

COMMUNITY

REPORT



Starion
BANK

Starion Bank is proud to present the
2020 COMMUNITY REPORT

LOCATIONS

North Dakota

Bismarck
Bottineau
Dunseith
Ellendale
Fargo
Mandan
Oakes
Rolla

Wisconsin

Middleton
Monona
Sun Prairie

OUR AWARDS & RECOGNITIONS

Recognized as *"Best of the Best"*
by Independent Banker magazine

Five-star rating from BauerFinancial

Recipient of the ND *SBA Director's Award*

Prairie Business magazine
50 Best Places to Work honoree

Top 10 Employer by the Bismarck-Mandan
Young Professionals Network

Recipient of the *Vicki Clarke Prairie
Family Business of the Year Award*

OUR MISSION

To serve with understanding, earn trust through our integrity, inspire confidence by our knowledge, and work passionately for customer, community and company success.

OUR VALUES

Honest, ethical and moral behavior. We practice absolute honesty, confidentiality and respect in every aspect of our business.

Strong community focus. We believe in personal contribution and responsibility to the communities we serve. Our community bankers make decisions locally and act on behalf of customers.

Innovation and excellence. We embrace change as a vital shaping force. We consistently seek to exceed the expectations of our customers.

Partnering for financial success. We act as a partner to customers, matching products and services to their financial needs.

OUR VISION

We will stand apart as a family-owned, supercommunity bank providing local leadership, personal service and community loyalty along with broad, sophisticated financial services. We are not too big to be small, and not too small to be big.



TAKING YOU FARTHER

Like any great Midwestern story, ours starts with a dream. When my parents, Frank and JoAndrea Larson, bought the bank in Oakes in 1969, they did so because they saw an opportunity to help a young community prosper. As a lawyer, my father had helped with the legal transaction of a bank and it sparked his interest in banking. He was eager to respond to a friend's invitation to visit Oakes and see the local bank for sale there, and the rest is history.

2019 marked 50 years of family ownership for Starion Bank. I speak for my entire family when I say how humbling it was to reach this

milestone and to have the opportunity to share the legacy of my father, Frank.

Frank has always emphasized the importance of being concerned about the person right in front of you, and if they need a hand, going the extra mile for them. He perfected community banking with a style all his own, by going the extra mile for individuals, families, farmers, and businesses, and treating everyone he encountered like family.

Frank's legacy at Starion Bank helped create an environment that values relationships and doing the right thing. We want to know our

A lot of other banks have looked at Starion's success and tried to duplicate that, but there's only one Larson family. Starion should take pride in a lot of success over the last 50 plus years.

HARRY ARGUE
WISCONSIN BANKERS
ASSOC., RETIRED



customers so we can not only do what you ask, but be your partner in solving challenges. We are constantly looking for ways we can better serve our customers, whether it is through people, products or technology. Trust, honesty and integrity are the very foundation of Starion Bank. Those values have been the core of who we are from the very beginning and always will be.

On behalf of the Larson family and our Starion family, I'd like to say thank you for being an important part of Starion's story. We strive every day to exceed your expectations and look forward to another 50 years of taking you farther!

Craig Larson
CEO & Chairman of the Board

EXTENDED VIDEO CONTENT

Learn more about how Starion got to where we are today and what makes us stand out amongst other community banks.

 **YouTube** |  **Starion Bank**



Larson Family at the Billion Dollar Celebration



Frank receiving the Greater North Dakotan Award



FAMILY

CEO Craig Larson grew up around the bank. Today, he is sharing that with his daughters, third generation.



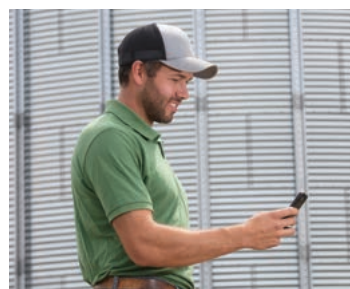
COMMUNITY

Community support is a core value at Starion. We know that when the community thrives, we all thrive.



TECHNOLOGY

From crunching numbers on an adding machine to opening an account on your phone today, we evolve to meet your needs.



EMPLOYEES

Starion's success is attributed to our loyal employees. Each day, they show enthusiasm for helping our customers.



1969 Founders Frank and JoAndrea Larson purchase First National Bank of Oakes with \$5 million in assets

1970 Larsons purchase First National Bank & Trust Company of Ellendale

1989 Purchase of First Southwest Bank in Mandan

1995 Banks are merged into First Southwest Bank, a single state-chartered bank

1993 Purchase of Northwestern Savings & Loan, marking expansion into the Bismarck market

2003 The bank takes the name Starion Financial

2006 Starion Financial opens a bank in Middleton, Wis., a suburb of Madison

2007 Starion Financial reaches \$500 million in assets

2008 Bank enters the Fargo, N.D., market with two locations

2009 Starion celebrates its 40th anniversary and reaches \$700 million in assets

2011 Starion acquires Security State Bank with locations in Dunseith, Rolla and Bottineau, N.D., and reaches \$925 million in assets

2013 Starion's second Madison market location opens in Sun Prairie, Wis., and the bank celebrates reaching \$1 billion in assets

2015 Starion acquires WPS Community Bank in Monona, Wis.

2016 Bank changes name from Starion Financial to Starion Bank

2019 Starion celebrates 50 years of family ownership and \$1.3 billion in assets

PARTNERING

TO MEET YOUR NEEDS



Dr. Andrew Hetland



Bob Gibb

Owning and running a business takes a lot of time and energy. That's why it's crucial to efficiently manage your finances to maximize your time, inventory and sales. At Starion Bank, we understand that having a more efficient way to do business saves everyone in the long run, and we've created a full line of services to do just that.

Our Cash Management services provide essential electronic business finance services, data encryption, login protection, and flexibility for user access. You're able to pay bills, collect payments, and manage payroll quickly and easily. We also offer training and ongoing support for our Cash Management clients, which is something that Dr. Andrew Hetland, Owner of Hetland Ear, Nose, Throat, and his team have appreciated.

"Starion's staff has been really helpful with our online banking and credit services," said Dr. Hetland. "They have all the services that I need from a bank."

Regardless of the size of your operation, technology can be used to help streamline your business. Whether you're looking to take care of payments and collections electronically, implement a point of sale system, or prevent fraud, our suite of products offer convenience and flexibility to maximize your cash flow with minimal effort.

"Starion is quick to respond to our needs and they provide electronic deposits and many other conveniences for us," said Bob Gibb, President of Robert Gibb & Sons. "They're large enough to handle what we need and small enough that we can relate and get to know people really well."



WATCH TO LEARN MORE AT
starionbank.com/demos

**MERCHANT SERVICES
ONLINE DEMOS**



HELPING DO BUSINESS YOUR WAY

Technology has changed the way almost every industry runs. With all the great cash management and merchant services available, you can now manage your business from across the globe or even just across town. For Luther Dietrich, President of Dietrich & Sons, Inc., the technology that Starion offers has made a difference in the way he runs his business.

"Our business is in multiple towns, and Starion has given us the tools to help us leverage our markets," said Dietrich. "They understand where we want to grow and what we need to do that, and it's gone seamlessly."

At Starion, we pride ourselves on offering the same modern banking services as large national banks while still providing customer service like good community banks. It's our commitment to you that we will consistently seek to exceed your expectations by looking for new technology to meet your evolving needs.



Luther Dietrich

OPTIMIZING RESOURCES

Full Spectrum Solar has been bringing reliable solar power to Wisconsin since 2002. Director and Co-Founder, Burke O'Neal, first came to Starion Bank to refinance his home and decided to begin a business relationship after a great experience.

"I thought back to the positive experience that I'd had with Starion and that's when I first met our business banker, and he's continued to be our banker since," said O'Neal. "He's been back in our warehouse. He's been in our offices. He saw this when it was under construction. So I feel like Starion has a really intimate knowledge of our business and our business needs," said O'Neal.

O'Neal appreciates that at Starion, he has a strong, direct link to decision makers, personal attention, and low interest rates.

"I can't see any reason why I would switch banks. I know that if I need to refinance again at any point or if I need to get a loan for a vehicle, the rates will always be fair and the service will be excellent."

Full Spectrum Solar recently installed solar panels at Starion's Middleton location. Starion also has solar panels in Bismarck and is committed to sustainability through a number of other initiatives to save energy, water and money, such as sustainable plantings, geothermal heating/cooling systems, and a living roof.



“
I KNOW ... the rates will always be fair and the service will be excellent.

BURKE O'NEAL
FULL SPECTRUM SOLAR



4 LOCATIONS
with sustainable
plantings



165 SOLAR PANELS
reduce carbon
footprint by 30%



3,000 SQ FT
living roof reduces
energy by 20%

SUPPORTING GENERATIONS



Eric & Sandy Vogel
Northland Auto Auction
and Storage



Susan & Katie Bulgrin

“Once you build something, you want it to stay in the family.”

SUSAN BULGRIN
CULVER'S

Across the United States, family businesses are at the heart of the community, culture and economy. As a family-owned business, we know that the most important ingredients for success are passion and dedication. You have to truly love what you do and believe in what you're doing. That's why it gives us so much joy working with other family-owned businesses.

"Business is a lot more than just the money; it's about the relationships that you form with people. It's about treating people right and making sure that the relationship you have with your family members gets passed on through your business and sets that culture," said Katie Bulgrin, Culver's Owner. "Starion has done a fantastic job of setting that culture of treating people like people, rather than treating people like businesses."

KEEPING IT IN THE FAMILY

Starion Bank's owners are proud that their third generation is committed to being involved in the family business. We know that the succession from one generation to the next can be a joyful journey, but also requires an effective plan to transfer ownership and management. We've helped many businesses make a smooth transition, including Northland Auto Auction and Storage.

Starion Bank has worked with Northland since they opened in 1988. When Sandy Vogel and

her husband, Eric, were ready to purchase the business from her parents, Starion was there to help.

"Starion really went the extra mile to make it a seamless transition all the way from business banking to personal banking," said Sandy Vogel, Owner. "It's always been a really good experience with Starion, and we appreciate that they're a family owned, locally-owned business like us."

A family business is unique, and owning one presents challenges as well as opportunities. Starion has the first-hand experience and resources to help you embrace new opportunities to grow your business and make it a success for years to come.

"Katie's my daughter, and she's worked with me from the time I first opened up this restaurant 23 years ago. She and her two sisters would come and work at the restaurant after school and on the weekends," said Susan Bulgrin, Culver's Owner. "I hope that I'll be able to pass Culver's down to the next generation because once you build something, you want it to stay in the family."

EVERYTHING UNDER ONE ROOF

Starion is the bank for people who like working with someone who will take the time to get to know them. Your family, story and goals are all important to us, so we bring you the services that will take you farther in life. Eric Vogel, Northland Auto Auction and Storage, enjoys the convenience of having all of his banking services offered at one place.

"Through our business, we've worked with Starion Bank for many years. We financed our home with Starion four years ago and carry all of our insurance through them, too," said Vogel, Owner. "It's very convenient having everything under one roof."

At Starion, we provide the big bank conveniences you want with the individual attention you deserve. Whether you're remodeling your basement or taking out additional insurance coverage for your growing

family, we offer products and services to meet your evolving needs, and expert advice to take your finances farther.

"Starion has helped us with all of our loans; our home loan, our pool loan, all of our vehicle loans. We have savings accounts there, and our kids even bank there," said Courtney Fergel. "I would recommend them to anybody. They always give me great advice and are always there for me."

REAL SOLUTIONS FOR REAL LIFE

With over 50 years in the industry, Starion Bank has seen a lot of changes in banking. One recent shift has been when and where people do their banking. More and more, people are wanting to bank in the evening, on weekends, and from the convenience of their home, so we've adapted to meet their evolving needs.



Fergel family

If you want to open a checking or savings account, request an insurance quote, or apply for a mortgage, you can do all of this right from your phone or computer. You can easily access your accounts with our free Mobile Banking app, and enjoy surcharge-free ATM access at more than 32,000 ATMs across the country. Managing your money is easy with Starion, but the real value is nearby personal service. We give you helpful attention and service, and are available when you need us.

"Starion is super special because of the employees there," said Fergel. "It feels like a family. They're very friendly, very loyal and honest. I can always rely on them."



Sandy & Eric Vogel

PREMIUM ARRAY OF EXCLUSIVE SERVICES

For busy executives, business owners and other busy professionals, partnering with a private banker can be highly beneficial. Private bankers don't just open a checking account for a client, they take care of your entire financial well-being. They are a single contact and gateway to all financial resources whether you're in need of a line of credit for everyday purchases, a custom solution to finance real estate, life insurance premiums or more. As the sole contact for managing all of your services, your private banker offers expedited access and is always ready to move on your behalf.

PROTECTING YOUR BIGGEST INVESTMENT

We know how important your business is to you and how hard you work to provide for yourself and your family. That's why one of the most important things you can do is make sure your business is securely covered.

At Starion Insurance, we're here to help. Our team has the experience to build a coverage package to protect you, your business and your customers from all types of risk. Because we have longstanding relationships with numerous reputable national insurance carriers, we're able to offer you a comprehensive selection of plans whether your business is large or small.

From contractors insurance to crop-hail insurance, we have many options to help ensure an accident, customer injury or worker disability don't put you in a difficult financial situation. Together, we can choose one that's right for you and your business so you can protect your most valuable assets.

Visit starionbank.com/insure or talk with an agent to get a full listing of the policies we can provide for your custom coverage package.

Insurance products are: * Not a deposit * Not FDIC insured * Not insured by any federal government agency * Not financial institution guaranteed



GROW TO YOUR POTENTIAL

You might not be able to control the weather, prices or yield, but you can choose a bank that makes decisions locally and delivers results when the timing is right.

With roots in rural North Dakota, working with the ag industry has always been an important part of our business. We work hard to make sure you have the banking services you're looking for, from a loan for new equipment to Mobile Banking account access from the field.

"It's a good joint venture between ourselves and Starion," said Pat Roney, Farmer. "We just purchased another piece of ground and

they helped facilitate that. We decided to install drain tile so we purchased some tiling equipment and they did the financing on that, too. They've helped keep my farm running."

GENERATIONS OF SUCCESS

You've worked your whole life to keep the farm going, so we understand that it's likely a priority to keep your farm within the family, passing it down to the next generation. As a family-owned bank, we understand how special a family-run operation is and have a long history of supporting local producers. We will be there for you, as well as the next generation, to buy the piece of land, equipment or cattle or set up an escrow account – whatever is needed to succeed. We work with farm succession plans as well to be your farming partner in the future, helping to keep the legacy alive.

"I'm a third generation working with Starion and my kids are generation four," said Steve Grenier, Farmer. "Sticking with the bank all of these years was an easy decision. They have helped me to be successful with encouragement and creative ideas."



Roney family



Steve Grenier



Grenier family



Kyle & Drew Courtney

“

Sticking with the bank all of these years was an easy decision.

**STEVE GRENIER
GRENIER FARMS**

Growing up on a family farm teaches you a work ethic that stays with you the rest of your life. Many of our agribusiness bankers grew up on family farms or currently own a farm, so we know how to be a strong partner for you. We take the time to come out to your operation, see the farm first-hand, and get a better handle of your needs. Our bankers take a special interest in your operation because we want to know it inside and out.

"They're just great to sit down across the table with and have a conversation," said Kyle Courtney, Farmer. "From bouncing ideas off each other to talking about expansion on our operation, markets, or even asking how the family is doing, they've helped our business grow quite a bit."

A TRADITION OF COMMUNITY SUPPORT AND SUCCESS

Our founder, Frank Larson, has had a philosophy of community support since the very beginning. This has continued to guide us in everything we do and shaped us into the supercommunity bank we are today.

We have a strong commitment to community support and take responsibility for its success. We invest in our communities because it's the right thing to do, and feel fortunate to be able to give back monetarily. Starion has donated millions of dollars to charities and local organizations in North Dakota and Wisconsin. Last year, major donations were given to local groups ranging from arts organizations

to athletic programs, hunger relief to college scholarships. We know that these organizations help make the community strong and vibrant, and we're proud to support so many groups that share our mission to build a better community.

"I'm a member of a couple of communities – Medora and Bismarck-Mandan – and you look in those communities and can see Starion helping in a number of projects that benefit the community," said Randy Hatzenbuehler, President of the Theodore Roosevelt Medora Foundation.

You ... can see Starion helping in a number of projects that benefit the community.

RANDY HATZENBUHLER
THEODORE ROOSEVELT
MEDORA FOUNDATION



GETTING THE WHOLE TEAM INVOLVED

It is especially important that each of our employees has a connection to how the bank gives back to the community. For example, we coined 2019 the Year of Giving & Caring. As part of this, each employee was given \$500 to donate to a charity of their choice. Some employees donated to help those who are less fortunate, others to our four-legged friends in need. Some felt strongly about supporting our troops while others felt called to give the money to disease research. We know that not everyone has the funds to support the charity they are passionate about, so it has given us great joy to make this possible for our employees.

Another big way we give back is through the time we share with local organizations. As part of our anniversary celebration, employees also received two days of Volunteer Time Off to make a difference in their community. It's our way of helping our employees make an impact.

"I'm very grateful our employees express such an interest in living out Starion's values as a supercommunity bank," said Craig Larson, Starion Bank CEO. "By giving back, they make the community a better place and positively impact less fortunate members of our community!"

OUR LEADERSHIP

EXECUTIVE COMMITTEE



Craig Larson
Chief Executive Officer &
Chairman of the Board



Don Morgan
President



Stacy Hall
Chief Information Officer/
Chief Operations Officer



Brenna Grossbauer
Chief Human
Resources Officer



LaDawn Schmitt
Chief Credit Officer



Ryan McKay
Chief Risk Officer



Rick Geloff
Chief Financial Officer

BANK BOARD OF DIRECTORS



Craig Larson
Starion Bank
Chief Executive Officer &
Chairman of the Board



Don Morgan
Starion Bank
President



Curt Walth
Starion Bank
Executive Vice President



Shelley Larson
Family Owner/Shareholder
Joined in 2019



Vern Dosch
Starion Bank
Lead Director
Joined in 2002



Shannon McQuade-Ely
McQuade Distributing
President
Joined in 2012



Cameron Knutson
Knutson Realty
Owner
Joined in 2020



Dr. Dale Klein
Sanford Health
Family Medicine Physician
Joined in 2004



Donovan Bertsch
Theel, Inc.
Dealer Principal
Joined in 2011



Randy Hatzenbuehler
Theodore Roosevelt
Medora Foundation
President
Joined in 2005



Paul Lenhart
Krupp General Contractors
President & Chief Executive
Officer
Joined in 2009



Matt Younkle
Move Counselors, LLC
Owner
Joined in 2020

HOLDING COMPANY BOARD OF DIRECTORS



Frank Larson
Starion Bank
Founder



Craig Larson
Starion Bank
Chief Executive Officer &
Chairman of the Board



Shelley Larson
Family Owner/
Shareholder



Heidi Barranger
Family Owner/
Shareholder



Curt Walth
Starion Bank
Executive Vice
President

MADISON ADVISORY BOARD



Mary Ann Drescher
Attic Angel Association
President
Joined in 2006



Paul Lenhart
Krupp General Contractors
President &
Chief Executive Officer
Joined in 2009



Susan Bulgrin
Culver's Restaurants
Owner
Joined in 2009



Michael Adler
Restaino & Associates Realtors
Realtor
Joined in 2010



Jim Anderson
Crown Commercial Real
Estate & Development, LLC
Broker-Partner
Joined in 2015



David Baehr
Baehr, Inc.
President
Joined in 2015

MARKET PRESIDENTS



Lee Weisbeck
Bismarck and Mandan



Chuck Neubauer
Bottineau, Dunseith
and Rolla



Aaron Tschosik
Ellendale



Dan Staller
Fargo



Brian Fisher
Madison



John Zetocha
Oakes

FINANCIAL GROWTH

GROWING TO SERVE

A good bank is a catalyst for growing individual wealth, successful businesses, and strong communities. We know that when Starion Bank is doing well, we're able to better serve others.

STRENGTH IN NUMBERS

Starion Bank is a high-performing bank known for its stability. In 2019, our earnings were more than \$19 million with steady capital growth as well as loan and deposit growth.

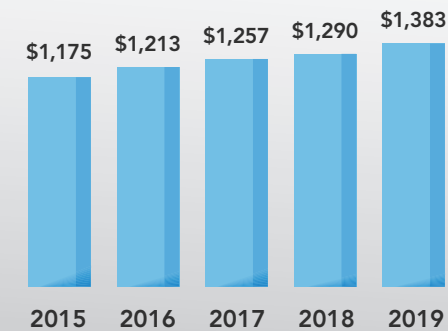
For 2019, key performance ratios were higher than industry averages. As of December 31, 2019, the industry average for ROA is 1.41% compared to Starion Bank's 1.36%. For ROE, industry average is 12.76% while ours is 12.34%.

GIVING BACK

As Starion grows, so does our ability to finance and support major projects in our communities. We are a major benefactor to significant local projects and are proud to have donated millions of dollars to local organizations. We are so grateful for the growth we've experienced and how it's allowed us to continue making a difference in our communities.

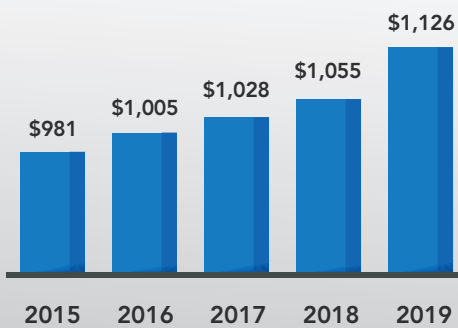
TOTAL ASSETS

YTD average
in millions



TOTAL DEPOSITS

YTD average
in millions



TOTAL LOANS

YTD average
in millions





TAKING YOU FARTHER



Member FDIC
7/20

Starion
BANK