

# Update

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## Workforce Development and Recruiting

### Employee Education and Development

If you haven't already, now is the time to set your bank's employee education and professional development schedule for 2020!

Several NBA conferences devoted to specific bank staff that feature outstanding industry speakers and interactive sessions for bankers to collaborate with peers have been booked. View the [2020 NBA Education Calendar](#).

The NBA also offers numerous virtual and on-demand webinars throughout the year on hot topics that meet your bank's budget and scheduling needs. Visit <https://www.nebankers.org/webinars.html> to view upcoming and previously recorded on-demand webinars.

The KBA/NBA Schools of Banking 2020 schedule is also available at <https://schoolsofbanking.com/calendar>. The Schools have already begun to process 2020 registrations. Space is limited, and classes are filling quickly! If you have questions about Schools of Banking programs, call 402-474-1555 or email [schools@nebankers.org](mailto:schools@nebankers.org).

### Need Employees?

One of the top concerns voiced by bankers – both rural and urban – is the ongoing need of qualified and skilled workers. To help your bank address this challenge, below is a list of upcoming career fairs at various campuses across the state. Don't miss the chance to connect with students seeking internships and/or employment.

### Upcoming Career Fairs

- **University of Nebraska - LINCOLN**
  - Business, Social Human Services, Ag Science: Tuesday, Feb. 11
  - Science, Technology, Engineering, Math: Wednesday, Feb. 12
- **University of Nebraska - KEARNEY**
  - Career & Internship: Thursday, Feb. 13
- **Creighton University - OMAHA**
  - Liberal Arts, Science & Business: Tuesday, Feb. 18
- **University of Nebraska - OMAHA**
  - Career & Internship: Tuesday, Feb. 25
- **Wayne State College**
  - Career & Internship: Wednesday, Feb. 26
- **University of Nebraska - OMAHA**
  - College of Business, Career & Internship: Wednesday, March 4



View additional event details and contact information [HERE](#).

### NBA Job Board Postings

The NBA website offers member banks the ability to post job vacancies to assist with recruiting efforts. A scrolling list of jobs is visible on the NBA homepage and also linked through NBA social media to garner a larger public reach. For job posting assistance, contact NBA Marketing Coordinator Gisela Quiroz at [gisela.quiroz@nebankers.org](mailto:gisela.quiroz@nebankers.org) or the NBA office at 402-474-1555.

# News Briefs from Washington

## FDIC, OCC Issue Joint Statement on Heightened Cybersecurity Risk

With the potential for cyberattacks against the U.S. rising as a result of geopolitical tensions, the Federal Deposit Insurance Corporation (FDIC) and Office of the Comptroller of the Currency (OCC) on Thursday issued a joint statement reminding financial institutions of the principles of sound cybersecurity risk management. These principles include response and resilience capabilities; protection against unauthorized access; secure configuration of systems and services; data protection; and employee training.

The agencies emphasized that “while preventative controls are important, financial institution management should be prepared for a worst-case scenario and maintain sufficient business continuity planning processes for the rapid recovery, resumption and maintenance of the institution’s operations.”

They noted that one step financial institutions can take is to ensure that their data backup and restoration practices are consistent with industry standards or frameworks such as Sheltered Harbor – an industry-led initiative created to protect customers, financial institutions and public confidence in banks in the event of a catastrophic cyber-attack. [Read more.](#) [Learn more about Sheltered Harbor.](#)

## Trade Groups Raise Concerns About Changes to FHFA UMBS Pooling Practices

The ABA joined several housing and financial trade groups in a letter to the Federal Housing Finance Agency (FHFA) Tuesday highlighting concerns about recently proposed changes to uniform mortgage-backed security pooling practices used by Fannie Mae and Freddie Mac. In the letter, the groups warned that the proposals “could fundamentally change the mortgage-backed security (MBS) markets in ways that will have negative consequences for all our members as well as for mortgage borrowers.”

The groups’ concerns centered mainly around a proposal to replace the current regime of multiple pools with fewer, very large pools of mortgages in an effort to improve liquidity in the Uniform Mortgage-Backed Security (UMBS) market. The groups urged FHFA to reconsider this approach, noting that investors are likely to prefer more pools with more options for investment, rather than fewer pools that are less diverse.

## Kraninger Signals Extension for GSE QM Patch

Consumer Financial Protection Bureau (CFPB) Director Kathy Kraninger signaled in a letter to lawmakers last week that her agency will extend the temporary “GSE patch,” which grants Qualified Mortgage (QM) status to loans eligible to be purchased or guaranteed by Fannie Mae or Freddie Mac. The patch – which is scheduled to expire in January 2021 – would be extended until an alternative rule could take effect or until one of the GSEs exits conservatorship.

Kraninger added that the CFPB intends to propose an amendment to the QM rule to move away from the use of debt-to-income ratios as a QM qualification standard, which ABA urged the bureau to do in a comment letter last fall. Kraninger said that the bureau is “working diligently” to issue a notice of proposed rulemaking “no later than May 2020.” [Read ABA’s comment letter.](#)

## Lawmakers Concerned about ‘Real-World Impacts’ of CECL Standard

During the subcommittee hearing, lawmakers on both sides of the aisle expressed serious concerns about the economic effects of current expected credit loss standard (CECL) on the cost and availability of credit for consumers. Financial Accounting Standards Board Chairman Russell Golden told lawmakers that his organization will closely monitor information from institutions already implementing the standard – as well as findings from a forthcoming Treasury study on CECL’s effect on regulatory capital – to understand if changes are needed to the standard ahead of the 2023 implementation deadline for smaller institutions.

*News Source: American Bankers Association*

# ABA, NBA Scholarships Available for 2020 Washington Summit

The American Bankers Association (ABA) is offering two \$750 scholarships for first-time emerging leaders/young bankers who are interested in attending the upcoming **ABA Washington Summit, March 23-25, 2020**, at the Washington Marriott Marquis in Washington DC. As a way to encourage young banker engagement in the federal public policy making process, the NBA is pleased to **match** the ABA's Washington Summit scholarships with two \$750 NBA scholarships. The ABA Washington Summit does not require a registration fee; therefore, the ABA and NBA scholarships can be used to reimburse travel and hotel related costs.



Interested bankers should submit their name to [richard.baier@nebankers.org](mailto:richard.baier@nebankers.org) for consideration no later than **12 noon on Friday, January 24, 2020**. The NBA will then draw the names of two lucky bankers to receive both the ABA and NBA scholarships (\$1,500 per winner).

To learn more about the ABA Washington Summit, [click here](#) for additional information and the schedule of events. The ABA Washington Summit is in conjunction with the NBA Washington Legislative Visit. As part of the NBA's program, Nebraska bankers will be visiting the state's Congressional Delegation on Capitol Hill Tuesday, March 24, along with participating in a Nebraska dinner sponsored by Farmer Mac that evening.

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## 2020 National Interagency Community Reinvestment Conference

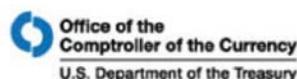
Registration for the March 9-12, 2020 National Interagency Community Reinvestment Conference (NICRC) in Denver, Colorado is now open! The NICRC is the premier conference for financial institutions engaged in community, economic and business development, as well as national and regional community development professionals. Conference highlights include:

- CRA compliance training
- Interactive sessions with thought leaders on emerging trends and issues
- Tours highlighting on-the-ground success stories in local communities

Register today at [www.nicrc.us/denver](http://www.nicrc.us/denver) to learn impactful best practices and engage with other financial institutions, regulatory and community leaders from a range of sectors and geographies.



FEDERAL RESERVE BANK  
OF CHICAGO



## Compliance Alliance Q&A



**Q:** We send disclosures electronically and can be notified when the borrower has not accessed them by the Loan Estimate (LE) due date. Are we required to mail the disclosures on that day if the borrower hasn't accessed the electronic docs? They are telling us they are having a problem once we are past the LE due date so we are mailing them at that time, but it is past the due date. If our system logs that we sent it by the due date and the borrower had e-consented, are we okay?

**A:** The customer is considered to have received the LE three business days after the bank sends it, even if the customer has not opened it. There is not a regulatory requirement to then send the disclosures in paper form as well. However, doing so may be required under the bank's internal policy, or an investor's guidelines (if applicable).

*2. Electronic delivery. The three-business-day period provided in § 1026.19(e)(1)(iv) applies to methods of electronic delivery, such as email. For example, if a creditor sends the disclosures required under § 1026.19(e) via email on Monday, pursuant to § 1026.19(e)(1)(iv) the consumer is considered to have received the disclosures on Thursday, three business days later.*

<https://www.consumerfinance.gov/policy-compliance/rulemaking/regulations/1026/19/#19-e-1-iv-Interp-2>

### Not a Compliance Alliance Member?

Learn more about membership with Compliance Alliance by attending one of our live demos:

- [Tuesday, January 28 @ 10 a.m. CST](#)
- [Thursday, January 30 @ 1 p.m. CST](#)

*Compliance Alliance offers a comprehensive suite of compliance management solutions. To learn how to put them to work for your bank, call (888) 353-3933 or email [info@compliancealliance.com](mailto:info@compliancealliance.com).*

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## \$2,000 College Scholarships Available Through NBEF

The Nebraska Bankers Educational Foundation (NBEF) is scheduled to award up to 10 college scholarships for the 2020-2021 school year in the amount of \$2,000 each. Full-time students pursuing a bachelor's degree in business with an emphasis in finance, accounting, economics, marketing or another banking-related major at a Nebraska state or privately funded colleges or universities (not the University of Nebraska) are eligible to apply. The application deadline for the 2020-2021 school year is **Jan. 31, 2020**.

For more information about NBEF scholarship criteria, guidelines and to download the application form, visit <https://www.nebankers.org/scholarships.html>, or email [nbacommunications@nebankers.org](mailto:nbacommunications@nebankers.org).



[PHOTO ENTRY FORM](#)

The NBA is pleased to offer the 13th annual **Scenes of Nebraska Calendar**. Each year, dozens of bankers and their family members submit their professional and/or amateur photos to the NBA for a chance to be featured in the calendar.

*Submit your photos now!*

PHOTO ENTRY DEADLINE IS MARCH 1, 2020

(January 15 – January 21, 2020)

## Bankers in the News

**Becky Sandiland**, First National Bank of Omaha (Omaha), was recently elected and installed as the Nebraska Mortgage Association president for the 2020 year. (pictured right)



Sandiland

**Laura Burford**, American National Bank (Omaha), **Mike Fecht**, First National Bank of Omaha (Omaha), **Kelly Hillman**, Union Bank & Trust Co. (Lincoln), **Rod Larsen**, Security National Bank of Omaha (Omaha), **Alan Loos**, West Gate Bank (Lincoln), **Jeremy Mueller**, Home Federal Bank (Grand Island), and **Michelle Sawicki**, Five Points Bank (Kearney) were installed as members of the 2020 Board of the Nebraska Mortgage Association.

**John Kotouc** and **Wende Kotouc**, American National Bank (Omaha), were honored at the Notre Dame Housing 2<sup>nd</sup> Annual Community Difference Makers Awards luncheon which showcased senior, housing and health. John and Wende were presented with the award for the impact they make in the community helping seniors.

## Banks in the News



VP of First State Bank, **Sandy Owens**, presented a check for \$7,500 to Golf Course board members, **Bill Schmit** and **Jessarae Swift**, and City Admin., **Ben Benton**.

**Citizens Bank & Trust** (Loup City) President, **Lonnie Tvrdik**, and Banking Specialist, **Kelsey Stanczyk**, presented Loup City Library Director **Audrey Heil** a check for \$500 that will be used to fund part of the cost of the Loup City Library Summer Reading Program.

**First State Bank** (Randolph) recently donated \$7,500 to the Randolph Community Golf Course. (pictured left)

**F&M Bank** (South Sioux City) employees and customers came together to collect food and necessity items for The Life Center at Heartland Counseling Services. The Life Center is a licensed day rehabilitation center serving adults struggling with mental health or substance abuse issues.

**Great Western Bank** (Grand Island) presented a check to Hearts & Hands Against Hunger of Hastings with funds donated by Great Western Bank employees in November.

# Banks & Bankers

(January 15 – January 21, 2020)

**State Bank of Table Rock** (Humboldt) recently presented a check for \$1,000 to assist with the construction of The Lions Club Park Trail which will provide a safer route for all patrons of Lower Lake Park. (pictured right) The bank also made a \$1,000 contribution toward the renovation of Humboldt Auditorium.

**Union Bank & Trust Co.** (Lincoln) is teaming up with the Lincoln Education Association Retired Teachers to offer up to four \$1,000 scholarships to Lincoln Public Schools graduates who are university education majors.



State Bank of Table Rock President and CEO, Mark Joy (center), presents a check for \$1,000 to Ron Rist (left), Humboldt Lions Club President, and Lions Club member Jim Wilhelm (right).

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## Promotions & Appointments



**FREMONT:** Frank Kment, vice president-lending, First State Bank & Trust Co.



**NORTH PLATTE:** Gary Attebery, vice president, chief financial officer, NebraskaLand National Bank.



**NORTH PLATTE:** Kendal Dodge, vice president, chief risk officer, NebraskaLand National Bank.



**NORTH PLATTE:** Rebekah Smith, mortgage loan officer, NebraskaLand National Bank.



**NORTH PLATTE:** Carmen Willard, loan documentation officer, NebraskaLand National Bank.



**OMAHA:** Nathan Ewert, regional vice present, community banking, First National Bank of Omaha.

**OMAHA:** Jarid Childears, vice president, credit policy officer, First National Bank of Omaha.

(January 15 – January 21, 2020)

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## **Share your news with the Nebraska Bankers Association!**

Whenever your financial institution has a newsworthy event, we want to hear from you! Email your news, press releases, newspaper clippings and/or photos to be published in an upcoming Banks & Bankers and/or featured on social media.

Email: [news@nebankers.org](mailto:news@nebankers.org) / / Facebook: [@NebraskaBankersAssociation](https://www.facebook.com/NebraskaBankersAssociation) / / Twitter: [@nebankers](https://twitter.com/nebankers)