

WISCONSIN COMMUNITY BANKING *News*

CBW Community
Bankers
of Wisconsin

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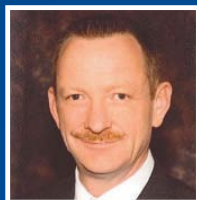
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Contact Rob Marlatt for more
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Phone: (630) 264-3377



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Community Bankers of Wisconsin

455 S. Junction Rd., Ste. 101

Madison, WI 53719

Ph: 608.833.4229 Fax: 608.833.8114

E-mail: info@communitybankers.org

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Doris Green, Editor and Publisher

Mary Lou Santovec, Contributor

Lisa Imhoff, Grey Horse Studio, Art Director

Editorial or subscriptions: e-mail Doris Green at green@merr.com or fax 608.583.2084

Advertising: Jami Erickson, Director of Member Programs and Association Administration, at 608.833.2386 or contact Doris Green

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Priorities for the Year Ahead: Advocacy and Leadership for the Next Generation

Stan Leedle, CBW Chairman and Executive Vice President of Choice Bank, Oshkosh

CBW's annual Management Conference & Expo is always a benchmark in our association's efforts to promote and advocate for community banking in the Badger State. Our conference presents an opportunity to review past successes and plan for the future.

Thank you for selecting me to serve as your association president this year. I am also grateful to Choice Bank President J. Scott Sitter for allowing me to devote time and energy to this pivotal honor. Thanks also to CBW President and CEO Daryll Lund, the rest of the CBW staff, and the board; over the past several years I've come to deeply respect their industry knowledge, advocacy expertise, and commitment to our industry.

I am especially pleased to serve as CBW launches the Building Our Leaders of Tomorrow Program (BOLT). It will ensure the future of both our industry in Wisconsin and our Wisconsin communities. CBW's board and staff have spent more than a year in planning and launching BOLT. We have a responsibility to all of our up-and-coming leaders, who will be the success of our banks, the community banking profession, and the economic well-being of our communities.

My other priority this year is to con-

tinue to strengthen the community bank voice in Washington in order to influence decisions being made with Too-Big-To-Fail rules and CFPB legislation. CBW will actively support the Independent Community Bankers of America (ICBA) Plan for Prosperity, which provides targeted regulatory relief that will allow community banks to thrive by doing what they do best—serving and growing their communities.

The Plan for Prosperity is not a bill, but a platform of legislative priorities, including several that have already been introduced in Congress. For example, Senators Sherrod Brown (D-Ohio) and David Vitter (R-La.) introduced in May a bill that calls for two things: making the giant banks much safer and tying regulators' hands to prevent them from using taxpayer money to save a failing financial institution. This is the type of legislation that could put teeth into Dodd-Frank and make a real difference in the TBTF dilemma.

Community bankers sometimes feel like David facing Goliath, but David did win, after all, and through our joint advocacy efforts with ICBA, we can ensure a more level playing field for our community banks, as well as prosperity for our communities. 🍷



On our cover ... New CBW Chairman Stan Leedle is executive vice president at Choice Bank, Oshkosh, which opened in 2006 and has two locations in the city. 🍷



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New Chairman Finds Happiness in Banking, Bikes and Bees

Mary Lou Santovec

If a tall, dark stranger sporting black leather and riding a Harley pulls into the parking lot of your bank, don't rush to pull the alarm. It just might be your new Community Bankers of Wisconsin chairman, Stan Leedle, stopping to stretch his legs.

Rick Busch, president, Royal Bank of Gays Mills, had a moment of panic when Leedle pulled into his parking lot along with another Harley riding friend. "One guy gets off the bike and walks toward the door. I greet him but don't recognize him.

"He stands there for five seconds" before breaking the silence, said Busch. "We had a good laugh about it."

Leedle, executive vice president, chief credit officer, and director of Choice Bank in Oshkosh, owns two Harleys, an Ultra Classic and a Heritage Soft Tail Classic. "I had them [motorcycles] as a kid," he said. "I got rid of them when I got married."

But as soon as his last child was out of college, Leedle was back in the saddle and hasn't stopped riding since.

The 58-year-old Leedle grew up in Lake Geneva on a large farm, living in the same house that his great grandfather grew up in. "I worked with my extended family every day. Family has certainly shaped who I am."

He left Walworth County to attend the University of Wisconsin-Platteville where he majored in agricultural business, learning the value of a dollar early on.

Leedle's father made him a deal—he'd pay for his son's tuition if he stayed out of trouble. "That lasted one semester." Leedle recovered his bearings, paid for his own tuition and graduated in 1978.

From Platteville, Leedle returned to Lake Geneva and joined Keefe Real Estate. Wanting to get into the company's agricultural credit division, Leedle was told he had to sell real estate for a few years before making the move. Nine months later, after selling two businesses and three farms, he was able to transfer.

The job with Keefe took Leedle and his family to Beaver Dam, Monroe, and

Watertown where he made connections that would lead him to his next stop—M&I Bank in 1983. Leedle started with M&I in Oshkosh as an agricultural loan officer before moving to commercial lending in 1986.

Twenty years later he resigned to take a position with First Federal Financial, which was just starting a commercial loan division. His resignation letter shocked not only his M&I colleagues, but even Leedle himself, who believed that he would stay long enough to retire from M&I.

"One of the reasons I left M&I, actually the sole reason, was because it was becoming a large bank. I saw things getting further and further away from the customer. I loved M&I and working for it. Then it changed."

In just one year, he managed to transfer some \$40 million in loans from M&I to First Federal.

Sudden U-Turn

One year later, his career took a sudden U-turn. Early one morning a fax came in announcing Associated Bancorp had acquired First Federal. "That was the moment I began putting together Choice Bank."

By the end of the day, Leedle had lined up 11 directors, along with a First Federal colleague to launch the new bank. "I came home and told my wife: I'm starting a bank."

Where did Leedle get the magic wand to make this all happen? He actually had a bit of a head start.

Five years earlier, Leedle and several others had talked about opening a bank. "At the time, there was nothing happening in the community to drive interest. The purchase of First Federal by Associated was the impetus needed to get this moving."

The bank's charter was organized during 2005–06 and Choice was launched as a publicly traded company. (That model has since been reorganized to a holding company with the bank as a wholly owned subsidiary.) Leedle and a few of the directors kicked in \$300,000 and sold stock. The maximum number of shares that could be sold to any one person was



30,000 at \$10 per share.

The stock offering attracted a number of calls from investment groups who wanted to put large sums of money into the bank. "We wouldn't allow it.

"We told investment companies who called that 'We don't need you and we don't want you.' We didn't want the outside pressure of outside investment groups."

The offering was an unqualified success. The bank opened July 24, 2006 with \$21.6 million in capital.

"It was the largest amount of money that a *de novo* had ever raised" in Wisconsin and far above the \$18 million the executives had sought to raise. In the end, Choice Bank had 1,207 shareholders with an average of \$18,000 invested per person. Some 85 percent of the stock was sold locally.

In starting the *de novo*, "we did a couple of things that had not been done before in Wisconsin" including asking for approval to open a branch within six months as part of the original charter application. The approval allowed Choice to open a branch on the north side on Jackson Street six months after opening its headquarters on Witzel Avenue on the west side of Oshkosh.

Over the past seven years, the bank has grown from \$21.6 million to \$195 million in assets, \$164 million in deposits, and \$171 million in loans, some 75 to 80 percent in commercial loans. Choice currently has 28 employees.

The Great Recession did take its toll on the bank and Choice had some challenges in 2009–2010. "The DFI and the FDIC put us under a consent order for one year" triggered by participation

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BOLT Program Addresses Leadership Development

To ensure success not only today but going forward, community banks must focus on talent development and provide opportunities for the next generation of community bank leaders.

Every community bank undoubtedly has many individuals who, if given the opportunity, will lead our banks and the community banking industry well into the future.

I am not talking just about future CEOs but future leaders—leading critical banking areas such as loan departments, compliance, marketing, technology, retail, and the list goes on.

Stop and take a minute to think about the employees at your bank who make things happen. Then ask the question—Am I making the kind of investment necessary in their professional development which will, in turn, help our bank grow and prosper?

To address this important subject, CBW is excited to announce a new opportunity for community bank leaders—the ***Building Our Leaders of Tomorrow Program*** (BOLT).

BOLT's goal is to provide an environment where energized and motivated members have an opportunity for peer networking, educational growth, and leadership development.

Several months ago, CBW formed a task force to help identify the goals and objectives of this important leadership initiative. We retained the services of David Saber and WIPFLI to assist in our strategic planning regarding BOLT.

And, finally, you — our members — were surveyed back in April about this initiative and we carefully reviewed your comments while putting together the framework for BOLT.

I am very excited about the BOLT program and have observed firsthand the energy and creative thinking of our future leaders who have been involved with the BOLT Task Force. The CBW BOLT Task Force should be commended for all of their hard work, ingenuity, and forward-thinking ideas in putting together this exciting new program.

CBW wants to partner with you through our BOLT program to develop your future leaders. An important aspect of leadership development is mentoring the next generation of leaders. I ask those of you with leadership responsibilities at your bank:

Are you serving as a mentor leader for those you come into contact with on a daily basis?

In former football coach Tony Dungy's New York Times bestseller, *The Mentor Leader*, he writes:

Mentor leaders seek to have a direct, intentional, and positive impact on those they lead. At its core, mentoring is about building character into the lives of others, modeling and teaching attitudes and behaviors, and creating a con-

Daryll Lund, CAE,
CBW President
and CEO



structive legacy to be passed along to future generations of leaders.

Many times I am approached by community bankers who have been involved with the industry for several years saying they want to give back to an industry that has been so good to them.

I say to all of you now, be a mentor for future community bank leaders, get involved with our BOLT program, and help to make sure the positive legacy of Wisconsin community banking continues for years to come. 🍁



CBW Legal & Compliance Consortium

Community Bankers of Wisconsin offers its Legal and Compliance Services Consortium to provide CBW members with fast, easy access to compliance and legal services at a flat annual fee. Godfrey & Kahn renders written or oral legal advice that can be maintained in bank records and provided to regulators. Consortium members become clients of Godfrey & Kahn.

Consortium members have received answers to questions related to permissible compensation arrangements for mortgage loan originators, honoring powers of attorney, access to safe deposit boxes, overdrafts, financial privacy, FDIC insurance coverage, flood insurance, federal and state consumer loan disclosures—and many more issues. Clients often request written advice and conclusions to follow-up on Godfrey & Kahn discussions.

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For more information, contact Jami Erickson
at jami@communitybankers.org.

loans that soured. But the bank has been clear ever since.

During that time, no one put in additional money. The bank earned its way out of trouble, even growing 6 to 7 percent.

"You sit back and do the post-mortem ... and realize that a lot of the loans were tied to real estate in markets we didn't know. We did do underwriting, but found out that the customers didn't have the staying power."

The experience taught Choice executives a valuable lesson. "We as bankers can't blame the regulations or regulators with the problems we have if they're self-inflicted."

The Personal Touch of a Community Bank

M&I's growth pattern and distance from the customer really cemented Leedle's decision to be a community banker. Joining the Community Bankers of Wisconsin was the next logical step. "I was asked to be on the board ... and then asked to be part of the officer rotation."

"Community bankers have the ability to make decisions in the office for our customers. When [customers] leave, they know they're dealing with the

people who know them and who make the decisions." That's the "fun" part of Leedle's job.

The not-so-fun part? The economy and its direct effect on the customers.

In addition to his motorcycles, Leedle has a hobby that had its roots in childhood, bee keeping. This apiarist has 10 hives he stores on a small farm outside of Oshkosh. It's a win-win for both the farmer, who gets the pollinators and some of the honey, and the banker, who has the satisfaction of staying connected to the agricultural world.

Richard Cordray Visits Madison

MADISON—The U.S. Financial Literacy and Education Commission sponsored a field hearing on improving the financial capabilities in young people on Sept. 25, at the University of Wisconsin-Madison. More than 100 people attended.

The Commission shared information about its work and took input on promising practices, critical challenges, and opportunities in promoting the financial capability of children, youth, and student populations.

Richard Cordray, director of the federal Consumer Financial Protection

Leedle met his wife, Lynne, in college; apparently, the Menomonee Falls native enjoyed his sense of humor. The couple has two adult children, daughter Katie, who lives in San Francisco with her husband, Brandon and two granddaughters, Eve and Cora, and son Geoff, and future daughter-in-law Alex, who live in Pewaukee.

When asked about his greatest fear, the answer might surprise some. It's retirement. "I certainly enjoy being a banker. I just love coming to work. I enjoy what I'm doing." ■

Bureau and vice chair of the Commission, participated in the hearing. Following his talk, two panel discussions, and a public comment period, DFI Secretary Peter Bildsten and several legislators and financial literacy proponents participated in a roundtable meeting with Cordray.

"We are honored that Director Cordray recognizes the pioneering financial literacy work that is going on in Wisconsin," Bildsten said. "The dialogue we had will advance the much-needed efforts to elevate the financial capabilities of people of all ages." ■

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CBW Names New Directors, Officers

Stan Leedle, executive vice president and chief credit officer of Choice Bank, Oshkosh, has succeeded Paul Hoffmann, Monona State Bank, as 2013–2014 CBW chairman. Hoffmann will continue to serve on the CBW Board of Directors in the past chairman's role.

New directors and officers were elected at the Community Bankers of Wisconsin annual business meeting on Sept. 11, at the Monona Terrace Convention Center, Madison. Newly elected officers are:

Secretary/Treasurer: **Jim Tubbs**, State Bank of Cross Plains

Vice Chairman: **Fred Siemers**, River Cities Bank, Wisconsin Rapids

Chairman Elect: **Jerry O'Connor**, The National Bank of Waupun

In addition, six new regional directors were elected:

Northeast District: **Brad Grant**, Calumet County Bank, Brillion; **Sue Paoli**,



First National Bank of Niagara

Northwest District: **Jim Loe**, Pioneer Bank of Wisconsin, Ladysmith

Southeast District: **Dennis Doyle**, Great Midwest Bank, Brookfield

Southwest District: **Steve Zeman**, Union State Bank of West Salem, and **Doug Martin**, Livingston State Bank.

Directors continuing include the following:


ICBA Directors: Rick Busch, Royal Bank, Gays Mills, and John Slatky, Bank

of Luxemburg.

Northeast District: Marty Reinhart, Heritage Bank, Marshfield

Northwest District: Paul Kohler, Charter Bank, Eau Claire, and Tom Armstrong, First National Bank, Eau Claire

Southeast District: Bill McDonald, Greenwoods State Bank, Lake Mills, and Thomas Oehler, Peoples Bank, Elkhorn

Southwest District: Mary Bomkamp, Highland State Bank 



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Busch Named Community Banker of the Year

Mary Lou Santovec

The Community Bankers of Wisconsin named Richard “Rick” Busch, president, Royal Bank, Gays Mills as the 2013 Banker of the Year at CBW’s Management Conference & Expo in September.

In accepting the award, Busch noted, “I’ve been known to say that ‘If you love your job, you will never have to work a day in your life.’”

Busch grew up on a farm near Dickeyville, attended the University of Wisconsin-Platteville, and graduated from the Graduate School of Banking at the University of Wisconsin-Madison.

He learned banking from the ground up beginning as a cash teller for the First National Bank of Dubuque. Busch later joined the First National Bank of Platteville where he worked in bookkeeping and conducted loan reviews. In 1983, he moved to Potosi State Bank to manage a branch in his hometown. Busch valued the multiple learning experiences referencing a parent who once told him, “You



Banker of the Year, Rick Busch, with wife Angel and their family

will have to do the work today that you will get paid for tomorrow.”

From Potosi State Bank, he joined Liberty Bank & Trust in Gays Mills, which became one of the offices of Royal Bank. In addition to serving as president of Royal Bank, Gays Mills, he also sits on the bank’s board of directors.

Growing up in a small town, it’s perhaps not surprising that Busch has demonstrated a strong commitment to the community. He’s been active in various area nonprofits including the local fire department, the Lions Club, the local Economic Development Association, and youth Learn to Hunt programs.

During times of stress, it is said that the worth of a person is revealed. When the Kickapoo River flooded the village of Gays Mills in 2008, Busch assisted in the rescue efforts. He made the bank parking lot a dock for rescue workers and made boat trips to homes to help evacuate residents.

Professionally, Busch served as 2007–2008 chairman of the Community Bankers of Wisconsin and has been a member of the board of directors of the Independent Community Bankers of America.

He and his wife, Angel, have been married for 35 years and have three children, Allan, Abbey, and Meggie, a daughter-in-law, Tina, and four grandchildren.

Royal Bank has 15 offices located in Elroy, Hillsboro, Cobb, Lone Rock, Camp Douglas, Oxford, Spring Green, Endeavor, Dickeyville, Avoca, Gays Mills, Adams, Mauston, New Lisbon, and Cassville. With assets of \$320 million, Royal Bank has served Southwestern Wisconsin since 1990. 🇺🇸

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ICBA Chair Sees Hope Ahead

Mary Lou Santovec

"I'm one of you," said Bill Loving, the current chairman of ICBA and president/CEO of \$260 million Pendleton Community Bank, located in Franklin, W. Va., a town of 800. "I know what it's like to sit across the desk from a customer, from a regulator."

Loving, whose bank has three branches in West Virginia and one in Virginia, knows well that community bankers want to create a better environment in their communities. "Their success is our success and vice versa," he confirmed at the Community Bankers of Wisconsin Management Conference & Expo held in Madison in September.

In his travels around the country, Loving sees signs that the challenging times dogging the economy and the community banking industry are almost over. "I'm seeing hope replace despair."

If there's a silver lining coming out of the dark clouds of the Great Recession, it's that community banking and the role community banks play have become clearer in the minds and hearts of their customers, the regulators, and policymakers. Although ICBA competes with 25 national trade associations representing financial institutions for the time and attention of Washington politicians, its work has paid off.

Its sole efforts got the FDIC to increase its insurance coverage to \$250,000 per account. Many years of hard work resulted in as much as a 30 percent reduction in the FDIC insurance assessment for some community banks. "Our accomplishments in this area went from impossible to groundbreaking."

Talk of tiered regulations is no accident. "What's happened in Washington reflects the political clout of ICBA. Legislators are beginning to understand the impact these rules have on community banks." Even Fed Governor Elizabeth Duke and the CFPB are calling for a tiered regulatory environment. CFPB head Richard Cordray acknowledged that "ICBA should feel



free to take some credit here."

On Basel III community banks didn't get a complete exemption, but a tiered one and recognition of the significant differences between Wall Street and Main Street. ICBA won another round when community banks could count Trust Preferred Securities as Tier 1 capital.

Leveling the playing field has become ICBA's clarion call. The top four banks—JPMorgan Chase, Citigroup, Bank of America and Wells Fargo—hold nearly 70 percent of bank deposits while the top 40 banks over \$100 billion have \$9.1 trillion in deposits compared to the 6,201 banks under \$1 billion in assets with only \$1.3 trillion in deposits.

Attorney General Eric Holder has said he wants to be able to prosecute the TBTF banks, which are receiving daily, unfavorable media attention. "It's not often 99 senators agree on anything, but they're against taxpayer subsidies or tax advantages for them."

There never was a more critical time for engagement at both the state and national level. Politics is not a dirty word. It's a numbers game. No longer are calls and letters to congressmen and senators enough. "Money is the voice of Washington." JPMorgan Chase contributed \$9.5 million in advocacy money last year.

ICBA presented CBW with a check for \$90,753.45, one of the largest checks presented to any state association. 🐾



Butch Pomeroy was the winner of a one-week stay in Door County.

2013 CBW Conference Prize Winners

Bankers filled their Walk-A-Thon cards and obtained signatures by visiting exhibitor booths for prize drawings. Prizes and winners listed below.

Cash Drawings:

\$100 Cash: Butch Pomeroy, International Bank of Amherst

\$100 Cash: Matt Harms, Cleveland State Bank

\$50 Cash: Paul Schaller, Bank of Wisconsin Dells

\$50 Cash: Fay Schmidt, Bank North in Wausaukee

One-week stay in a 4-bedroom house with pool in Orlando, Florida plus \$500 cash: Kelly Bauer, Bank of Wisconsin Dells

Drawn from list of fully registered bankers:

One week stay in Door County in a 2-bedroom Condo plus \$150 cash: Butch Pomeroy, International Bank of Amherst 🐾

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Community Bankers Receive Lifetime Service Awards

Mary Lou Santovec

Community Bankers of Wisconsin again presented Lifetime Service Awards at its 2013 Management Conference & Expo, held at Monona Terrace, Madison. The 31 bank employees described here were all recognized for 30, 40, 50 or more years of dedication to community banking and their communities.

Oostburg State Bank

Larry LeMahieu, vice president-lending and the bank's Community Reinvestment Act (CRA) officer, was honored for his 40 years of service to the financial services industry. When LeMahieu joined Oostburg State Bank in 1993, he brought with him 20 years of community banking experience in lending and operations. At Oostburg, LeMahieu was instrumental in developing the secondary market programs.

As vice president-lending, LeMahieu has helped thousands of families achieve their financial goals of home ownership. In addition to serving as the CRA officer, he is on the bank's executive committee and, in 2007, was elected to the bank's board of directors. LeMahieu maintains an extensive portfolio of satisfied cus-

tomers throughout Sheboygan County.

Vicki Ebberts, a teller and the person charged with handling "all other miscellaneous duties as assigned by the supervisor," was honored for her 30 years of service to the banking industry. Her banking career started in 1978 when she accepted a teller position at a local bank in Cedar Grove. After a decade in Cedar Grove, she worked for a Sheboygan bank and joined Oostburg State Bank in 1996.

During her tenure at Oostburg, Ebberts has experienced and overcome the challenges involved with technological advances and system conversions all the while maintaining a positive, upbeat attitude, which helped to make these transitions seamless for customers. The genuine and caring manner in which she serves customers is appreciated by all. Ebberts is a shining example, and the true definition, of "outstanding customer service."

Shirley Hartman was honored for her 30 years in the financial services industry. She began her career as a teller at a Sheboygan bank in 1983 and joined Oostburg State Bank in 1988. Her career path includes roles as teller, teller supervisor, and currently, assistant vice president-teller supervisor. She also

serves as the bank's bank secrecy officer.

As a teller, Hartman developed a loyal following of customers who often requested to specifically work with her and would wait until she was available. Hartman is a prime representative of leading by example.

Oostburg State Bank has two locations in Oostburg and Cedar Grove.

First National Community Bank, New Richmond

Bettina Swenson was honored for her 32 years of service to the bank. Since her first day of employment on Dec. 1, 1980, Swenson has worked in a variety of roles from teller to her current position

as director of loan administration. Outside of the bank, Swenson has also been a community presence, working to help many people in the St. Croix Valley area better their lives.

Gloria Green, human resources officer, was honored for her 50 years of service to First National Community Bank. Green began her career on Feb. 25, 1963. Her dedication and professionalism to her work can best be described through the words of her fellow employees. "Gloria always puts herself in the position of the person sitting on the other side of the desk," said one. "She has the ability to take a negative situation and turn it into a positive 'teachable' moment!" said another. "Her commitment and acts of kindness to her family, the bank, our customers, and co-workers are immeasurable," said a third colleague.

The First National Community Bank has three locations in New Richmond, Somerset, and Hudson.

The Stephenson National Bank & Trust, Marinette

Mary Staudenmaier, who recently retired as the bank's chairman of the board, was honored for her 50 years of service to SNBT. During her half-century career, Staudenmaier worked her way through the ranks of the finan-



UB & T, Evansville

Leonard P. "Prent" Eager, Jr., celebrated an amazing 65 years with UB & T this year, continuing a long, Eager family community banking tradition. The bank was purchased in 1916 by Gertrude Eager, and Leonard P. Eager, Sr., thus began his banking career.

Prent Eager began working for the bank in 1948, following college, a stint in the military during World War II, and a period traveling around the country to audit district banks for the Board of Governors of the Federal Reserve System. He began at the bank as a teller and soon was making loans and handling some collections. Eventually, he followed his father's footsteps and became president. His younger brother, Alan, followed as president after him, and then Alan's sons—first Chris and now Steve Eager—accepted the bank's presidency.

Through the years, Prent Eager remained active at the bank and on its



From left, Daryll Lund, CBW; Prent Eager, and Steve Eager, UB&T.

board of directors, and to this day he continues to work part-time at the institution that is completely intertwined with Eager family history, Evansville history, and the community's future.



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cial services industry starting with a part-time teller position following her graduation from Mount Mary College. She then went to work full-time in the trust department at the First Wisconsin Trust Company.

Staudenmaier earned a law degree from Marquette University in 1971 and continued to gain experience in the trust business, moving from First Wisconsin to American City Bank & Trust in Milwaukee where she became a trust officer and then vice president. When Stephenson National sought to develop a trust department, Staudenmaier, who was serving as a board member of the Marinette bank at the time, was tapped to advise them.

She later became vice president of

Heritage Trust Company before moving to Marinette to run Stephenson's trust department in 1977. She was elected president of the Marinette bank in 1979.

In 2000, Staudenmaier transitioned to SNBT chairman as she retired from active management. Under her leadership, the bank grew from \$27 million in assets to its current \$750 million.

Along with her business contributions, Staudenmaier is noted for her personal service in the community. She was twice named Person of the Year in 2002 and 2003 by the Marinette Menominee Chamber of Commerce. Her service includes past president and founding board member of the Marinette Menominee Community Foundation, founder and past treasurer of the Twin

Counties Free Clinic, and founder of the Marinette Medical Care Foundation.

Staudenmaier is a member of the Marinette County Bar Association and the Mount Mary College Board of Trustees. She serves on the Dean's Advisory Board of Marquette University Law School and is the former chairman of the Wisconsin State Board of Bar Examiners.

John Reinke, who recently retired as president of The Stephenson National Bank & Trust, was honored for his 40 years of service. He will transition to chairman of the board of SNBT.

Reinke joined SNBT on Oct. 1, 1974, as a consumer loan officer before moving into the commercial lending department.

The National Bank of Waupun

Twelve employees of The National Bank of Waupun (NBW) received Lifetime Service Awards—representing 463 years of combined service to the community banking industry!

Valeen Pluim was honored for 30 years with the bank. She started in the bookkeeping department and has progressed to teller and head teller for the drive-up service area. With her attention to detail, she was moved to the loan support area as a loan support specialist. In her role, Pluim provides quality service to the bank's lenders and the third parties outside the bank that assist in loan transactions.

Outside the bank, Pluim has served the community in a variety of ways including the Alto All-Stars 4-H Club, the Waupun FFA Alumni, the Alto School PTO, and as a Sunday School teacher at her church.

Quinn Polinski, was honored for her 34 years with the bank. Polinski joined the bank in 1979 to promote the first and only ATM in Waupun at the time. From there she progressed through the teller line, worked as the receptionist and customer service representative while continuing to service the bank's ATMs. Today, she works as a part-time teller.

Polinski has contributed many hours to the community through her volunteer activities at the annual home show, Alto Fair, and the Women's Hockey Auxiliary.

Patricia Towne was honored for 35 years with the bank. Towne joined the

bank in 1978 in the bookkeeping department, later becoming the head teller of the drive-up teller service area. She currently serves as a teller and back-up weekend head teller, and reviews credit and debit card activities for fraud incidents.

Outside the bank, Towne's volunteer efforts have included being past president of the PTA, Crop Walk coordinator, Loaves and Fishes volunteer, Habitat for Humanity, Sunday School teacher, and teacher in the "Adult Teach to Read" program.

Sharon Bos was honored for her 35 years of service to the bank. Bos joined the National Bank of Waupun in 1978 as a loan secretary. Since that time she has served as the bank's internal auditor, a retail lender, the bank secrecy officer, and marketing officer. She's currently the vice president and residential mortgage loan manager. Bos also works with agricultural and commercial loan customers.

Her volunteer roles include treasurer of the Kiwanis, chairperson for the Waupun Relay for Life, various positions in her church, and coordinator of the Waupun Holiday Help Program that assists needy families at Christmas.

Debra Navis was also honored for her 35 years of service. She joined the



bank in 1978, also in the bookkeeping department. Since 1980, Navis has worked as a drive-up teller and head teller, a front-line teller, and the backup head teller. She became the head teller in 1995.

Navis' volunteer work includes roles with her church and Relay for Life. She also coaches a youth softball team with her husband, Steve, and serves as treasurer of the Waupun Girls Softball Team. Navis has also been a volunteer cashier for numerous charity events and organized fundraisers for club volleyball where her daughter, Michielah, was a player.

Janice Siebers was honored for her 39 years in the financial services industry. Prior to joining the National Bank of Waupun, Siebers worked for another community bank in customer service and clerical support. She joined the Waupun bank in 2003 as a loan support

Since Reinke joined the bank, assets grew from \$25 million to over \$750 million; deposits have gone from \$21 million to \$244 million, and loans increased from \$13 million to \$222 million.

Reinke became a bank director in 1992 and was promoted to president in 2000.

His service to the financial services industry includes being asked to serve on the board of the Federal Home Loan Bank of Chicago.

An active community volunteer, Reinke received the Ron Wipfli Person of the Year Award presented by the Menominee Chamber of Commerce in 1999. He has also been involved with the Bay Area Medical Center Board and served as Chamber of Commerce

specialist, personal banker, and executive administrative assistant.

Her volunteer activities include being the treasurer for the Salvation Army and serving as a church musician.

Connie Blank was honored for her 40 years of service. She joined NBW in 1975 in the bookkeeping department and progressed to the drive-up teller service area and later to the front-line teller area. She's currently a teller in both the bank's Waupun and Brandon locations and reviews credit and debit card transactions for fraud incidents.

Blank volunteers with her church, serving on the audit committee, as a Sunday School teacher, and in the church choir. She's an American Red Cross volunteer and has served as the village treasurer in Brandon.

Sue Medema was honored for 43 years of service. Prior to joining the NBW in 1974, she worked for another community bank. She started at NBW in the bookkeeping department and later became back-up head teller, the assistant to the head bookkeeper, and continues to be a valued member of the bookkeeping staff.

Her volunteer work includes service to her church and Relay for Life. For the past 30 years, Medema and her husband, Jerry, have managed the Waupun Girls Softball Team.

Sandy Armga was also honored for 43 years of service in the financial services industry. She began at another community bank before joining NBW

chairman, M&M Area Community Foundation president, M&M Area Great Lakes Sport Fishermen president, M&M YMCA president, and Marinette County Revolving Loan Committee president.

With over \$750 million in assets, The Stephenson National Bank & Trust has four locations in Marinette and Oconto, as well as across the river in Menominee and Marquette, Mich.

Headwaters State Bank, Land O'Lakes

Thomas Reed was honored for his more than 40 years of service to Headwaters State Bank. He began his career at the bank in 1972 after graduating from Northland College. He has served as the president of the board of directors since 2001. Under his leadership, the

bank expanded its footprint, opening a branch in Presque Isle.

in 2001. At NBW she has served as a personal banker, deposit services manager, audit and compliance officer, bank secrecy act officer, and ALCO team member.

Outside of work, Armga has served as a volunteer for various church finance activities. She's the former treasurer of the Waupun Chamber of Commerce.

Michael Werner was honored for 40 years of service as a director on the bank's board. In addition to being part of the Werner-Harmsen Funeral Home and Furniture Store, Werner's civic activities include being on the board or volunteering for numerous church events, charity events, Rotary, Utility Board, the Chamber of Commerce, and other community boards.

David Hopp was honored for his 43 years of service to NBW. He began his career in 1971 in the bookkeeping department. Over the next 10 years, Hopp added the roles of assistant cashier, head teller, and auditor. In 1983 Hopp was named the vice president of operations. He was elected to the board of directors of both the bank and holding company in 1994. Today Hopp serves as the bank's cashier, treasurer, investment officer, and chief financial officer.

In the community, Hopp has served on the board of the Waupun Jaycees, the Kiwanis Club, the Waupun Chamber of Commerce, Waupun Memorial Hospital Board, the Waupun Girl Scout Council, the Waupun CROP Walk, and the Waupun Christmas Club. He has



served as a board member for Waupun's Christian Schools and as a volunteer on mission trips to New Orleans following Hurricane Katrina and to Mexico. He has also spent years as a coach for both youth volleyball and basketball and served in leadership roles for the Flyway Motorcycle Club and as a member of the Christian Motorcyclist Association.

Duane Lemmenes was honored for his 46 years at NBW. Lemmenes joined the bank in 1967 as an agricultural loan officer. Over time, he assumed additional duties that included the roles of vice president and chief lending officer, director of human resources, and as executive vice president.

Lemmenes was named president of NBW on Jan. 1, 1993. During his tenure, assets grew from \$9 million to more than \$118 million. The bank added branch locations in Brandon, Fairwater, and Rosendale.

Lemmenes retired as president of the bank in 2006, but continues to serve as a director on the board.

His volunteer activities include serving on the boards of the Chamber of Commerce, the Waupun Industrial Development Corporation, the Downtown BID District, the Waupun Christmas Club, the Waupun Rotary Club, the Waupun Hockey Club, and the Rock River Country Club.

The First National Bank of Waupun has four locations in Waupun, Rosendale, Brandon, and Fairwater.

has served on the board of directors, as well as president and treasurer. Because of his work with the group, he received the Melvin Jones award from Lions International.

Plum Creek Chapter of Ducks Unlimited—As the charter committee member of the club, he's also served as past chairman and has been chapter treasurer since its inception in 1982.

Sayner Barnstormers—Reed has been a member of the organization since 1975 and has served as president, on the board of directors, and as treasurer.

Plum Lake Ambulance—As a nationally registered Emergency Medical Technician, he's volunteered 17 years of his time to this organization.

Member of both the Shepherd of the Lakes Lutheran Church and Boulder Junction Shooting Club.

Reed has also served on the board of directors for the Community Bankers of Wisconsin from 2005 to 2009.

Headwaters State Bank has two locations in Land O'Lakes and Presque Isle.

John O. Melby & Co. Bank, Whitehall



Kurt Johnson, honored for 40 years of service, began his career with the Whitehall bank on Oct. 1, 1978, although he already had a long history there. His father, Charles Johnson, had started working at the bank in 1953 and later became president and owner. Kurt, who was known to visit his father frequently while growing up, worked at the bank several summers during college.

Johnson started his career in the financial services industry in August 1974 when he joined Madison's Affiliated Bank of Hilldale as an auditor. He gained lending experience at Anchor-Bank before returning to Whitehall. He was appointed to the board of directors of the John O. Melby & Co. Bank in 1979

and became president in 1997.

Johnson remained president until 2006 when he and his family sold Melby Bank to B&E Investments Inc. He continues to work for the bank as its executive vice president.

Johnson is a former CBW board member.

He has also been an active member and/or officer in many civic organizations including:

Chamber of Commerce (board member)

Beef & Dairy Days Committee (parade chair for more than 25 years)

Junior Achievement (teacher at Whitehall Middle School since 2002)

Our Saviour Lutheran Church (board member, usher, Sunday School teacher, Men's Brotherhood)

Masonic Lodge (member since 1985)

Johnson also serves on various City of Whitehall committees including the Planning Commission. He is a member of the Hospital Foundation's board of trustees and served on the Whitehall Depot Committee from 2003 to 2010.

John O. Melby & Co. Bank has \$43 million in assets and one location in Whitehall.

Timberwood Bank, Tomah



Following the CBW conference, Darryl Lund presented a Lifetime Service Award to **Robert Holmes** (pictured with his wife, Susan Holmes, also a bank employee). Robert Holmes, chairman of the board, began his banking career in 1983 and was honored for his 30 years of service.

Holmes was appointed to the State of Wisconsin Savings Bank Review Board by former Gov. Tommy Thompson and continues to serve on the board today. He has served on the boards of several community organizations and has chaired the board of the local hospital, also spearheading its campaign for a

new addition.

Bank of Sun Prairie



Anita Casper, vice president of operations and corporate secretary, was honored for her 40 years of service and recognized for her commitment to the bank, her leadership, as well as the positive attitude that is reflected in her interactions with customers, coworkers, and throughout the community.

Casper has been a volunteer with the American Cancer Society and Marshall High School site council.

The Bank of Sun Prairie has four locations in Sun Prairie and Cottage Grove.

Bank North, Wausaukee



Renee Jakups, honored for her 40 years of service, began her banking career as a bookkeeper in 1973. Over the years she completed studies at several banking schools and holds several banking certificates. As the current vice president of operations, Jakups was instrumental in the implementation of many of the bank's products and services including its consumer and business online banking.

Jakups has volunteered for many organizations including the Girl Scouts, Back to School programs, and book fairs. She serves on the Wausaukee Economic Development Committee and is a trustee for the Village of Wausaukee and a board member of the Wausaukee Housing Authority.

Carol Laabs was honored for her 43 years of banking, which began in 1969



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when she joined the Greenleaf Wayside Bank as a bookkeeper/teller. She then became a loan processor and secretary at the Fox Valley area bank. Later, she and her late husband and son moved to Pound where she continued her banking career as a teller with Bank North in Crivitz. In 1995, Laabs became a deposit supervisor and continues to share her extensive banking knowledge with her staff.

In addition to her work with the bank, Laabs has been involved in community activities in the Crivitz area, the Greenleaf area, and with the Ranch Lake Association.

Bank North has five locations in Wausaukee, Amberg, Crivitz, and Pembine.

Bank of Prairie du Sac



Phyllis Dresser, assistant vice president of retail and branch manager of the Sauk City branch of the Bank of Prairie du Sac, was honored for 30 years of service to the financial services industry. She began her career at Home Savings & Loan in Madison where she progressed from teller to branch manager. Dresser joined the Bank of Prairie du Sac in 1996.

She currently serves on the Friends of Sauk Prairie Memorial Hospital & Clinics Board.

With \$333 million in total assets, the Bank of Prairie du Sac has two locations in Prairie du Sac and Sauk City.

Horicon Bank



Thomas Dunham, vice president and business banker, was honored for his

50-year career in the financial services industry, which actually started with a free breakfast. As a high school student, Dunham had plans to enter the Air Force after graduation. But a free meal in exchange for career testing led him to interview with a bank. On the Monday after graduation, he stepped into his first job as a bank teller.

Over the past half century, Dunham has worked as a teller, savings department manager, loan adjuster, and collector. He also worked as a commercial lender and in 2007 moved to Horicon Bank, working in the bank's Appleton and Oshkosh offices.

When asked what he has learned most in his career that started with free breakfast, Dunham smiled and said, "To listen."

"This has been a great career," he said. "I enjoy the people I work with—customers and colleagues. I like their work ethic and honesty. And I've learned to listen to their needs to build trust and respect. That's what building successful relationships is all about."

Dunham's service to the Fox Valley does not stop at lending to businesses. An active member of his church, Dunham and his wife of 46 years, operate a tour bus group that takes senior citizens on day trips throughout the state. He also serves on the board of directors for Lutheran Homes of Oshkosh.

Horicon Bank has 13 locations in Horicon, Ripon, Appleton, Beaver Dam, Neosho, Iron Ridge, Oshkosh, Mayville, and West Bend.

Bank of Brodhead

Recognized for 40 years of service, **Rick Gretebeck**, president and CEO, began working at the bank part time while earning an associate's degree in accounting. In 1973 he began working as a full-time bookkeeper before serving as accounting coordinator and head bookkeeper. In 1980, Gretebeck was promoted to operations officer where he oversaw the bank's daily operations. He was appointed cashier in 1981 and president in 1987. He has served as chairman of the board for 26 years.

Gretebeck is also an active member of the Brodhead community. He currently serves as the president of the Brodhead Water & Light Commission. He has been an active member and/or officer in other

civic organizations including the Brodhead Lions Club, Brodhead Industrial Development Board, and Decatur Lake Country Club.

Gretebeck is an active participant in the Brodhead Chamber of Commerce's annual AutumnFest where he often competes in the Chili Cook-off.

Park Bank, Milwaukee

P. Michael Mahoney, chairman and

CEO, was honored for his 40 years of service to Park Bank. Under his leadership, Park Bank has grown to become the largest community bank headquartered



in Milwaukee and a top five community bank with assets less than \$1 billion in the United States (measured by the size of its commercial and industrial loan portfolio).

Park Bank's success is based upon Mahoney's commitment to developing excellent relationships with customers and serving the financial needs of local businesses, their owners, and executives. He has encouraged the Park Bank team to be actively engaged in the community, frequently leading by example. Mahoney has been involved in a substantial number of key community nonprofit boards, often holding the role as chairman. For example, Mahoney has served on the boards of the Milwaukee Art Museum, YMCA of Southeastern Wisconsin, Medical College of Wisconsin, Greater Milwaukee Committee, Summerfest, Partners Advancing Values in Education (PAVE), and Froedtert Health Systems.

Park Bank has four locations in Milwaukee and Brookfield.

Farmers & Merchants Union Bank, Columbus

Following the CBW conference, Darryl Lund presented a Lifetime Service Award in Columbus to **LuAnn Hasenfuss**, who is celebrating 40 years with the bank.



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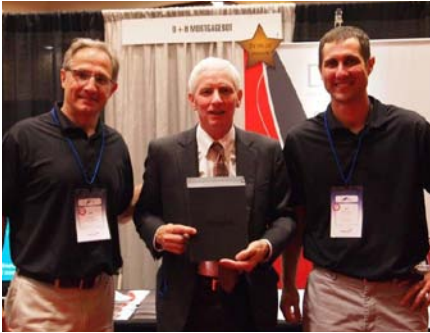
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2013 CBW Conference Scenes

Always much appreciated, a highlight of the Community Bankers of Wisconsin annual Management Conference & Expo is the exhibit hall, filled with industry experts knowledgeable about the latest trends and new banking solutions. Pictured here are the winners of drawings held at selected exhibit hall booths.



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Lessons from the “Miracle on the Hudson”

Doris Green and Mary Lou Santovec

Oregon, Wis., resident and co-pilot of US Airways Flight 1549 Jeff Skiles related the dramatic events of the “Miracle on the Hudson” to attendees at the CBW Management Conference & Expo in September. He described what happened when a flock of Canada geese flew into the Airbus A320 on Jan. 15, 2009, how both engines went out, and the plane was just three minutes from crashing. The flight had taken off from LaGuardia Airport with 155 people on board two short minutes before the crisis erupted.

Skiles put his audience in the cockpit and kept them riveted with his description of what went on in those three minutes, supported with visual images and audio from that fateful Thursday afternoon flight.

Captain Chesley “Sully” Sullenberger IV watched the instrument panel while First Officer Skiles had the controls, as the two alternated piloting each leg of a four-day tour.

Though Skiles had worked at U.S. Airways for 24 years and Sully for 30, U.S. Airways employs more than 5,000 pilots and the two had never met before this tour. Skiles had just completed training on the 737 Airbus A320 and this was the last leg of his first tour with the plane.

At 3,000 feet, with the plane climbing and traveling at 250 miles per hour, a line of birds suddenly appeared on the right. An instant later their bodies were hitting the fuselage and flying through the core of the engines. “Before we could even react, the engines quit.”

The engines were certified to ingest a four-pound bird at a certain rate of speed, but these were big birds, Canada geese, and there were a lot of them.

As senior pilot, Sully opted to take over the controls and he put the plane into a glide. Flames were shooting out of the left engine. The plane was losing 1,000 feet in altitude every minute, and they were at 3,000 feet.

Should they turn back to LaGuardia? Could they make Teterboro in New Jersey? What about Central Park? Skyscrapers loomed. Sully and Skiles saw that the Hudson River was the most viable option. It was broad and flat, and in the end the only choice.

Over the screaming of multiple alarms, Sully reached back, grabbed the phone, and instructed the passengers to brace for impact. A few passengers texted loved ones; others wrote notes to leave in their pockets.

Sully focused on landing “perfectly straight,” Skiles explained. If a wingtip hit the water, the plane could cartwheel.

The Airbus landed hard on the tail section. Water flowed over the plane before it bobbed up on top of the water.

Nothing electrical worked. Sully walked back to the passenger cabin and told the flight attendants to evacuate.

The air temperature was 20 degrees. The water was very cold. In fact, the river

would freeze over two days later.

Passengers, mostly commuters and adults, stood on the wings. “Passengers were a big part of the success story.”

Skiles next told the story behind the story that New York Governor David Patterson called the “Miracle on the Hudson.”

The miracle began with a highly skilled team. “Sully was the most professional pilot I have ever flown with.”

And it included safety systems and a training program honed over decades. The miracle shown a light on improved industry safety procedures and team techniques since US Airways had experienced five fatal crashes in five years, from 1989 to 1993.

In the 1980s the airline industry had focused its safety improvements on making its planes better. Yet, many accidents were caused by pilot error.

The industry evolved to address human factors and to understand that one pilot working alone was less effective in handling crises than a crew working in unison. The airlines developed new procedures, requiring pilots and co-pilots to constantly cross-check their actions and brief each other before take-off. The airlines worked to create an environment of mutual respect. “Today a pilot doesn’t fly an airplane,” Skiles said. “A crew flies an airplane.”

New procedures aimed to stop small mistakes before they spiraled into a fatal error. Crew members were encouraged to report their “own mistakes in a system of anonymity and immunity.” And airlines sought to “control the quality of the product by controlling the quality of the process.”

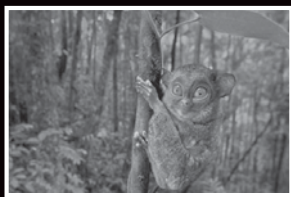
For US Airways, the new processes resulted in 12 years without a fatal accident. “Even in this perilous situation, we were able to do what we were trained to do,” Skiles said. “Training took over in a crisis. I knew what to do and wasn’t afraid any more.”

The story of Flight 1549 is a story of “people who all played their role flawlessly... The Miracle on the Hudson was no miracle,” Skiles said. “Sully and I are not heroes ... we just did our job.”

The bottom line: “Investing in people is the pathway to success.”



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Aligning Performance Management and Compensation Systems

As human resource consultants, we see more frustration and consternation among our clients over performance management and compensation issues than any other human resource issue. It is important to align performance management and compensation systems to enhance employees' understanding of the expectations surrounding performance and the impact performance has on compensation.

Establishing an effective performance management system in your financial institution can positively affect the performance not only of individuals but of the entire financial institution. Performance management can improve employee performance by clearly defining the expectations for the position, facilitating goal setting, and promoting formal and informational communication throughout the review period. Appraisals offer the opportunity to provide feedback to employees. Positive feedback most often leads to more positive on-the-job behavior. Constructive feedback provides an opportunity for employees to change their behavior. Effective performance management systems maintain

open communication channels, guide "off course" employees, and provide support for the financial institution's position in the event of a legal claim.

Performance management is most effective when viewed as a process rather than a once-a-year event. Engaging in recurrent performance-related discussions throughout the review period increases the likelihood of employees achieving performance goals. It enables the institution to identify and remove obstacles, catch performance slips prior to progressing to the termination stage, and demonstrate to employees that the financial institution is invested in their success.

Utilize your performance management system to motivate employees by linking performance with compensation. Research shows that high achievers are motivated to attain high performance if they know they will be rewarded with a greater than average increase. Many average and below-average performers will strive to improve their performance if they see the financial rewards that accompany strong performance. The performance management system can also be used to link

performance with incentive compensation.

An effective compensation system has six basic components:

1. Accurate and up-to-date job descriptions
2. Reliable, competitive market data
3. A well-developed base compensation plan
4. Reliable individual and business performance metrics
5. Incentive plans tailored to specific individuals and/or groups
6. Thorough communication with employees

Aligning performance management and compensation systems relies on accurate job descriptions, clear communication of expectations with employees, a fair and competitive base compensation plan, and your institution's compensation philosophy as it relates to performance. Always keep the intent and purpose of your systems in your line of sight, and it will help you stay the course and manage performance and compensation effectively.

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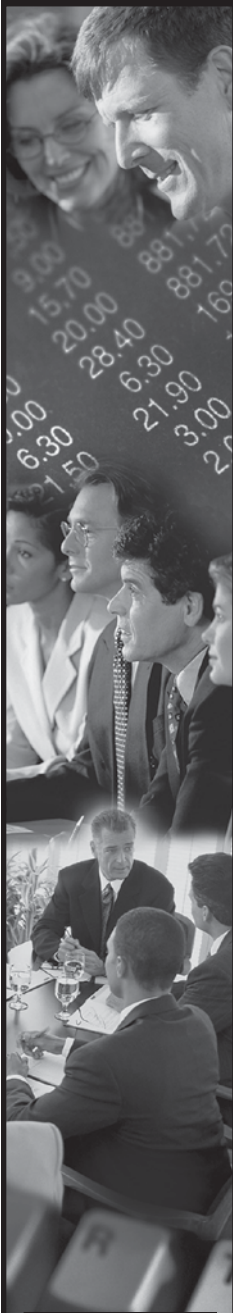


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Golf Outing Launches CBW 2013 Management Conference & Expo



The first-place golf outing team comprised, from left: Art Weber, FIPCO; Kent Musbach, BOSC, Inc.; Mark Loeffel and John Eimon, both with Great Midwest Bank, Brookfield.

This year's Management Conference & Expo in Madison got off to a hot start on Sept. 10, with a temperature in the upper 80s and a blistering first-place team score of 58. The team that recorded the amazing score at the Maple Bluff Country Club included Art Weber, FIPCO; Kent Musbach, BOSC, Inc.; Mark Loeffel and John Eimon, both with Great Midwest Bank, Brookfield.

Hole prize winners were:

#2 Long Drive on the Fairway (Men Only)— Mike McDonald, Spectrum Investment Advisors

#4 Closest to the Pin—Mike McDonald, Spectrum Investment Advisors

#6 Closest to the Pin—Tom Jensen, First National Bank of Berlin

#7 Closest to the Tree in the Fairway— Andy Doyle, Great Midwest Bank, Brookfield

#9 Longest Putt Made on the Green—Kevin Schalk, Baker Tilly

#10 Long Drive on the Fairway (Ladies Only)—Deanna Anderson, BancVue

#11 Closest to the Pin—Dan Kittleson, Oak Bank, Fitchburg

#16 Closest to the Water but not in the Water—Darren Winkler, Bank of Deerfield

#18 Longest Putt Made from on the Green—Mike Stoetzel, CliftonLarsonAllen

In addition to golf, a number of bankers, their spouses, and associate members participated in a bike tour of Madison and took advantage of the opportunity to tour Camp Randall Stadium on the University of Wisconsin-Madison campus. They saw the visiting team locker room and media center, luxury fan suites, and the "Wow" room. 🇺🇸

Noteworthy Community Bank Anniversaries

Union State Bank Marks Anniversary



Union State Bank accepts Community Bankers of Wisconsin's 110th year award. Front, from left: Daryll Lund, CBW; USB President Steve Zeman, USB Board member, Diane Hicks. Back, from left: USB Board members Rahn Pischke, Chair Bryant Klos, Geoffrey Klos, and Vice Chair William Schomberg.

John O. Melby & Co. Observes 125 Years

Thank You!

The staff and directors of the John O. Melby & Co. Bank would like to thank the community for helping us celebrate 125 years of service. Many of you had lunch with us to celebrate. It was a very enjoyable day.



Above, representatives from the Wisconsin Bankers Association and the Community Bankers of Wisconsin are shown presenting awards for the accomplishment of the anniversary.

It has been our privilege to serve the local community for 125 years. We will continue to help families and businesses grow and succeed.

Celebrating 125 Years!

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John O. Melby & Co. Bank shared its anniversary news with an ad in the local paper.

Two Southeast Wisconsin banks are marking their sesquicentennial anniversary in October—First Citizens Bank, Whitewater, and PremierBank, Fort Atkinson.

In Whitewater, First Citizens State Bank served 300 lunches on Sept. 20 to its customers and community. In addition, more than \$1,000 in proceeds raised from a raffle are being donated to the Whitewater Community Foundation. Later this year, the bank will continue the celebration with an open house, coffee, cake, and presentations from local dignitaries.

Congratulations to all of the Wisconsin community banks celebrating significant anniversaries this fall.

150 Years

First Citizens Bank, Whitewater, on October 25

PremierBank, Fort Atkinson, on October 27

130 Years

Bank of Kaukauna, on September 1

First Bank of Baldwin, on September 23

Greenwoods State Bank, Lake Mills, on October 22

120 Years

The Bank of New Glarus, on October 30

110 Years

American Bank & Trust Wisconsin, Cuba City, on October 3

Bank of Luxemburg, on October 3

100 Years

Farmers and Merchants Bank, Kendall, on September 11

80 Years

Northern State Bank, Ashland, on September 5

50 Years

Tri City National Bank, Oak Creek, on October 28

Speaker Shares Leadership Tips

"If it weren't for the people, leading would be easy," Brian Townley, SVP, The National Banks of Central Texas, told attendees at CBW's Management Conference & Expo in September.

Townley, the author of "Inspiring Leadership: Unleashing Motivation in the Workplace," began his career in banking as a drive-thru teller only to suddenly find himself leading a newly reconstituted bank following a bank failure. He had to quickly learn how to lead employees. The key, he found, is to honestly appreciate and value the contributions of both yourself and others.

Much as leaders might want to do so, it's impossible to change an employee's personality. The only thing that's changeable is their behavior. Because you catch more flies with honey than with vinegar, a leadership style that emphasizes coaching offers best results. "Coaching is constant, constructive, and never condescending," he said.

For a copy of Townley's assessment tool, e-mail him at briantownleytx@aol.com.

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Wisconsin Banconomics Benchmarks

Wisconsin FDIC Insured Banks Less Than \$5B	6/30/13 \$ in 000's	6/30/12 \$ in 000's	Change from One Year Ago
Wisconsin Banking Indicators	Total (Sum)	Total (Sum)	%
Number of Banks	260	269	-3.3% ↓
Number of Employees	18,426	18,559	-0.7% ↓
Total Assets	\$73,981,756	\$75,269,590	-1.7% ↓
Total Deposits	\$60,156,417	\$61,038,067	-1.4% ↓
Net Loans & Leases	\$50,369,901	\$51,401,459	-2.0% ↓
Total Securities	\$13,095,226	\$13,330,684	-1.8% ↓
Net interest income	\$1,245,299	\$1,307,072	-4.7% ↓
Total noninterest income	\$599,965	\$580,153	3.4% ↑
Net Income (Year-to-date)	\$388,994	\$305,854	27.2% ↑
Wisconsin Banking Performance Ratios (Year to Date)	%	%	%
Profitable Banks	95.00	92.19%	3.0% ↑
Banks with Earnings Gains	52.31	71.38%	-26.7% ↓
Net Interest Margin	3.66	3.79%	-3.4% ↓
Noncurrent loans to loans	2.31	3.25%	-28.9% ↓
Net charge-offs to loans	0.54	0.96%	-43.8% ↓
Loss allowance to loans	2.07	2.25%	-8.0% ↓
Net loans and leases to deposits	83.73	84.21%	-0.6% ↓
Return on Assets	1.05	0.81%	29.6% ↑
Return on Equity	9.02	7.36%	22.6% ↑
Equity Capital to assets	11.63	11.26%	3.3% ↑

Wisconsin Banconomics Lending Benchmarks

Wisconsin FDIC Insured Banks Less Than \$5B	6/30/13 \$ in 000's	6/30/12 \$ in 000's	Change from One Year Ago
Wisconsin Lending Indicators	Total (Sum)	Total (Sum)	%
Net Loans & Leases	\$50,369,901	\$51,401,459	-2.0% ↓
All real estate loans	\$38,834,099	\$40,169,858	-3.3% ↓
Construction and land development	\$2,507,800	\$2,805,328	-10.6% ↓
Commercial real estate	\$14,949,454	\$15,248,861	-2.0% ↓
1-4 family residential	\$15,588,646	\$16,466,154	-5.3% ↓
Farm loans	\$3,126,208	\$3,076,060	1.6% ↑
Commercial & industrial loans	\$6,558,927	\$6,336,424	3.5% ↑
Loans to individuals	\$2,007,714	\$2,105,605	-4.6% ↓
Credit cards	\$496,722	\$511,712	-2.9% ↓
Small business loans of \$1M or less	\$6,631,861	\$6,783,787	-2.2% ↓



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Wednesday, Oct. 16: Critical Risk Factors in Loan Portfolio Management

Thursday, Oct. 17: New CFPB Mortgage Servicing Rules Effective Jan. 10, 2014: Community Bank Considerations in Moving from Balloon to ARM Loans

Tuesday, Oct. 22: Dealing with Adverse Action: What to Do and When to Do It

Thursday, Oct. 24: Perfection of Security Interest in Non-Real Estate Collateral and Proper Foreclosure Procedures after Default

Tuesday, Oct. 29: Technology Strategies and Compliance Series: Advanced Facebook Strategies for Community Banks

Thursday, Oct. 31: HMDA Solutions: Achieving Data Integrity for Effective Fair Lending Analysis

Tuesday, Nov. 5: Business Signature Cards and Resolutions: Entities, Authority, and Documentation

Wednesday, Nov. 6: FDIC Records and Related E-mail Retention Rules

Thursday, Nov. 7: Mobile Payments for Community Banks: Impacts, Choices, and What to Do Next

Wednesday, Nov. 13: Commercial Loan Annual Credit Review

Thursday, Nov. 14: Director Series: Documenting Your Strategic Plan Years 1, 2, and 5: Meeting Examiner Expectations

Tuesday, Nov. 19: What You Need to Know about Guarantors, Co-Signers, Personal Guarantees, and Joint Applications

Wednesday, Nov. 20: Simplifying the Compliance Function: Tools, Checklists, and Reporting to Keep You on Track

Thursday, Nov. 21: Fair Labor Standards Act: Do's and Don'ts of Exempt and Non-Exempt Pay Issues

Monday, Nov. 25: New CFPB Mortgage Servicing Rules Effective Jan. 10, 2014: What Community Banks Must Do to Comply

Tuesday, Nov. 26: Form 1099 Reporting: Third-Party Vendors, Foreclosures, Debt Forgiveness, and More


Most webinars run from 2:00 p.m. to 3:30 p.m. However, the Director Series webinar on Nov. 14 begins at 10:00 a.m. For questions on any of these conferences or about the Webcast itself, please call Sandy Gruber at (608) 833-4229 or email sandy@communitybankers.org. Visit CBW's Web site, select the desired workshop, and follow the link to register online.

Community Banking Report Released

MADISON—The Wisconsin Department of Financial Institutions joined with the Conference of State Bank Supervisors and the Federal Reserve System in releasing a report, *Community Banking in the 21st Century: Opportunities, Challenges and Perspective*. The report was released in conjunction with the CSBS-Federal Reserve "Community Banking in the 21st Century," a community banking and research conference held at the Federal Reserve Bank of St. Louis.

The report reveals findings of a series of town halls hosted by state bank supervisors. More than 1,700 bankers in 28 states responded to the survey. DFI received input from nearly 100 Wisconsin community bankers at meetings held in Eau Claire, Madison, Oconomowoc, and Oshkosh.

DFI Secretary Peter Bildsten and Tom Spitz, CEO of Settlers Bank, Windsor represented Wisconsin community banks at the meeting.



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Is pleased to announce the newest additions to our team:



John Anderson, CPA - Senior Consultant Mr. Anderson brings more than 30 years of experience in the banking industry. He has focused on the design, implementation and administration of nonqualified executive benefit plans that often included the use of BOLI financing strategies. He has also worked as a Partner at the accounting firm of Virchow, Krause and Company. Prior to his accounting career, he was the CEO of Bankers Service Corporation, a subsidiary of Bankers Bank Wisconsin, as well as a former banker. He graduated with his BA in Accounting from University of Wisconsin-Milwaukee and attained his CPA designation and served as chairman of the Wisconsin Institute of CPAs Financial institutions committee.



Lynn Hermes – Customer Relations Manager Ms. Hermes has over 16 years of experience in the Nonqualified Benefits and Bank Owned Life Insurance industry. She is well versed in serving clients with comprehensive quality reviews for client specific benefit plans and agreements. She also has extensive experience in coordinating cases to ensure consistency to clients. Previously, she was in the legal arena, where she prepared legal documents and transcriptions.

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Kelly Earls, JD, CPA
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New Location for Wisconsin Bank & Trust

MADISON—Wisconsin Bank & Trust hosted an open house for homeowners, realtors, and industry professionals at its new mortgage origination office at 20300 Watertown Rd., Brookfield. The loan production office is the bank's first foray into the Milwaukee area.

Expansion Plans For First National

NEENAH—First National Bank Fox Valley will expand its Neenah office, adding some 8,000 square feet to its location at 550 S. Green Bay Road. The bank had purchased the property next to its headquarters specifically to build the addition.

When completed, the new space will house the bank's extended operations department, training room, conference room, and new employee lounge/break room.

North Shore Converts Kenosha Bank

BROOKFIELD—North Shore Bank has completed its conversion of the Bank of Kenosha, which regulators closed earlier this year. North Shore elected to purchase selected assets and assume the deposits of the Kenosha-based Banks of Wisconsin, (dba Bank of Kenosha). It now has three Kenosha locations and will relocate its 39th Avenue location to the Kenosha Festival Foods in December.

The acquisition gives North Shore 47 offices in eastern Wisconsin and northern Illinois.

Nicolet Adds New Branch

GREEN BAY—Nicolet National Bank has acquired the deposits and some of the assets of the failed *de novo* Bank of Wausau that opened in 1999. The sole branch of the bank, located at 2010 Stewart Ave., had \$46.3 million in total assets and \$40.7 million in deposits as of June 30. The bank had a net loss of \$1.1 million as of March with 10 percent of its total assets in nonperforming loans and foreclosed properties.

Nicolet agreed to purchase approximately \$29.9 million of the Bank of

Wausau's assets. The purchase gives Nicolet 23 branches in Northeast and Central Wisconsin and the Upper Peninsula of Michigan.

Everything Old Is New Again

MONONA—Monona State Bank plans to open a fourth branch on the Near East side of Madison at 1965 Atwood Ave. in a former bank building that was built in 1925 and last remodeled in 1965. The building's previous tenant was a branch of Chase Bank.

Badger Bank Receives Award

FORT ATKINSON—Badger Bank received a Gold Million Dollar Lender Award from the United States Department of Agriculture.

The Award is given to lenders who've made a significant contribution to helping Wisconsin rural residents achieve homeownership. The Award is part of USDA's Rural Development and Guaranteed Rural Housing (GRH) Program.

The Million Dollar Lender Award is presented at three levels based on the total of funding used. Silver level designates more than \$1 million utilized, Gold level indicates more than \$2 million utilized, and Platinum level indicates more than \$5 million utilized during 2012.

Waterstone to Work with Ginnie Mae

PEWAUKEE—Waterstone Mortgage Corp., a wholly owned subsidiary of WaterStone Bank SSB, was approved to issue Ginnie Mae securities for the Ginnie Mae I and II single family mortgage-backed securities program.

The approval allows the mortgage company to offer more competitive rates and increase its operational efficiency. Waterstone Mortgage has more than \$1.8 billion in annual origination volume.

Town Bank Expands Into Milwaukee

LAKE FOREST, Ill.—Town Bank will open its first location in Milwaukee

County at 140 S. First St., on Nov. 1. The Walker's Point branch, the site of the former Maritime Savings Bank, will offer full-service retail banking as well as commercial banking, treasury management, and private banking services.

Keith Baisden, formerly a regional senior vice president at BMO Harris, will join Town Bank as senior vice president to help lead the expansion. Joaquin Altoro will serve as vice president of business banking at the new Milwaukee branch.

SEC Settles Suit Against Anchor CFO

MADISON—The Securities and Exchange Commission has settled a civil lawsuit against the former chief financial officer of Anchor Bancorp. the holding company of Anchor Bank.

The complaint filed in U.S. District Court in Washington, D.C. accused the company and its then-CFO Dale Ringgenberg, who the complaint said "intentionally or recklessly made misstatements" for the holding company's finances during the three months that ended June 30, 2009.

The SEC accused Ringgenberg of using a different, unsubstantiated calculation to support the figures the bank had released in the quarterly financial report, which were better than actuality. Ringgenberg was also said to have "deliberately or recklessly ignored" \$7.4 million in a reserve account for loan losses that should have been calculated into the final figures.

Both the bank and Ringgenberg did not admit to or deny the allegations. The SEC charged Ringgenberg with a \$75,000 penalty. He was also barred from serving as an officer or a director of a public company for five years. He retired from Anchor in 2010 after a 35-year career with the Madison bank.

Ridgestone Bank Has Record Earnings

BROOKFIELD—Ridgestone Financial Services achieved record earnings during the first six months of 2013, with a net income of \$4.2 million compared with income of \$219,000 for the first six

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What Is BOLT?

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- BOLT's goal is to provide an environment where energized and motivated CBW members have an opportunity for peer networking, educational growth, and leadership development.
- BOLT members expand their leadership roles in the Wisconsin financial community.
- BOLT provides a networking connection to others in the community banking industry with the same background and same work complexities.
- BOLT Active Strike Forces: Professional Development Committee, Advocacy Committee, and Connections Committee.

What's In It For Me?

- Opportunities to learn the skills needed to be a respected, contributing community banking officer able to handle increasing responsibility.
- Opportunities to become more engaged in legislative, regulatory, and public affairs advocacy.
- Access to a tremendous network of Wisconsin community bankers with a vast background of knowledge and experience who are willing to share it in a non-competitive environment.
- Personal satisfaction in sharing the legacy of Wisconsin community banking.

For more information, contact
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Director of Member Relations & Public Affairs
Community Bankers of Wisconsin
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"Our goal is to provide an environment where energized and motivated members have an opportunity for peer networking, educational growth, and leadership development."

months of 2012. Second quarter earnings reached \$1.9 million in 2013 compared to earnings of \$51,000 for the second quarter in 2012. The improvement resulted largely from continued growth in government guaranteed lending and net interest margin improvement.

"We continue to focus on the origination of government guaranteed loans for new and existing customers," said Bruce Lammers, president and CEO of Ridgestone Bank. "This has resulted in the origination of \$135 million of new government guaranteed loans during the first six months of 2013. Additionally, our servicing of the guaranteed portion of SBA loans provides the bank with a steady stream of income."

Gas Station Takeover Highlights Community Banking

LA CROSSE—Coulee Bank picked up the tab at a local gas station for one day in late August, personally pumping gas for La Crosse residents and encouraging consumers to take back their banking from America's megabanks. Over 30

other financial institutions across the country participated in the national "Take Back Your Banking" initiative.

The event, which garnered considerable local media attention, displayed the sense of community and personal touch that the megabanks famously lack. Employees from Coulee Bank manned the event by educating consumers on how banking locally fuels the local economy and personally pumping \$20 of free gas to the first 200 residents, totaling \$4,000.

Over the past few years, the too-big-to-fail megabanks have introduced new fees, consistently have horrendous customer service, and are widely considered to be the cause of the Great Recession. In partnership with Kasasa.com, participating financial institutions, including Coulee Bank, showcased the many benefits they offer. These included free reward checking, superior customer service, nationwide ATM fee refunds, and no minimum balance requirements.

All 38 gas station takeovers received an overwhelming amount of support. Gas stations saw lines stretching several

blocks and some people even camped out overnight to receive free gas. Other participating cities included Dallas, Atlanta, St. Paul, Baltimore, St. Louis, and Portland, along with over 30 others.

Starion Financial Celebrates New Branch

SUN PRAIRIE—Starion Financial invited the community to join them in August for the grand opening of a new Sun Prairie location at 326 S. Grand Ave. This is the bank's 14th branch and second branch in the Madison area.



Bill McDonough

Visitors enjoyed free food, bouncy houses, and the chance to win thousands of dollars in prizes, including Packers and Badgers tickets.

"After being in Middleton since 2006, we [were] anxious to throw an event like this and get involved in the Sun Prairie community," said Bill McDonough, market president. 🍷

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CBW Welcomes New Associate Members

Community Bankers of Wisconsin welcomed the following new regular associate members this fall.

Bruns Systems

Steve Bruns
(800) 255-9472
sbruns@brunsinc.com

Bruns Systems has a 50 year history of providing high value products and services to Wisconsin banks at extremely competitive prices while representing top quality equipment manufacturers.

Edelman & Co., LTD

Robert Edelman
(414) 228-9314
rhe@edelmancoltd.com

Milwaukee-based Edelman & Co. advises buyers and sellers in branch sales and whole bank mergers & acquisitions. Principal Robert Edelman is a high-level investment banker with 27 years deal experience Milwaukee-based Edelman & Co. advises buyers and sellers in branch and whole bank mergers & acquisitions. Principal Robert Edelman is a high-level investment banker with 27 years of deal experience.

Heartland Advisors

Mike Brusko
(414) 979-8704
mbrusko@heartlandfunds.com

Heartland is a boutique, employee-owned investment firm with a disciplined focus on contrarian value investing. We aim to capture upside, potential while limiting downside risk.

Incapital

Edward Deeb
(561) 361-1215
edward.deeb@incapital.com

With principal offices located in Chicago, Florida and around the U.S., Incapital provides a broad array of finan-

cial instruments. Incapital underwrites and distributes its products through a diverse network of banks, broker-dealers. Institutions, asset managers and RIAs. Brokered deposits can be a cost-effective funding alternative that will effectively meet an institution's needs for liquidity and asset/liability matching. Incapital is an active underwriter of this wholesale bank funding alternative. We have an experienced and dedicated team of professionals to assist financial institutions to meet their funding needs through the issuance of a variety of Brokered CDs structures.

MoneyWise Mortgage

Norm Kommer
(715) 384-7878
norm@allmoneywise.com

Moneywise Mortgage is a Wisconsin based company with the same core office team that has been together since 1996. Our branch office has been one of the top producing Reverse Mortgage companies in Wisconsin. Here getting a reverse mortgage is more than just signing an application. If you consult with our experienced & well-trained loan officers and work with our professional office staff located right here in Wisconsin you will find a level of service impossible to duplicate by any national out of state lender. Give us a call today to learn more about reverse mortgages.

Systemax Corporation

Patrick Brue
(217) 546-6646
pbrue@systemaxsolutions.com

We have revolutionized the way Banks order, produce, manage and distribute all the products you need. From full service marketing to your operational needs. Your single source provider, since 1982. 🇺🇸

PEOPLE

Community State Has New President

UNION GROVE—Scott Huedepohl is the new president of Community State Bank, serving as the ninth president since the bank's initial charter in 1903. He previously served in senior and executive management positions with financial institutions in Iowa, Baraboo,

and Watertown, Wisconsin.

“I’m excited for the opportunity to work with such a dedicated and talented staff,” Huedepohl said. “I’m looking forward to meeting our customers and becoming



Scott Huedepohl

ing familiar with the communities our bank has served so well for the last 110 years.”

The announcement is part of a planned succession and continuity strategy as current CEO Steve Bell steps down as president prior to a formal retirement announcement in February, 2014. Bell will continue to serve as CEO and participate on the board.

“On behalf of the board of directors and all of the officers and staff at Community State Bank, I would like to welcome Scott on board,” Bell said. “He has exciting ideas and an unmatched enthusiasm for community banking that will serve our customers and our communities well. I look forward to seeing the bank continue to grow with Scott leading the way.”

Daryll Lund Renews CAE Designation

WASHINGTON, DC—CBW President and CEO Daryll Lund was recently renewed as a Certified Association Executive (CAE) with ASAE.

To become certified, applicants must meet eligibility requirements including employment, professional development, and educational degree and must successfully complete a comprehensive

examination, which tests fundamental knowledge of all areas of the association management profession.

To maintain certification, CAEs must accumulate professional credits over three-year periods to demonstrate their involvement in association management, continuing education, and the profession.

The CAE program is accredited by the National Commission for Certifying Agencies (NCCA). NCCA accreditation provides independent validation that the CAE program meets or exceeds 21 standards concerning various aspects of the certification program. ASAE is a membership organization of more than 21,000 association executives and industry partners representing 10,000 organizations.

Two Promoted to Senior Vice President

WAUKESHA—Waukesha State Bank promoted Marynell Costa and James P. Riley to senior vice presidents and added Tony Laszewski as senior vice president



Daryll Lund



Marynell Costa



James P. Riley

and manager of commercial lending.

Costa, who joined the bank in 2003, is manager of operations. She oversees the bank's day-to-day operations and new product development.

Riley joined the bank in 2005. He heads the administration of the bank's non-owner occupied commercial real estate portfolio.

Laszewski will directly manage the bank's eight commercial bankers in personal development, sales planning, lead generation, and customer cultivation as well as oversee new business development. Prior to joining Waukesha State Bank, Laszewski was senior vice presi-

CHIEF CREDIT OFFICER

Mayville Savings bank is a \$57 million dollar community savings bank with one office in Mayville, Wisconsin. We are searching for a well-rounded banking professional with specific skills in commercial lending. The position will include supervision of loan processing, credit analysis, collection, loan compliance and loan underwriting.

The candidate should have: a bachelor's degree in business, finance or accounting, 10 years banking experience in lending, supervisory experience, strong computer skills, excellent written and oral communication skills, the ability to develop new business relationships, credit analysis skills, proven track record of financial performance.

The candidate must agree to live in the Mayville School District and become active in community organizations. Mayville Savings has a very competitive compensation package. The opportunity for further career advancement.

Please mail your cover letter and resume to: **Mike Bonnett, Sr. VP, Mayville Savings Bank, 200 S Main St. Mayville, WI 53050** or email to: **mikeb@mayvillesavings.com**.

CHIEF FINANCIAL OFFICER

Community State Bank, a \$300MM independent community bank in Union Grove, WI, is seeking a Chief Financial Officer, a great opportunity for a strong financial community leader.

CFO will give critical input into Bank's strategic direction and provide finance, accounting, budgeting and cost controls in accordance with GAAP. CFO will plan and direct Bank's asset/liability, liquidity, investment, information technology, security and compliance functions.

The ideal candidate will have strong communication and leadership skills, Bachelor's Degree in accounting or finance and 5-7 years of financial management experience with a financial institution.

Send resume, cover letter and salary requirements to:

kbernstein@communitystatebank.net or mail to **Community State Bank, Attn: Kris Bernstein, 1500 Main Street, Union Grove, WI 53182**.

Located near Milwaukee, Racine, and Kenosha, Union Grove is the ideal community to work, raise a family, and participate in activities throughout SE Wisconsin.

EOE

PRESIDENT POSITION

United Bancorporation, a multi-state, multi-bank holding company affiliated with the John T. Vucurevich Foundation, is searching for a president for its \$225,000,000 west central Wisconsin bank. Candidates must be able to provide ethical and competent leadership, direction, and control to ensure sustained profitability for shareholders.

Candidates must also have strong communication skills and be able to work effectively and proactively with the board of directors, bank staff, holding company, and affiliated banks.

Another essential function is to lead the bank's staff and board in delivering the commitment to provide customers with exceptional products and service.

Appropriate education, extensive experience, and ability to make executive management level decisions regarding lending, investing, strategic planning, and operational matters, are required.

Other requirements include effective problem solving skills; oversight of all activities associated with strategic planning, outsourced services, branch profitability, risk management, and new business development; offer innovation and business acumen in order to achieve strategic initiatives; ensure compliance with all regulatory and legal requirements; and actively participate and positively represent the bank in the communities it serves.

Please send resume to

**United Bancorporation
P.O. Box 7, Osseo WI, 54758**

dent and team leader at TCF National Bank. He holds a M.B.A. from the University of Wisconsin-Whitewater and has 23 years of experience in finance and banking.

New Vice Presidents at PyraMax

GREENFIELD—PyraMax Bank has promoted Eric Hurd to vice president of commercial lending.

The bank has hired Michael Cottrell as a vice president commercial loan officer. Cottrell brings with him over 10 years of commercial real estate lending and small business loans, specializing in SBA. He will be located at the corporate offices in Greenfield.

Staff Changes at Wisconsin Bank & Trust

MADISON—Wisconsin Bank & Trust promoted Kim Smith to senior vice president and senior operations officer.

The bank also hired Stephen Machotka as Madison area market president. Machotka will oversee the bank's services to commercial clients and help guide the bank's growth in the region.



Stephen Machotka

Wyss Joins Park Bank

MADISON—Park Bank has welcomed John Wyss as vice president of business banking.

Zeske Joins Bank Mutual

BROWN DEER—Jeanne Zeske was appointed Bank Mutual Corp.'s new

vice president of commercial banking for southeastern Wisconsin. She joined the bank after serving as vice president, credit manager, and team leader at BMO Harris.

BLC Community Bank Welcomes Lange

LITTLE CHUTE—Adam Lange has joined BLC Community Bank as vice president of loans. He comes to BLC Community Bank from Associated Bank where he was an associate vice president.

Capitol Welcomes Zimmerman

MADISON—Richard Zimmerman was named vice president of commercial banking at Capitol Bank.

Bauch Joins State Bank of Cross Plains

CROSS PLAINS—The State Bank of Cross Plains has hired Caitlin Bauch as vice president-trust officer.

Prior to joining the bank, Bauch practiced law in Madison and brings with her five years of legal experience in working on a variety of complex estate planning, trust, and probate issues. She also has experience working with business owners to address their business continuation and succession planning needs.

A graduate of the College of St. Benedict in St. Joseph, Minn. and the University of Wisconsin Law School, Bauch



Caitlin Bauch

is a member of the State Bar of Wisconsin, the American Bar Association, the Dane County Bar Association, and other legal organizations in and around Dane County. She will be located at the Madison office at 455 County Rd M.

Accola Joins Security Financial Bank

EAU CLAIRE—Security Financial Bank has welcomed Larry Accola to

their team as senior vice president and commercial relationship manager. He is working out of the bank's newly opened Eau Claire location on Southtowne Drive. Accola



Larry Accola

possesses over 40 years of commercial banking experience with over 30 of those years in the Chippewa Valley.

Elderkin to Retire

WISCONSIN DELLS—After, 40 years with the Bank of Wisconsin Dells, Diane Elderkin, assistant vice president, bank secrecy act officer/AML officer, and customer service manager, retired in August. She joined the bank as a teller in 1973, became the Bank Secrecy Act officer/AML officer and customer service manager before being promoted to assistant vice president in 2004. 🇺🇸



Diane Elderkin

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Community Bank Matters: Balance Sheet Management

A Seminar
for Wisconsin
Community
Bankers

November 6, 2013
Madison, Wisconsin
Holiday Inn at the American Center



Community Bankers of Wisconsin and ICBA Securities are co-sponsoring a seminar exclusively for Wisconsin community banks. ICBA Securities, a CBW Financial Services Preferred Partner, will make the presentations at The Holiday Inn at the American Center in Madison on Wednesday, November 6.

In the last four months the economy has progressed from a burgeoning recovery to a more sustainable demand environment. The Federal Reserve has entered a new phase of its monetary policy, and fixed income investors have responded by driving up yields to their highest levels in two years.

Please spend the day with ICBA Securities to hear up-to-date presentations on a variety of topics related to community bank management. Suggestions for improving the performance of the entire balance sheet will be discussed. You will also get an update on Federal and state legislative initiatives that affect community banks. Attendees will qualify for up to five credit hours of Continuing Professional Education.



Your Wisconsin Balance Sheet Solutions Team:

Fred Kelly • Jonathan Ferebee • David Holsted
877-506-7075

ICBA Securities is a member of FINRA/SIPC

Location

Holiday Inn Madison
at The American Center
5109 W. Terrace Dr.
Madison, WI 53718
608-249-4220
www.holidayinn.com/madisonwi

Who Should Attend

Presidents, CFOs, CLOs, Investment Officers, any other bank officers or directors who deal with the bank's investment portfolio or ALCO management

How To Register

Please call Jami Erickson at 608-833-2386.

Cost

Registration is free for all ICBA Securities customers and prospective customers.

Questions?

Jim Reber - 800-422-6442
Jami Erickson - 608-833-2386

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455 S. Junction Rd., Ste. 101
Madison, WI 53719
www.communitybankers.org

Compliance Program Highly Rated by Wisconsin Community Bankers

For the eleventh straight year CBW is sponsoring the Community Bankers for Compliance Program (CBC) in 2013 with Young & Associates, a nationally recognized compliance consulting firm that specializes in community banking. The CBC program is CBW's most highly rated educational program.

The CBC program includes quarterly full-day seminars based on the most recent industry and regulatory developments, access to the Young & Associates toll-free compliance hotline, and a CBC Members Only website hosted by Young & Associates that provides timely compliance information and tools.

The quarterly compliance seminars offer peer networking and include a regulatory update and a comprehensive discussion of one or more compliance regulations. Attendees receive a compliance manual each quarter that is generally in excess of 200 pages that can and is used as a reference to the changing regulations and as a training manual for other employees.

If you have questions, contact:

Sandy Gruber at 608.833.2384, sandy@communitybankers.org
or Rick McGuigan at 608.833.2382, rick@communitybankers.org

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