrowers, which community and mid-size banks can access via a state-of-the-art loan delivery platform.

BHG Financials' dedication to providing services that meet the needs of its clients has led to the creation of a full family of brands that range from business, consumer, and SBA 7(a) loans to credit cards, collection services, risk management services, and point-of-sale financing.

With record growth year after year, BHG continues to be recognized regionally and nationally, earning a spot on the Inc. 5000 for 15 years running and receiving accolades from Great Place to Work[®] and Fortune magazine, among others. BHG Financial is partially owned by Pinnacle Bank (PNFP) and has headquarters in Davie, FL and Syracuse, NY. To represent the company's growth and dedication to continuously expanding their services, Bankers Healthcare Group became BHG Financial in 2021.

Find out more about the company on <https://bhgfinancial.com>.



BankStar Financial Announces Promotions

Charles Hegerfeld, chief executive officer of BankStar Financial, is pleased to announce the following promotions within the BankStar organization. BankStar is a community bank with branch locations in Elkton, Volga, and Brookings, South Dakota.



Julie Puetz

Vice President Julie Puetz, current chief credit officer, will take on the role of Brookings market president and retain chief credit officer responsibilities.

Puetz began her BankStar career 17 years ago and is grateful for the time spent learning from current Brookings market president, Greg Fargen, who will step down in early 2023. Puetz has been part of the BankStar

leadership team for several years and is passionate about mentoring and developing quality employees for the organization.

"I am proud to work for an organization that recognizes the value of women in leadership. Having women in numerous leadership roles provides balance to the decision-making process and brings the bank closer to representing our shareholders, employees, and customers," said Puetz.



Amanda Lauer

Amanda Lauer will become the chief operating officer for the organization. Lauer previously served as vice president for marketing and human resources. She has spent more than 15 years with BankStar Financial and has worked in customer service, lending, management, and operations.

"Looking back, we have always had a great team

and wouldn't be where we are today without their dedication and contributions. As we grow and adapt, we will continue to hold our customers in the forefront. I'm honored to work for a community bank and will continue the legacy set forth by previous leaders," Lauer said.



Jennifer Olson

Jennifer Olson will be the new senior vice president of business development.

In this role, Olson will be responsible for the ongoing development of the sales team and business development culture within BankStar Financial. She is based in the Brookings office.

"I look forward to the

continued positive development of the sales team at BankStar and our work building satisfying banking relationships with new and existing customers," Olson said.

Olson previously served two years as the vice president of business banking at BankStar and held other positions within the industry prior to that.



Chad Weier

Chad Weier assumes the role of vice president of business banking after four years of service in the relationship manager role where he provided cash management services for businesses. Weier will continue serving as a commercial loan officer in addition to new responsibilities within the Brookings branch.

"I am excited to take on new responsibilities while continuing to offer great service and support to our business customers," said Weier, "I enjoy watching customers grow and flourish and I know we are living our values when customers refer new business our way."

Lisa Gebhart will add branch manager duties for the Elkton branch to her chief compliance officer role.

Gebhart will continue to oversee all compliance matters for BankStar and manage the retail and operational activities in the Elkton branch. With nearly 30 years of experience with the company, Gebhart's knowledge and dedication reflects throughout the organization at all levels.

"I'm a hometown Elkton girl at heart and it means a lot to me to be in a role that touches the lives of so many in our community, working for a company that gives back every day," Gebhart said.

CEO Charles Hegerfeld noted that BankStar is fortunate to have capable talent within the organization to step into these roles providing a seamless transition to customers. These changes are effective on September 1.

As Puetz said, "Working with our incredible team of experienced bankers, we will hit the ground running and continue to provide the excellent customer service BankStar clients deserve and expect." 🏡

Vantage Point Congratulates Leigh Boulware on CRCM



Leigh Boulware

Vantage Point Solutions is thrilled to congratulate Leigh Boulware, of our Banking Division, on earning the designation of Certified Regulatory Compliance Manager from the American Bankers Association.

Leigh is a key member of Vantage Point's Banking division where she works with banks and credit unions across the country


on their compliance and audit needs. As a compliance expert she provides consulting services to help financial institutions meet their regulatory requirements.

"We are very proud of Leigh for this great accomplishment. She worked hard to pass the CRCM exam and earn this great distinction," says Natalie Reed, Banking Division Manager. "Leigh's background and experience is already impressive, and now she adds this on top of her CUCE certification. It shows how dedicated she truly is. She's an integral part of our Banking division and a real value for the clients she works with."

Prior to joining Vantage Point, Leigh worked for a financial institution in Georgia conducting internal audits, maintaining a successful compliance program, and serving as liaison to regulators.

Congratulations, Leigh!

Leigh Boulware brings over 20 years of experience in the financial services industry to the Vantage Point team. She began her career in a credit union and has experience in information resources, accounting, lending, internal audit, and compliance. Prior to joining Vantage Point, she worked for a financial institution in Georgia conducting internal audits, maintaining a successful compliance program, and serving as liaison to regulators. She received her Credit Union Compliance Expert certification in 2019 and Certified Regulatory Compliance Manager designation in 2022. She holds a Bachelor of Science degree in Criminal Justice from Kennesaw State University, and a Post-Baccalaureate Certificate in Paralegal Studies from Emory University. Outside of her professional life, Leigh is a certified group cycle instructor and enjoys coaching people to their fitness goals.

Vantage Point Solutions is a premier consulting and network engineering firm focused on start-to-FUTURE services tailored to the unique needs of each financial institution and company they serve. Specializing in the financial services, telecom, and energy industries, their comprehensive and integrated services range from credit review and regulatory consulting to network engineering and cybersecurity. With over 450 employees and hundreds of clients coast-to-coast, Vantage Point has the broad experience and regional know-how necessary to provide the best solutions for their clients. Employee Owned. 

Larabee Joins Dacotah Bank Rapid City Location



Marvin Larabee


Dacotah Bank is excited to announce Marvin Larabee has joined the location in Rapid City as a senior business banker. Marvin's banking career includes 36 years of lending experience including all aspects of commercial, agricultural, consumer, and real estate and indirect lending; 27 years of that banking experience has also been spent in management roles; He

has spent the last 12 years working in the Rapid City area, and most recently joins us after being the Western S.D. Group President for 12 years at Great Western.

Marvin has maintained a high level of involvement within his communities as a resource, leader and volunteer serving on various committees and organizations, such as finance chair for the Black Hills Chapter Rocky Mountain Elk Foundation, board member for the S.D. Youth Hunting Adventures, Mount Rushmore Rotary Club and the Ellsworth Honorary Commander program.

Marvin and his wife Lori grew up in Nebraska (Lori near Alliance and Marvin's hometown is Valentine). They met while attending Chadron State College and after they were married transferred to Black Hills State University in Spearfish. After they moved around until 2010 when they moved back to South Dakota and have been in the Black Hills area for the last 12 years. Marvin and Lori enjoy hunting, camping, UTV riding, team roping, golfing, and all things in the great outdoors.

Please join us in welcoming Marvin to Dacotah Bank.

Based in Aberdeen, S.D., Dacotah Bank has assets that exceed \$3 billion, making it one of the largest independent banks in the upper Midwest. With dozens of hometown locations throughout North Dakota, South Dakota and Minnesota, Dacotah Bank employs nearly 600 people and serves over 60,000 customers with banking, insurance, mortgage, and trust and wealth management services. More information about Dacotah Bank is available at dacotahbank.com. Member FDIC. 

bank notes.....

Plains Commerce Bank Announces New Market President in Aberdeen



Adam Butcher

Plains Commerce Bank welcomes Adam Butcher as Market President in Aberdeen, S.D.

Butcher's dedication to the agriculture industry, farm families, and giving back to rural communities led him through a series of diverse roles in agriculture in both sales and management, ultimately leading him to Plains Commerce.

"We are excited to welcome Adam to Aberdeen and Plains Commerce Bank. He brings wisdom and leadership coupled with drive and passion for community that is unmatched. Adam fills a key role in managing the Aberdeen market bringing years of experience in sales and team building to Plains Commerce. With a wide array of technical knowledge and experience, Adam serves to empower our people, our customers, and our Aberdeen community," remarks Steve Hageman, CEO of Plains Commerce Bank.

Aberdeen and the surrounding communities continue to grow both agriculturally and industrially. "I am excited for Plains Commerce to be an integral part of the Aberdeen area and look forward to synergizing in the region. With a long history of being rooted in relationships and helping grow our Dakotan communities, I look forward to building and strengthening the legacy of being better together."

"What I love about being in banking is that it checks all my boxes, allowing me to serve my community and give back while keeping everything local. Being with Plains Commerce means I get to wake up every morning knowing that I have the opportunity to make a difference in someone's life either directly with a customer or indirectly through coaching and guidance with my team," remarks Butcher. ■

HAVE AN ANNOUNCEMENT?

Share information from your bank or business about promotions, achievements and other news! Submit your Bank Notes stories and photos to events@sdba.com.

HAVE A JOB OPENING?

Post your classified ad in SDBANKER Magazine and at sdba.com. The fee is \$50 per ad (200 word limit) for SDBA members or \$100 per ad (200 word limit) for non-members. To place an ad, visit www.sdba.com/classifieds.

classifieds.....

Ag Loan Officer, Citizens State Bank, Arlington, S.D.

Citizens State Bank of Arlington is looking for an Ag Loan Officer for its headquarters office in Arlington. The position consists of managing an existing portfolio of Ag loans and performing business development duties. The position calls for strong financial analysis abilities, knowledge of the lending process, relevant work experience, and well-developed interpersonal skills. A bachelor's degree in business administration, finance, economics, or similarly related major is preferred. Please send resume to: resumes@csbarlington.com. Citizens State Bank of Arlington is an Equal Opportunity Employer. ■

IT Auditor, Vantage Point Solutions, Upper Midwest

Vantage Point Solutions is seeking a full-time IT Auditor on its growing Cybersecurity Team to work with financial institutions mainly in the upper Midwest. Responsibilities will vary with the needs of the organization but could include conducting financial IT risk assessments and IT audits, evaluating IT general controls, reviewing policies and procedures, conducting security training and professional presentations. Competencies: Experience in planning engagements, managing IT audit projects, developing audit programs and project statements of work; Knowledge of IT governance and security frameworks, such as NIST and the ability to apply knowledge of IT Security Best Practices to audit work; Independent learner, continuously monitor financial industry security and technical trends and apply to client engagements; Excellent written and verbal communication skills; Experience with firewalls, Office 365 Security, and Endpoint Security; Proficiency in common Microsoft programs including Word, Excel, and PowerPoint; Public speaking and/or training. Education and Experience: A bachelor's degree in information technology/computer information systems/cybersecurity or related; Two or more years of experience working in the financial services industry in the areas of IT or Information Security is required; An ideal candidate will have their professional certification as a CISA, CISSP or CISM. Contact Andy Deinert at Andy.Deinert@vantagepnt.com or 605-999-4924. ■

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

ONE AMERICAN BANK is hiring an Agricultural/Commercial Loan Officer. This position will review loan applications, authorize, and/or recommend the approval of loans. Assists potential borrowers with completion of initial loan applications; reviews submitted applications for accuracy and completion, requesting additional information or detail as needed. Submits application to credit analysts or, when appropriate, examines application and creditworthiness of potential borrower; determines or makes recommendations regarding approval or denial/modification of requested loan. Approves or, when outside pre-approved lending limits, refers loans to management for analysis and approval. Ensures loan agreements are completed according to policy; calculates and explains payment schedules. Explains different lending and credit options and bank products to potential and current clients. Reviews commercial and agricultural loans procedures on a routine basis; recommends any necessary updates or revisions. Oversees commercial and agricultural lending process, ensuring that loan packages are properly filed with appropriate signatures, disclosures, credit authority, and supporting documentation. Approves expenses associated with processing loans such as appraisals, property searches, recordings, and title insurance costs. Email resume to hr@oneamericanbank.com or visit us at www.oneamericanbank.com ■

Events/Webinars/Schools

SDBA EVENTS

SDBA NEXT STEP: Emerging Leaders Summit

Oct. 19-20, 2022 | Rapid City

SDBA: On a Roll Event

Oct. 25 & 26, 2022 | Virtual

Breaking Into Banking 101

Oct. 26, 2022 | Virtual

Compliance Management Systems and Enterprise Risk Management

Oct. 26-27, 2022 | Virtual & Lansing, M.I.

Annual Security Seminar

Oct. 27, 2022 | Sioux Falls

IRA Fall Update Seminar

Nov. 3, 2022 | Sioux Falls

WEBINARS

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

Performing your ACH Audit and Risk Assessment Tips

October 11, 2022

Marketing & Advertising Compliance - 2 Part Series

October 12, 2022

TRID Construction Loans

October 13, 2022

BSA Exam Hot Spots

October 13, 2022

Bi-Monthly Compliance Briefing - October 2022

October 14, 2022

Advanced Tax Return Analysis for the Banker

October 17, 2022

AML: Human Trafficking from a Survivor

October 18, 2022

What Directors Need to Know about Cybersecurity

October 18, 2022

Managing a Successful Call Center

October 18, 2022

Internal Controls Over Financial Reporting: The Basics for Getting Started

October 19, 2022

IRAs Part 4 - How to Audit IRA Files

October 20, 2022

Legal Essentials for Lenders

October 20, 2022

Writing an Effective Credit Memorandum

October 21, 2022

Loan Structure, Documentation, and Compliance Training: A Comprehensive Approach

October 24, 2022

New Bank Compliance Officers - 3 Part Series

October 25, 2022

Compliance 101 for New Compliance Officers - Part 1

October 25, 2022

Overdrafts - Compliance and Risk Management Expectations

October 26, 2022

E-Sign For Lending - Challenges & Solutions

October 26, 2022

Diversity & Inclusion in the Workplace

October 27, 2022

Strategic Planning for Community Banks Its All About Your Strategy!

October 27, 2022

Work Appearance, Dress Codes and Employer's Liability for Being Out of Fashion

October 28, 2022

Alert! Beneficial Ownership Final Rule for Companies

October 28, 2022

BSA 101 for New BSA Compliance Officers - Part 2

October 31, 2022

Your Own Information Used Against You Know What the Internet Knows About Your Business

November 1, 2022

Introduction to Conducting a Compliance Audit/Review for New Compliance Officers - Part 3

November 1, 2022

Advanced Commercial Loan Documentation

November 2, 2022

Current Fair Lending Issues

November 2, 2022

Lending to Municipalities

November 3, 2022

Selling in a Rising Rate Environment

November 4, 2022

CRE Lending: Cash Flow Analysis & Cap Rates

November 7, 2022

Opening New Accounts: Documentation and Compliance - 3 Part Series

November 8, 2022

Opening New Accounts: Documentation and Compliance - Business Accounts

November 8, 2022

Preventing Human Smuggling, Human Trafficking, Elder Fraud, and Identity Theft

November 8, 2022

BSA Critical Issues

November 9, 2022

E-Sign For Deposit Accounts - Challenges & Solutions

November 9, 2022

Strategies for Succession Planning and Talent Management

November 10, 2022

Deposit Operations Update

November 10, 2022



Educate. Advocate. Grow.

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 events@sdba.com or 605.224.1653.



Credit models worth **\$1 BILLION** to community banks

Community banks on BHG's Bank Network have earned \$1 billion in combined interest income since 2001. That success is largely due to our proprietary credit models and the team behind them, featuring:



More than **170+** data scientists, engineers and quantitative analysts



\$12B in loan origination data collected over **20+** years



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