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NICB

Second Quarter 2021

- **Women in Ag**
- **Password to Passphrase**
- **ECORA Act of 2021**

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Neil Dierks, Nat'l Pork Producers Council
& several more

WOMEN IN AG

BY JESSICA GROSKOPF

The Nebraska Women in Agriculture Program is known for its flagship event, the Nebraska Women in Agriculture Conference which is held each February in Kearney. However, in recent years the program has expanded, providing educational opportunities year-round to better serve the women in Nebraska.

Over the last year, we have launched virtual financial management trainings including "Know Your Numbers, Know Your Options" and Quicken and Quickbooks for Farm and Ranch Record Keeping.

"Know Your Numbers, Know Your Options" is an online course, offered monthly. This four-class record-keeping course that focuses on helping farmers and ranchers understand their current financial position and how big decisions like large purchases, new leases or changes in production will affect their bottom line. Participants work through the financial statements of a case study farm, watching pre-recorded videos, completing assignments, and participating in video chats. Upon completion of this program, participants will have a better understanding of how financial records can be used to make decisions and confidently discuss their financial position with their family, business partners, and lenders.

To date, 47 of participants completed the "Know Your Numbers, Know Your Options" course. One participant of this course said "I found the format interactive and engaging. It provided a good environment for discussion and learning." As a result of this course, participants reported that they increased their confidence in developing financial documents, calculating, and interpreting financial ratios, discussing their financial position and implementing a financial management plan.

The Quicken and QuickBooks for Farm and Ranch Record Keeping are self-paced online courses that teach the basics of Quicken or QuickBooks. Participants will how to customize the program for their operation and utilize the features to fit their needs.

Currently, over 450 people have access the Quicken and QuickBooks courses. One QuickBooks participant said, "I have used QuickBooks for years. However, I never knew how to properly add deposits." Another said, "The videos are short and to the point. Plus, I can go back for a review."

In addition to these courses, the program has also added a webinar series called "Open For Business". "Open for Business: A Nebraska Women in Agriculture Agripreneurship Series" is a monthly webcast series that highlights the entrepreneurial spirit of women in agribusiness from across the state, offering creative insights and the stories behind what it takes to build a business.

The conversations focus on surviving business shocks such as disasters, regulatory changes and shifting family dynamics. Guests have include Jaclyn Wilson of Flying Diamond Genetics and Flying Diamond Beef, Peggy Palser, Stephanie Anderson and Nicole Palser of Our Lavender Co. and Emily Shook of Triple E Equine.

The webcasts are held at 6:30 p.m. Central time on the second Tuesday of each month. They are free to attend, but registration is required. Recordings of the webcasts are posted the following day.

Although virtual programming has led us through the pandemic, we are excited to be back in-person for three conferences during the fall and winter of 2021-22.

Twenty-twenty one will be the inaugural year of livestock focused conference called "Herd That!" The conference is scheduled for September 15, 2021 in Lincoln, Nebraska. The highlight of this year's event will be a live cattle handling demonstration taught by Temple Grandin. More details for the event will be released later this summer.

In December, the "Love of the Land" conference will take place. The conference will offer learning opportunities for female farmland owners and tenants looking to improve their business management skills and navigate the challenges of owning and renting agricultural land. This event focuses on landlord-tenant relationships, lease agreements, and other land management issues. More details for the event will be released this fall.

Finally, the 2022 Nebraska Women Conference will take place February 24-25, 2022 at the Holiday Inn Convention Center in Kearney. The keynote lineup includes Katie Dilse, and Carey Portell. This year's conference will feature 25 workshops focused on managing legal, financial, marketing, production, and human resources risk.

"We are grateful for the opportunity to continue supporting women in agriculture," said Jessica Groskopf, director of Nebraska Women in Agriculture. "Through these courses, webinars, and conferences, we are able to provide women with the tools, skills and networking opportunities they need."

Jessica Groskopf
Director
Nebraska Women in Agriculture

For more information about the Women in Agriculture program email us at wia@unl.edu or visit wia.unl.edu. You can also follow us on Twitter, @newomeninag and like us on Facebook, www.facebook.com/NebraskaWIA.

Legislative Update

BY KATIE ZULKOSKI AND MICHELLE WEBER

The Legislature is quickly wrapping up the work of the 2021 legislative session. Covid changed many of the usual protocols and procedures of the Nebraska Legislature, but the work continued on as necessary. In particular, regular floor debate did not start until mid-March, a two-month delay from other years when floor debate would take place nearly every morning. Even then, Senators were able to pass Nebraska's two-year biennial budget earlier than usual, led by Appropriations Chair (and fellow Nebraska banker) John Stinner of Gering. In total, the 49 members of the Nebraska Legislature introduced 684 bills. 104 of those bills were then selected as priority bills, with each Senator selecting two priorities, each committee selecting up to two, and Speaker Hilgers designating 25 Speaker priority bills. The compressed legislative schedule has still allowed time for the body to consider every priority bill that was advanced to the floor. Long-term observers of the Legislature note this year's debates about legislation have stayed focused on the legislation at hand more than in the past.

The NICB legislative committee has taken an active role in policy discussions this session, monitoring more than 50 bills of interest to Nebraska Independent Community Bankers. Some of these bills passed very early on this session. The Banking, Commerce, and Insurance Committee, led by Gothenburg Senator Matt Williams (another banker), is known for their early successes in passing bills, and this year was no different, passing 16 of the 33 bills referred to the committee before the final month of session even began. Some bills, however, are going to take every last minute of the session to get worked out – including Norfolk Senator Mike Flood's Financial Innovation Act (LB649), which seeks to authorize and attract digital asset depository institutions to Nebraska.

As originally introduced, LB 649 was based on legislation passed in Wyoming and was touted as a potential economic development and innovative tool. NICB leaders continued their due diligence in examining the bill's implications for Nebraska and considering how to best protect consumers and ensure fairness in regulation of Nebraska's financial institutions well past the mid-point of the legislative session. As a result of this work and ongoing negotiations between proponents, the banking industry, and the Banking Department, and new amendment has been proposed and (as of the writing of this update) is being considered. The new legislation includes the provision listed below, and with these changes, both the Nebraska Independent Community Bankers and Nebraska Bankers Association have agreed a position change to the legislation, moving from opposition to neutral.

Provisions included in the amendment to LB649:

- Allowed use of term "digital asset bank" for digital asset depository institutions charted under the Act
- Prohibition of deposit taking and lending activities of U.S. currency
- Requirement to hold U.S. currency of customers at a Nebraska-based FDIC-insured financial institution
- Authority for banks (but not credit unions) to operate a digital asset depository
- Enhanced Bank Secrecy Act compliance
- Enhanced consumer protection disclosures
    - With respect to all digital asset business activities, a digital asset depository shall display and include in all advertising, in all marketing materials, on any Internet web site it maintains, and at each window or place where it accepts digital asset deposits, a notice conspicuously stating that that digital asset deposits and digital asset accounts are not insured by the Federal Deposit Insurance Corporation, if applicable, and the following conspicuous statement:
    - Holdings of digital assets may be speculative and may involve a substantial degree of risk, including the risk of complete loss. There is no assurance that any digital asset will be

viable, liquid, or solvent. Nothing in this communication is intended to imply that any digital asset held in custody by a digital asset bank is risk-free. Digital assets held in custody are no guaranteed by a digital asset bank and are not FDIC insured.

- Strengthened Community Reinvestment provisions within the substantive provisions of the bill
    - A digital asset depository shall help meet the digital financial needs of the communities in which it operates, consistent with safe and sound operations, and shall maintain and update a public file and on any Internet web site it maintains containing specific information about its efforts to meet community needs, including: (1) The collection and reporting of data; (2) Its policies and procedures for accepting and responding to consumer complaints; and (3) Its efforts to assist with financial literacy or personal finance programs to increase knowledge and skills of Nebraska students in areas such as budgeting, credit, checking and savings accounts, loans, stocks, and insurance.

The Nebraska Department of Banking has also been working hard preparing for the possible passage of LB 649, and Director Kelly Lammers shared with the Banking Committee of the Legislature the steps that will be taken to ensure a strong regulatory framework. Already ten top staffers in the Department have taken training to give a foundation on digital assets, and five staff will attend a training provided by Promontory for examiners in Wyoming next month. Director Lammers now expects to need at least four new staff, including a digital asset specialist, consumer specialist, legal counsel, and administrative assistant.

The last month of the legislative session is also likely to bring passage of new Senator Terrell McKinney's Financial Literacy Act, a bill proudly supported by the NICB. As amended, LB452 would add a half-credit high school personal financial literacy course as a graduation requirement, a provision originally introduced by Peru Senator Julie Slama in LB327. It also would require financial literacy to be incorporated into each district's curriculum in kindergarten through 8th grade. The Department of Education would recommend academic content standards for financial literacy, which the bill defines as knowledge and skills regarding budget and financial record keeping, taxes, debt, savings, risk management, insurance, investment strategies and establishing, building, maintaining and monitoring credit. In supporting the bill, Senator McKinney said young people often find themselves making "high stakes" financial decisions regarding personal and student loan debt without the proper knowledge of how those choices may impact them later in life. "So many Nebraskans spend a lifetime learning about finances through trial and error — trying to build their boats as they sail them," he said. Banking Committee Chairman Matt Williams also supported the bill. As a banker, he said that he has seen the consequences of financial illiteracy across all walks of life. "Not providing a strong financial background to our young people is a significant penalty for them for the rest of their lives," Williams said. The Legislature has considered financial literacy requirements many times in the past, and this year's passage of LB 452 will be an important step forward for financial literacy efforts in Nebraska.

It has been our pleasure representing the Nebraska Independent Community Bankers this session and we are proud of the great work you all are doing across our state.

If you have questions on any legislative matters, please do not hesitate to reach out:

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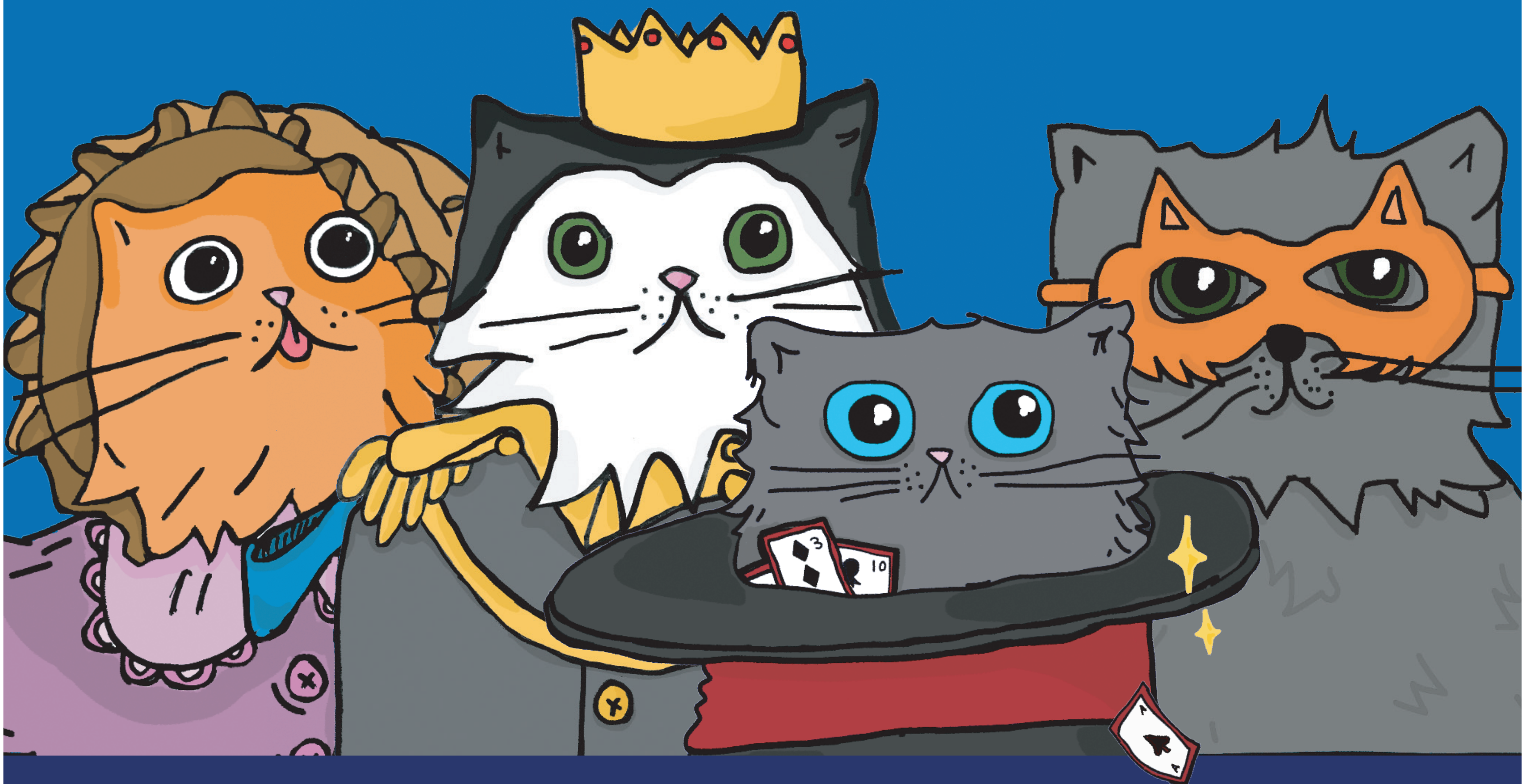

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April

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Nelson
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122 years
Community State Bank
Colon
member since 2012

121 years
Bank of Newman Grove
Newman Grove
member since 1969

119 years
First Northeast Bank of Nebraska
Lyons
member since 1969

118 years
Fist Community Bank
Beemer
member since 1969

111 years
City Bank & Trust
Lincoln
member since 2005

68 years
Bank of Lindsay
Lindsay
member since 2005

May

131 years
Mainstreet Bank
Cook
member since 1974

129 years
Countryside Bank
Unadilla
member since 1978

85 years
Cedar Rapids State Bank
Cedar Rapids
member since 1972

23 years
NebraskaLand National Bank
North Platte
member since 2012

June

118 years
Farmers and Merchants Bank
Milligan
member since 1969

100 years
Nebraska State Bank
Oshkosh
member since 2019

THE ECORA ACT OF 2021

by Derek Aldridge & Rob Shortridge

On March 17, 2021, Representatives Ron Kind and Randy Feenstra introduced the "Enhancing Credit Opportunities in Rural America Act of 2021" (ECORA) in the U.S. House of Representatives.[1] The bill was referred to the House Ways and Means Committee that same day.[2] The purpose of this bill is to "exclude from gross income interest received on certain loans secured by agricultural real property."[3] ECORA would provide this tax benefit to "qualified lenders" for "any qualified real estate loan."[4] Qualified lenders would be defined broadly under the Act to include "any bank or savings association the deposits of which are insured under the Federal Deposit Insurance Act."[5] A qualified real estate loan is "any loan secured by agricultural real estate or by a leasehold mortgage (with a status as a lien) on agricultural real estate."[6] The Act also defines "agricultural real estate" to include land used to produce agricultural products, as well as certain single family residences in rural areas.[7]

Banking organizations, including the Independent Community Bankers of America (ICBA), have indicated their support for this bill.[8] A press release from Rep. Kind estimated that the bill might lower agricultural real estate loan interest rates by as much as 2%.[9] Because community banks make about 80% of all agricultural loans originating from the banking industry, the Act would greatly assist community banks in their ag lending businesses.[10]

This is not the first time this type of bill has been introduced in Congress.[11] However, with the agricultural "credit crunch" that has been exacerbated by the COVID-19 pandemic, Rep. Kind said the Act will help "ensure our hardworking family farmers get the support they need."[12] The ICBA indicated that it "looks forward to working with Congress to advance this critical legislation."[13]

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1 167 Cong. Rec. HR1498 (daily ed.Mar. 17, 2021); see H.R. 1977, 117th Cong. (2021).
2 167 Cong. Rec. H1498.
3 H.R. 1977.
4 *Id.* at § 2.
5 *Id.*
6 *Id.*
7 *Id.*
8 *Legislation Promotes Access to Credit in Rural Communities*, ICBA (Mar. 17, 2021), https://www.icba.org/newsroom/news-and-articles/2021/03/17/icba-supports-bill-offering-tax-relief-for-rural-lending; *see ABA Supports Newly Introduced ECORA Legislation*, ABA BANKING JOURNAL (Mar. 19, 2021), https://bankingjournal.aba.com/2021/03/aba-supports-newly-introduced-ecora-legislation.
9 *Reps. Kind, Feenstra Introduce Bipartisan Legislation to Expand Access to Affordable Credit for Farmers and Ranchers* (Mar. 17, 2021), https://kind.house.gov/media-center/press-releases/reps-kind-feenstra-introduce-bipartisan-legislation-expand-access.
10 *Legislation Promotes Access to Credit in Rural Communities, supra* note 8.
11 *See* ECORA Act of 2019, H.R. 1872, 116th Cong. (2019); ECORA Act of 2017, H.R. 2205, 115th Cong. (2017); ECORA Act of 2016, H.R. 6260, 114th Cong. (2016).
12 *Reps. Kind, Feenstra Introduce Bipartisan Legislation to Expand Access to Affordable Credit for Farmers and Ranchers, supra* note 9.
13 *Legislation Promotes Access to Credit in Rural Communities, supra* note 8.

A T M   T H E F T S

In addition to all of the everyday risks banks and credit unions need to guard against, the COVID-19 pandemic has resulted in a significant increase in the number of ATM thefts across the country. The spike hasn't been surprising due to a number of factors, but the costs and damage resulting from these attacks are often considerable. Fortunately, there are steps banks and credit unions can take to help prevent becoming a victim of ATM theft.

During challenging financial times when people are facing desperate situations, there is usually an uptick in bank robberies. There was an increase throughout the 2009 recession, for instance. With the pandemic in 2020, there was an increase in the U.S. unemployment rate, with more people out of work and ample time on their hands.

Because COVID limited the number of people permitted in indoor facilities – or prevented them from entering altogether – bank lobby access was impacted, forcing more customers to use the ATM, which is often outside or in an entryway. Since more of a bank's customers are not going into the lobby but instead are using the bank's ATM, more money is being placed in the machines to meet demand. Thieves were quick to catch on to this practice, and began targeting ATMs with more frequency. Often, a vehicle or piece of construction equipment is used to dislodge and remove the entire ATM.

"Smash-and-grab events have become quite common, and they can be rather costly because in addition to the money lost, there is often physical damage to the building," said Tracey Santor, Product Manager for Financial Institution Bonds at Travelers. "There are a number of steps banks should strongly consider taking to reduce this risk, including purchasing ATM insurance coverage."

Deterrents include:

- Installing concrete barriers or bollards around the ATM to make it more difficult for thieves to access the machine using a vehicle or machinery.
- Adding lighting and surveillance cameras.
- Placing dye packs and GPS devices inside an ATM so if the machine is jostled or removed, the packs explode and the location can be tracked.

Even though FI bond crime insurance coverage is required by regulators, ATM coverage is not mandatory, and it can be added to the bond and P&C policy as an endorsement, even if the machine is not located on the premises. Without it, an ATM theft wouldn't be a covered event. Insurance carriers such as Travelers have products and resources available so banks and credit unions have coverage when a crime occurs.

According to a recent article from The Wall Street Journal, the number of attempted ATM smash-and-grabs increased by 150% from 2019 to 2020. Now is the time to ensure your bank has done everything possible to protect against this type of incident. To learn more, have a conversation with your insurance broker or agent, or reach out to an insurance carrier.

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WEAKEST LINK TO STRONGEST LINK: PASSWORD TO PASSPHRASE

BY SAM WOODS, SHAZAM

I continue to read about data breaches that stem from weak passwords. As a cybersecurity consultant, I've wondered what it will take to get folks to increase the security of their passwords, and it finally occurred to me: Maybe people don't understand what a password actually is. If you identify with this, don't feel bad. I have no idea how to valuate a bond or determine the structural integrity of a bridge.

What's a password? The dictionary tells us it's a word that grants us access or admission to something. In computer terms, a password gives a user access to something that's otherwise off limits.

How passwords work

When you create a password, it's run through a mathematical function called a hash algorithm. The input is your password — let's say "summer2021." The password is typed in and the output is an alphanumeric string with a fixed length. For our example, it's 32 bytes long. So, no matter how many characters the password has, the output is always the same length. This output is commonly referred to as the "hash."

Once the hash is created, the system for which the password is being generated saves the hash and your username to a file. Each time you attempt to log in, the system takes what you typed in the password field and runs it through the same hashing algorithm. The information is checked to ensure the output matches what's saved in the file. If it matches, access is allowed. If it doesn't match, access is denied (when the system is operating correctly). This all happens very quickly; computers can do something like four billion things per second!

> Once a match is found, they have your password

From this explanation, you might see the problem. Bad guys could pre-emptively take every word in the dictionary, run each through the same hashing algorithm, and then compare the hashes to the password file they stole or purchased on the dark web. Remember, computers can process things extremely quickly, so it won't take long. Once a match is found, they have your password.

Passphrase vs. password

For these reasons, security professionals preach to use pass**phrases** rather than pass**words**. A passphrase is a series of words, and the additional characters add to the complexity. Of course, this also tells us to use uncommon phrases, as they're far less likely to be guessed.

Biometrics

Many security experts use this explanation to justify moving to biometrics or realistic authentication. The measurements and calculations of the body, including fingerprints and faces, are stored as data. Once collected, these measurements are run through the hashing algorithm and the output is saved. When you attempt to log in, the two outputs (username and hash) are compared, just as is done with passwords and passphrases.

What if someone steals the hash of your fingerprint measurements? Can you change your fingerprint like you can change a password? The simple answer is no.

In a best-case scenario, systems should use layered security requiring multiple security pieces. This is sometimes referred to as multifactor authentication and requires two things:

- Something you know, like your complex passphrase.
- Something you have, such as a security token or a

physical device that creates a new code every few minutes.

As much as we may wish it, passwords aren't going away anytime soon. Having a better understanding of how they work may help users develop stronger passwords and passphrases, yet in the end, we're only as strong as our weakest link. Unfortunately, all too often, humans are the weakest link.

Sam Woods is a member of the risk and security management team, leading a group of consultants in efficient and effective execution of IT, ACH, cybersecurity, and compliance consulting services to our participating financial institutions.

About SHAZAM

SHAZAM pioneered the PIN-debit point-of-sale transaction, still used worldwide today. Founded in 1976 and headquartered in Iowa, we're a leader in payments and financial technology, with a simple mission: Strengthening community financial institutions. Visit us today at shazam.net or contact: Matt Morrow, mmorrow@shazam.net

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World Password Day

Observed annually on the first Thursday in May, World Password Day is a holiday that's designed to help remind us that we need to take better care of our passwords and develop better password habits.

We live in a world that's more interconnected and is increasingly more digital, so our passwords are even more important than they have ever been.

So, it's a good idea for you to not only check your passwords on this day but to check them regularly to make sure that your digital life is as secure as possible.

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MUNIS FOR THE MANY

Taxable municipal bonds have appeal for nearly all community banks.

BY JIM REBER

I have some good news for community bank portfolio managers who have grown weary of some or all of the following conditions that have persisted since 2020:

- declining portfolio returns
- erratic cash flows
- call option exposure
- paltry yield spreads

Chances are, your bank's portfolio has been affected by at least some of these conditions over the past year. The wild ride in interest rates kept producing surprises for the bond portfolio, and, in truth, about the only thing positive to be said is that prices rose—then declined—over that period. So, banks' positions have lost value in 2021, but current investment yields have improved, which illustrates the mixed blessing.

Over time, one of the enduring determinants of investment performance is sector weighting. More specifically, the more a bond portfolio consists of municipal bonds, the more likely it will have above-peer yields. According to Vining Sparks, as of Dec. 31, 2020, municipal bonds made up 53% of top-quartile community bank portfolios. At the other end of the spectrum, the bottom quartile was only 9% invested in munis.

Historically, the amount of munis a bank owns in large part has been determined by a bank's need to avoid tax liability. Some depository balance sheets have simply not had room for bonds, muni or otherwise. Others haven't been profitable enough to worry about that option. Still others, such as S Corps, which pass through their earnings to their shareholders, don't benefit from tax-free earnings.

Supply shift

Fast forward to the Tax Cuts and Jobs Act of 2017. Corporate tax rates were reduced around 40%. That was good news for bottom lines, but it lowered the effective yields on all tax-effected assets, such as traditional munis and bank-owned life insurance. Since that time, banks have shed about one-fifth of their tax-frees.

Another subtle, but significant, feature in that legislation was to no longer allow muni issuers to "pre-refinance" their outstanding debt into other, new tax-free issues. These older bonds could only be refinanced into taxable issues going forward. That has had a major impact on the types of munis being issued in the current environment.

In the 2020 calendar year, fully 30% of municipal bond issues were of the taxable variety. This is a decade-plus high-water mark. Less than 10 years ago, taxable munis were but a blip on the new issue screen. They'd constitute somewhere between 3% and 7% of total new issuances. In fact, the only year that taxable munis exceeded 2020's volume was 2010, and that was purely a function of the narrow window for issuing Build America Bonds (BABs), a type of taxable munis only available for issue in 2009–2010.

Crowd pleasers

Now to the afore-promised good news. If your community bank isn't much invested in munis, taxables could bring some welcome relief to the issues mentioned in the first paragraph. As supply has grown and the interest rate curve has steepened throughout 2021, taxable munis can serve a number of purposes, not the least of which is respectable return. An investor can also now realistically hope for an issue that's reasonably proximate to its footprint.

Speaking of returns, a high-grade general obligation taxable muni will out-yield a bank-qualified (BQ) issue at any point on the yield curve. As of this writing, a 10-year AA-rated BQ bond will have tax-equivalent yield of about 1.85%, whereas a similar-duration taxable will be about 2.10%. There are a number of reasons for this, including the relative lack of supply of BQ paper. Also, it bears mentioning that S Corp banks, if they're able to have tax-free income, will recognize higher tax-equivalent yields than their C Corp brethren.

What's the downside? Just like any other taxable security, municipal bonds will have a higher degree of price volatility than tax-frees. However, the additional price risk is less than it used to be back in the era of 36% marginal rates for C Corps. It's anyone's guess what the impact of higher marginal tax rates will be to the tax-free muni market, but on the face of it, higher rates should be supportive of tax-effected assets.

In the meantime, the growing supply of taxable munis should continue to produce attractive yields. The supply, both in absolute dollars and for a given issue (which isn't limited to $10 million per issuer per year that BQs are), should produce more than adequate liquidity. The benefits and availability of taxable munis should appeal to the many community banks looking for the right combination of risk and reward.

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INNOVATION DRIVES PERFORMANCE

BY CHARLES POTTS

COVID-19 ushered in significant changes to community banking, forcing us to rethink how we perform essential functions and engage customers in a digital-first environment. Social distancing, working from home and quarantining have challenged notions about the use of technology and the automation of historically manual processes. The explosion of new solutions, coupled with the need to interact with customers using digital platforms, puts more pressure on community banks than ever before to innovate and perform.

It's no secret that innovation drives performance. To level set, performance is about becoming more efficient and effective at what we do: reducing expenses, growing top-line revenue, creating better margins and doing more with less. With the advent of new, innovative solutions ranging from artificial intelligence (AI) and machine learning to automated governance and digital onboarding, community banks have many opportunities to eliminate or reduce inefficient manual processes and replace them with innovative technologies to enhance performance.

Challenging the status quo

It's always in a community bank's best interest to empower its employees to look at their tasks and ask: Can this be enhanced by a more effective solution that improves performance and/or the customer experience?

Executive teams, too, could benefit from introspection and asking: How can we improve? How do we acquire new customers and deepen existing customer relationships? How can we make our bank more valuable and effective? A willingness to interrogate and evaluate everything your bank does is a critical component of innovation and high performance.

It's equally critical that executive management invite employees to share ideas. This helps to identify employees who model innovative ideas and behaviors and who may suited to leadership roles.

Still, it might be necessary to acquire new talent from outside the bank, such as those who offer a different perspective and challenge cultural norms. Some community banks have recently begun hiring from adjacent industries with great success. Staff who understand customer engagement, the qualitative and quantitative nature of data, and its application to improve performance, could be a significant asset.

Digital natives—people raised on mobile and digital communication— are another value-add for community banks. The skills they bring to community banks are critical to promoting innovation and bridging gaps in today's workforce.

Although the challenges we face are many, the opportunities are greater. Take advantage of the wealth of knowledge, expertise and opportunities offered through ICBA's ThinkTECH Accelerator, ThinkTECH Network, conferences, webinars and more. Opportunities to get involved are at your fingertips. Now is not the time to settle for mediocrity or the status quo.

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Recently added webinars are in BOLD.

Jan 6	Providing Provisional Credit Under Reg E
Jan 7	Uniform Residential Loan Application (URLA): DeadlineMarch 1, 2021
Jan 12	Remote Workforce Series: Creating or Revising Work from Home Policies
Jan 13	2020 HMDA Submission Due March 1, 2021: Challenges & Best Practices
Jan 14	IRA & HSA Update: Key Considerations for 2021
Jan 20	Flood Series: Flood Insurance Rules, Best Practices & Liability
Jan 21	Call Report Update 2021
Jan 26	Remote Workforce Series: Work from Home Record Retention Rules
Jan 27	Calculating Cash Flow from Corporate Tax Returns
Jan 28	Beginning BSA Officer: What You Need to Know on Day 1
Jan 29	Series: Alphabet Soup for Lenders Reg B & ECOA; Reg C & HMDA, Reg V & FCRA, Reg X & RESPA, Reg Z & TILA - Non-Real Estate; Reg Z & TILA - Real Estate
Feb 2	Red Flags in Residential Appraisal Compliance
Feb 3	Flood Series: Flood Compliance Beyond the Basics
Feb 4	Calculating Cash Flow from S-Corporation & Partnership Tax Returns
Feb 9	Remote Workforce Series: Work from Home Risks: How Compliance Can Limit Liability
Feb 10 *Morning*	Overdraft Hotspots Including Regulations, Lawsuits & Guidance
Feb 11	E-SIGN Series: "No-Contact" Account Opening: Compliance (60 Minutes)
Feb 12	New ATR & QM Rule Changes Effective July 1, 2021
Feb 17	New Security Officer Training: Your Bank Protection Act Responsibilities
Feb 18	Determining Cash Flow from Personal Tax Returns Part 1Form 1040, Schedules B & C
Feb 23	Remote Workforce Series: Security Compliance for Work from Home Staff
Feb 24	The Top 10 ACH Exception Handling Questions
Feb 25	The Board's Role in Cyber Security Risk
Feb 26	FDCPA Changes Round 2: 12/18/2020 Final Rule on Fair Debt Collection Practices
Mar 2	Advanced BSA Officer Training: In-Depth Risk Issues & Difficult Situations
Mar 3	Determining Cash Flow from Personal Tax Returns Part 2: Schedules D, E & F
Mar 4	Flood Series: Flood Forms Line-by-Line
Mar 8 *Monday*	SBA Lending Update 2021: Rule Changes & PPP FAQs
Mar 9	ACH Rules Update 2021
Mar 10	Safe Deposit Issues: Delinquency, Death & Abandonment
Mar 11	Remote Workforce Series: Making Work from Home Effective
Mar 15 *Monday*	The Top 10 Reasons Consumers Leave Their Bank
Mar 16	E-SIGN Series: Virtual Loan Document Delivery & E-SIGN Compliance
Mar 17	Federal Requirements for Tech-Based Marketing: Websites, Social Media, Robo Calls & More
Mar 18	Flood Series: Commercial Flood Insurance Regulations & Compliance
Mar 23	Business Accounts: Who is Authorized to Open, Close, Transact?
Mar 24 *Morning*	Deposit Operations Update 2021
Mar 25	Legal Issues for Right of Setoff on Deposit Accounts & Loans
Mar 29	New Anti-Money Laundering Act: Key Provisions & BSA Implications

Apr 6 E-SIGN Series: The E-SIGN, BSA & CIP Compliance Trifecta (60 Minutes)

Apr 7 Board Reporting: Requirements, Timing, Delivery Options, Risks & Concerns

Apr 8 Remote Workforce Series: Moving to the Cloud: Remote Management of Risks to Customer Data

Apr 13 Reg CC Compliance & Review: Check Holds, Remote Deposit Capture & Reg D Changes

Apr 14 Advanced C&I Underwriting: A/R & Inventory Financing

Apr 15 Collection Series: Regulatory Alphabet for Collections Compliance

Apr 19 *Monday* New Time Limits for ACH Warranty Claims Effect June 30, 2021 (60 Min.)

Apr 20 Commercial Loan: Workouts, Restructuring & Loss Mitigation

Apr 21 Debit Cards 101

Apr 22 Global Cash Flow Analysis for Underwriters & Credit Analysts

Apr 26 2021 Cannabis Update: Legalization, Banking Issues & More

Apr 27 E-SIGN Series: E-SIGN Security & Fraud Detection (60 Minutes)

Apr 28 Call Report Basic Lending Schedules: Coding, Classifications & Loan Loss Allowance

Apr 29 Hot IRA Issues: Divorce, IRS Levies, Creditor Claims & Misunderstood Rules

May 4 Advanced Commercial Loan Documentation

May 5 Current Trends in Cyber Crime & Payments Fraud

May 6 Credit Analyst Series: Loan Stress Testing for the Credit Analyst

May 11 5 Steps to Simplify Reg E Claims (60 Minutes)

May 12 Collection Series: Your Borrower Is Threatening Bankruptcy, Now What?

May 13 HR Dos & Don'ts in a Virtual World

May 18 Surviving a TRID Compliance Exam

May 19 Developments in Bank Mergers & Acquisitions

May 20 *Morning* Residential Appraisal Reviews from Start to Finish

May 20 Residential Construction-Only & Construction-to-Permanent Lending: Compliance & FAQs

May 25 Marketing in 2021: Virtual Relationships & the New Customer

May 26 Collection Series: The Virtual World of Collections

May 27 *Morning* Handling W-9s, W-8BENs & IRS Mismatches

May 27 Protecting the SBA Guaranty Start to Finish

Jun 2 Handling Subpoenas, Summonses, Garnishments & Levies

Jun 3 Treasury Management: How to "Power Up" Deposits & Fee Income

Jun 8 Collection Series: Troubled Debt Restructuring in the COVID

Jun 10 Supporting Documentation for the ALLL

Jun 15 Credit Analyst Series: Advanced Financial Statement Analysis

Jun 15 *Morning* FinCEN SAR Advisory Update & Handling Increasing Fraud

Jun 16 UDAAP & Consumer Protection: Heightened Scrutiny Under a New Administration

Jun 17 Wire Transfer Compliance: Domestic & International

Jun 22 Call Report Preparation: Schedule RC-R, Regulatory Capital

Jun 24 Collection Series: Managing Mortgage Delinquency

Jun 29 e-Everything: Compliance in an Online Environment

Jul 7 Business Writing Boot Camp, Including Critique of Your Own Writing Sample

Jul 8 Avoiding the Top 10 HELOC Compliance Mistakes

Jul 13 Navigating Compliance Issues for Promotions, Bonuses, Contests & Sweepstakes

Jul 14 Legal Issues of Checks

Jul 15 Capital Adequacy & Risk: Regulator Expectations for the Board

Jul 16 Fair Credit Reporting Compliance

Jul 20 Regulation E Compliance with ACH Payments

Jul 21 Job-Specific BSA Series: Job-Specific BSA Training for Operations Staff

Jul 22 Collection Series: Chapter 7 & 13 Consumer Bankruptcies: Special Rules, Cramdowns & Risks

Jul 27 IRA Beneficiary Designations, Death Distributions & Required Minimum Distributions

Jul 28 Credit Analyst Series: Credit Fundamentals for the New Credit Analyst

Aug 4 New Accounts Series: Regulatory Alphabet for Deposit Accounts

Aug 4 The TRID Dirty Dozen: Navigating the Landmines

Aug 5 Comparing Regulation E with Visa & Mastercard Rules

Aug 9 New ACH Meaningful Modernization Rules Effective September 17, 2021

Aug 10 Credit Analyst Series: Debt Service Coverage Calculations in Underwriting

Aug 11 Handling POAs & Living Trust Documents on Deposit Accounts & Loans

Aug 12 Record Retention: What to Keep and Why!

Aug 17 Maximizing Cyber Security Soundness & Minimizing Incidents

Aug 18 Critical CIP & CDD Issues: Compliance, Beneficial Ownership & FAQs

Aug 19 Improving Call Report Efficiency: Documentation, Accuracy & Common Errors

Aug 23 Credit Risk Management First Aid Kit

Aug 24 Job-Specific BSA Series: Job-Specific BSA Training for the Frontline

Aug 25 Dealing with Difficult Customers: 5 Foolproof Techniques

Aug 26 Survey Says! The Top 10 Reasons Businesses Move Their Accounts

Aug 31 Loan Underwriting 101: Interviewing, Credit Reports, Debt Ratios & Regulation B

Sep 8 New Accounts Series: 20 Legal Types of Accounts: Ownership, Documentation & CIP

Sep 8 ACH Payment Reclamations & Garnishments

Sep 9 Dormant Accounts, Unclaimed Property & Escheatment

Sep 14 Completing the CTR Line-by-Line

Sep 15 Fiduciary Responsibilities of New & Experienced Directors

Sep 16 Job-Specific BSA Series: Job-Specific BSA Training for Lenders

Sep 17 Effective Management of Credit Report Disputes: ACDVs, AUDs & Joint Credit

Sep 20 Foreclosure & Repossession Compliance & Limitations

Sep 21 Hot Topics in Social Media Engagement for Community Banks

Sep 22 Bankruptcy for Lenders: Chapter 11 & Subchapter V, The Small Business Reorganization Act

Sep 23 New Accounts Series: Business Account Documentation

Sep 27 HMDA Reporting Part 1: Application Basics

Sep 28 Conducting In-House Evaluations: Guidance, Rules & Technological Tools

Sep 29 Strategic Planning for Community Banks

Sep 30 Understanding TRID Tolerance Cures

Oct 5 New Accounts Series: Opening Accounts for Nonprofit Organizations

Oct 6 SAR Decision-Making

Oct 13 Notary Compliance, Including Virtual Notarization

Oct 14 Denied Loan Requirements A to Z

Oct 15 Required Compliance for Commercial Loans Secured by Real Estate

Oct 19 Job-Specific BSA Series: Job-Specific BSA Training for Senior Management & Directors

Oct 20 Top 10 IRA Rollover Mistakes

Oct 21 Reg E Investigation & Requirements for Debit Card Error Resolution

Oct 26 New Accounts Series: Adverse Action at Account Opening: Reporting & Documentation

Oct 27 HMDA Reporting Part 2: Collecting Demographic Information

Nov 2 Mastercard Debit Card Chargebacks

Nov 3 Board Secretary Training: Documenting Minutes, Corrections & Disagreements

Nov 4 Robbery Prevention, Response & Resilience

Nov 8 The FFIEC's 13 Exam Objectives for Business Continuity & Resilience

Nov 9 HMDA Reporting Part 3: Commercial Lending Issues

Nov 10 New Accounts Series: Opening Accounts for Nonresident Aliens

Nov 16 Regulator Issues & Update for the Credit Analyst

Nov 17 1099 Reporting: Foreclosures, Repossessions & Debt Settlements

Nov 18 Completing the SAR Line-by-Line

Nov 30 IRA Overview: Traditional, Roth & SEP Plans

Dec 1 Your Depositor Has Died: Actions to Take, Mistakes to Avoid

Dec 2 The Legal Side of Remote Deposit Capture: Risks & Liability

Dec 7 Security Officer Reports to the Board: Timing, Contents & Requirements

Dec 9 Visa Debit Card Chargebacks

Dec 14 Commercial Loan Annual Credit Review

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