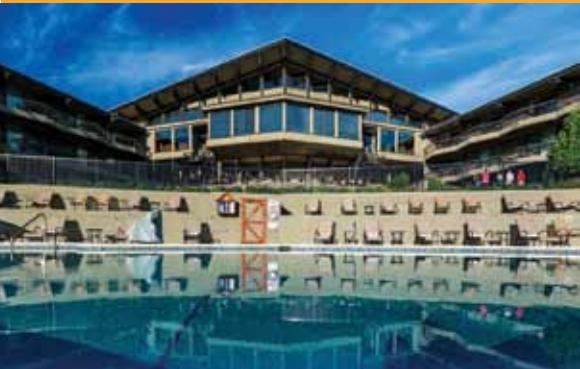


THE TITLE EXAMINER

A QUARTERLY PUBLICATION OF THE MICHIGAN LAND TITLE ASSOCIATION



IN THIS ISSUE:

- Summer Convention Recap
- Interview with New President
- Michigan Supreme Court
- Convention Sponsors



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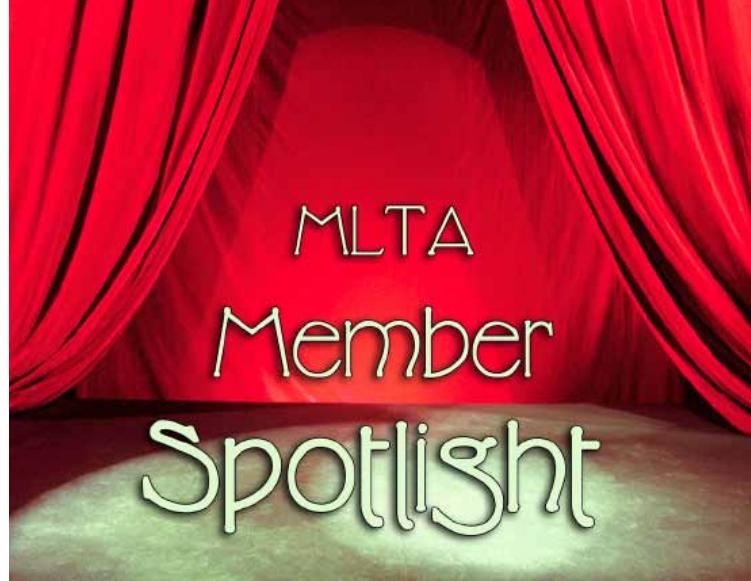
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with any questions, comments, or if you would like to contribute.



MLTA Member Spotlight

Dave Moldovan

National Title Production Manager
Attorneys Title Agency, LLC
Oakland County, Farmington Hills Office

MLTA Involvement: I am currently the chairperson for the Public Service Committee and I have served in that role for 2 years. I've been attending the education seminars (in Livonia) and the Summer Conventions since 2009.

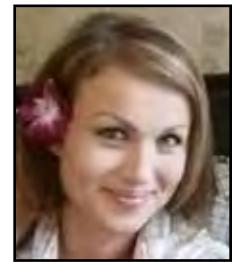
Personal Interests/Hobbies: I enjoy sports - I'm a big MSU fan and I really like playing soccer and watching soccer on TV. I always enjoy spending time with my wife, Heather, and our two kids, Callum and Estelle. Whether we're running errands, hanging out in our backyard or going to the gym together it's always an exciting time (maybe because our kids are a handful...)

Something about Dave: I graduated with a B.S. in Environmental Geosciences from MSU, and my birthday is on Christmas Eve.



Robyn Dinsdale

Michigan Bankers Title of West Michigan, Michigan Bankers Title of Mid Michigan, Michigan Bankers title of the Upper Peninsula, Michigan Bankers Tile, Cascade Title Ingham County, Lansing MI – We service all of Michigan, Indiana and Wisconsin!



MLTA Involvement: Michigan Bankers has been a member of MLTA for years but I have just recently taken on the Agency Manager role in late 2014 and began attending events in 2015. 2015 Spring Education Seminar – Mt. Pleasant, 2015 Summer Convention in Shanty Creek, Young Title Professional committee member.

Personal Interests/Hobbies: I love Sports; playing them and watching them. I enjoy playing softball, volleyball and anything else that involves competition! I love Detroit Tiger baseball and one of my goals on my bucket list is to visit all baseball stadiums in US. I am my hubby and children's BIGGEST fan. I love to travel and try everything once, especially FOOD! I love to go to garage sales and thrift shops, it is amazing what treasures you can find!

Something about Robyn: My family is: - husband: Christopher - Career Firefighter-Paramedic, Children: Tyler, 17- senior, Jaida, 13 - 8th Grade, Christopher Jr., 8 - 3rd grade and Gabrieal, 5 -Kindergarten.

I have been in the business in some fashion since 1998. I have dabbled in mortgages, title, underwriting, processing, sales but most importantly, the art of being a people person. I love being in this industry, even if that makes me a little crazy! I have been very blessed throughout my successful career to meet and learn from many wonderful mentors along the way. I just hope someday I can "pay it forward" to the upcoming generation by guiding them on their own individual pathway of success.



Transnation Title Agency

SUPPORTS HABITAT FOR HUMANITY WITH
THEIR 5TH ANNUAL EMPLOYEE AUCTION

Transnation Title Agency recently held their 5th annual employee auction. In support of the MLTA's public service efforts Transnation holds their annual employee auction each summer to raise money for the local Habitat for Humanity Affiliates. Each week throughout the summer employees can bid on an auction item. The highest bidder then contributes to their local habitat and wins the item. This year Transnation raised \$1,300 which was spread to the various Habitat Affiliates throughout the state.

Thank you Transnation Title Agency for your support of Habitat for Humanity.



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ABSTRACTIONS

by Allan Dick, WFG National Title Insurance Company

In a recent Realtor.com article entitled The 20 Hottest U.S. Real Estate Markets in August, the criteria included a review of listing views, as an indication of buyer demand, along with median days on the market, an indicator of supply. That analysis led to their top 20 "hot list". Two Michigan cities made that list. Perhaps surprisingly, Detroit came in at #13, while Ann Arbor was #11. Somewhat Ironically, Columbus, Ohio was a notch higher at #10 (no word on East Lansing – or even Grand Rapids). Half of the markets on the list were from California, led by San Francisco #1.

Changes and Upgrades – how about that snazzy new MLTA website! (milta.org) Almost as snazzy are the new education offerings from the MLTA, beginning with the fall seminar (October 14th in Mt. Pleasant and November 11th in Livonia) with not one, but two panel discussions (one on fraud, the other on TRID)!

Progress! According to a recent HousingWire article, with low mortgage rates and increased demand causing the rise in home values, Black Knight Financial Services reports that U.S. home equity has risen \$825 Billion in the first 5 months of this year, bringing the estimated total U.S. home equity up to \$7.6 Trillion, the highest level since 2007. According to that report, the average American homeowner with a mortgage now has about \$19,000 more equity!

With all the hub-bub surrounding the CFPB's ill-advised position to specify that an owner's policy of title insurance is "optional", we understand and appreciate the value of such a policy. When we attempt the difficult task of explaining title insurance to non-title folk or a consumer, most of us typically conjure up a fraud-claim scenario or a title peculiarity resulting in a potential loss to the buyer, which would be covered by title insurance – thus substantiating its value. On the other hand ...

An interesting recent Wall Street Journal article reported that it is historically harder to sell homes during an election year, especially if the election appears to be a close one (people waiting on the sidelines). The WSJ survey drew from a number of sources, including Movoto and the British Journal of Political Science. So, we may find that affecting our 2016 home sales (hopefully not dramatically).

But, one Boston Globe article, written by a real estate attorney, had a different twist on the value of title insurance. It was titled: Home Buyer Tip: Don't You Wish You Had Bought Title Insurance, by David Mahlowitz. His opening line read: Want to save the sale of your home? And while he didn't mention the term, marketability in his article, that was the essence of his explanation. Even if you didn't suffer a loss or need to file a claim during your ownership of the property, if there is a serious flaw in the title, it could serious delay or abort a potential sale, due to the title being unmarketable (and in need of repair). Marketability, long one of the basic insuring provisions of a title policy, is not one of the features that most typically come to mind. And yes, it may be more obscure. But, it is another value!

Here's something to look forward to: at this year's MLTA Summer Convention, it was announced that MLTA's favorite in-house band, Unreal Property, will reassemble and appear at next year's convention at Boyne Mountain. By the way, I've moved. You can find me at: alland@wfgnationaltitle.com (248-533-6450). I welcome any comments, input and/or suggestions for future Abstractions – thanks.



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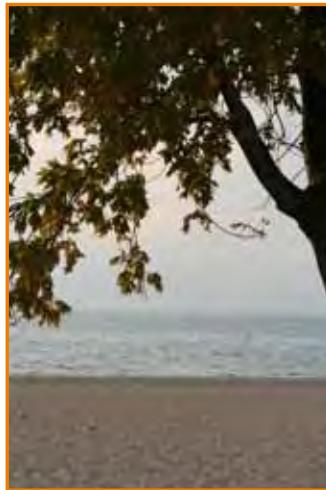
Jacqueline Brink, Michigan Sales Representative
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VIEWS FROM THE SHORE

By Sam Hill

Okay, I am not going to harp on the abundance of water theme again, except to say – this column is Views from the Shore. Well, I gotta tell ya, there ain't so much shore left these days. Was a time I could take a leisurely walk along the Lake Michigan shore, plenty of sand and room to roam beneath the high water mark. These days, the waters' edge is pretty darn near the high water mark. Enough already.

That reminds me, it has been a few years since water boundaries and riparian rights have been covered in the MLTA Education Seminars. With the rising water levels, sometimes changing the configuration of the bodies of water, there are a lot of potential issues and scenarios. Where is Bush Neilson when we need him? Maybe we can persuade him to hop on the Badger (get it?) and visit us in the near future.



Tillie Snodgrass, our local Register of Deeds was beaming, when she greeted me the other day, anxious to show me her new e-recording capability and system. She has worked diligently to come into the 21st Century with a limited budget, and now oversees an evolving combination of the old card file system, hard copies of documents, micro film, and more recently, online capacity for searching and document retrieval. It can be complicated. But, that's certainly not exclusive to our county. And, Tillie and her meager staff are wonderfully helpful to us local old-timers, as well as any newcomers and visitors. It sure makes a difference when we all appreciate one another. Something to be thankful for.

Been chatting with a couple of my credit union buddies, sharing some of our worries with the specter of TRID on the horizon. I wondered how they were preparing for the changes and what they expect. I even thought I might try to be of some help and maybe do a little educating, after the steady diet we've been getting from emails, webinars and seminars. I figured it might be welcome and maybe build me some brownie points. They just laughed. Their solution? "We're just gonna send all our mortgage apps over to the CUSO. They'll take it from there." Not sure if it will be just that easy. But, it sure sounds good – for them anyway. Hope that doesn't lose me too much business. But, we'll see. And that's the way I see it, and this is the view from the shore, so you can see from the country what it looks like from here to there from time to time.

Regards,

Samantha Hill

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Legislative Update

by Cami Pendell,
Michigan Legislative
Consultants

Summer 2015: A Recap of Changes

The summer of 2015 proved to be one of significant change within all branches of state government.

Many surprising announcements were made, while others were expected. On the more surprising side of the spectrum, Justice Mary Beth Kelly announced her departure from the Michigan Supreme Court. She made her announcement mid-August and it is set to become effective on October 1, 2015. Justice Kelly said that she is leaving the bench to return back to private practice. Prior to being elected to the Supreme Court in 2010, Justice Kelly was a Wayne County Circuit Court Judge from 1999 – 2010, serving three terms as Chief Judge of the court. Prior to her time on the bench, she worked as a lawyer and commercial litigation partner at Dickinson Wright in Detroit. Governor Rick Snyder will appoint her replacement in the coming months.

A more foreseeable change was Representative Brandon Dillon (D-Grand Rapids) resigning from the Michigan House of Representatives to take the helm of the Michigan Democratic Party. He would not be able to serve in both capacities at the same time. On the heels of that announcement, Governor Snyder called for a special primary election to be held on November 3, 2015. That will be followed with a general election taking place on March 8, 2016. Two Democratic candidates have already announced their intentions to run - David LaGrand, who lost the 2010 general election for a state Senate seat to Dave Hildenbrand (R-Lowell) and Michael Scruggs, who ran for the 29th Senate District seat in 2014 but came up short in the primary. This race will continue to develop.

Governor Rick Snyder announced an upcoming staffing change in his own internal office as well. Dennis Muchmore, his current Chief of Staff, will retire from his role as effective January 2016. Muchmore will be replaced by Jarrod Agen, the Governor's Communications Director. Agen has been Snyder's Communications Director since January 2014 and served

as acting Director of Strategy for the

Governor prior to the arrival of John Walsh. Additionally, the Governor named Beth Clement as his First Cabinet Secretary in addition to her role as Deputy Chief of Staff. In these capacities, Clement will serve as the primary coordinator for the Executive Office with the state's departments and agency Directors.

Because of the impact these changes have on MLTA in regards to who we work with in state government, it's worth noting the new individuals in their various roles. Additionally, with the resignation of Rep. Dillon, the number of votes needed to pass legislation in the House of Representatives has changed. Because there are now only 109 Representatives elected and serving, instead of needing 56 votes to pass a bill the threshold has changed to 55 affirmative votes.

Legislative Schedule

Although the Legislature met several times over the summer in an effort to resolve the issue regarding how to fund fixing Michigan's roads, they are scheduled to resume their traditional Session days and times following the Labor Day holiday weekend. Once they return, they will be in Session through November 12, 2015. They will then take a two week break for the Thanksgiving holiday. The Legislature is then scheduled to return on December 1, 2015 through December 17, 2015.

House Creates a Special Committee to Examine 2 Legislators Qualifications to Serve in Office

In mid-August, House Speaker Kevin Cotter introduced a resolution creating a six member special select committee to examine the qualification of Representative Cindy Gamrat (R-Plainwell) and Representative Todd Courser (R-Silverwood) to determine their fitness to continue to hold office. Specifically, the committee will meet to determine if the two Representatives misused state resources in an effort to cover up their personal indiscretions. If the committee determines they should be expelled, two-thirds of the House members elected and serving would have to vote to agree. Speaker Cotter also stated that instead of expulsion, the special committee could find that they should instead face disciplinary actions.

While the ultimate impact of this special select

committee is not yet known, it's important to keep an eye on this development because of the potential that it could lead to the legislators either resigning from office or being expelled. If both should leave office, that will change the number of votes needed to pass legislation in the House of Representatives.

The special committee started their hearings at the beginning of September and it is the Chairman's intent to conclude its activity in an expedient manner.

MLTA Legislative Activity

MLTA continues to make positive progress on its legislative priority issue to establish a flat fee recording system for deeds and mortgages. This statutory amendment is being sought to assist in complying with the Consumer Financial Protection Bureau rules on mortgage closings that are going into effect this fall. The rules put a premium on the accurate reporting of all charges to the consumer and recording fees are one of those charges. By establishing a flat fee, the process will become simpler for all involved who must provide recording fee information to the consumer three days after the application is made and for settlement service providers, who must provide accurate recording information for the creation of the closing disclose document. MLTA has gained support from significant stakeholders and legislators. Draft legislation has been developed and reviewed with the goal of a timely introduction.

In addition to the flat fee system for deeds and mortgages, MLTA has also been working on revisions to the Condominium Act. The intent behind this legislative effort is to address the challenges associated with 'need not be built'. While working on this subject matter, MLTA discovered interest in this issue by a key legislative leader. The association has been working closely with this leader and another member legislator and jointly developed language that other stakeholders support as well. The language is in the hands of the Legislative Service Bureau which will turn it into an official bill that can then be submitted for introduction.

Further updates will be shared on these legislative efforts in future Title Examiner articles as well as during MLTA's Educational Seminars.

Member Spotlight

Last quarter, the Member Spotlight was focused on Representative Lee Chatfield, who is the Chairman of the House Local Government Committee. This quarter, the spotlight is shifting over to Rep. Jeremy Moss (D-Southfield) the Minority Vice Chairman of the House Local Government Committee.



Rep. Moss is in his first term representing Michigan's 35th House District, which includes Southfield, Lathrup Village, Beverly Hills, Bingham Farms and Franklin. Before joining the Legislature, Moss served as the youngest-ever member of the Southfield City Council and worked in public policy at the state and local levels. He is currently a board member of Congregation Beth Ahm in Oakland County and a member of the Greater Southfield/Farmington NAACP and Martin Luther King Task Force.

Rep. Moss earned a bachelor's degree in journalism with an additional major in political science from Michigan State University, where he graduated with high honors. He studied race relations in South Africa, where he volunteered to provide community support to children orphaned by HIV/AIDS, and graduated from the Michigan Political Leadership Program Fellowship through MSU.

In addition to serving as the Minority Vice Chair of the House Local Government Committee, Rep. Moss is a member of the House Commerce and Trade and Regulatory Reform Committees.

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Introducing Marcy Welburn 2015-16 MLTA President

by Darlene S. Wilsey, Fidelity National Title

Marcy Welburn was installed as President of the Michigan Land Title Association, during the MLTA Summer Convention, in July. Recently, I had the opportunity to talk with Marcy about her experience as an MLTA board member, her objectives as President of our association, and her call to action to MLTA members.



What motivated you to serve as a MLTA BOD and Executive Board Member?
It has been my privilege and honor to participate with such a great organization as MLTA. I was elected to the MLTA board in 2007, after taking over as Regional EVP for LandAmerica for the recently retired Gary Opper. For those of you that don't remember, Gary was the Past President of MLTA that kissed the pig as part of a MLTA PAC fundraising activity. Our industry is part of a dynamic and ever changing world. As an agent, I am so proud of the work MLTA is doing to support its members through these changes. We have a fabulous network of volunteers who like me enjoy giving back to the industry we have grown up with.

What are your objectives as President?

As I am sure you have all noticed the MLTA has rolled out the new and improved MLTA website! This has been a project in the works for many months. We appreciate the feedback that we have received and urge you to take a stroll through the site, and let us know if there are changes you would like to see. We hope to have the site completely up to speed in the next few months. Kudos to John Bommarito and his committee for a job well done!

This year we are focusing on involving as many members as possible in the

association. We will be increasing our education opportunities by offering a Licensing 101 Boot Camp in November and Legal Description Boot Camp in March. Both boot camps are in addition to the on-going fall and spring education seminars. The Licensing 101 Boot Camp will help prepare member's employees for the State of Michigan Licensed Resident Producer test. The class will provide an overview of the knowledge they will need in order to get licensed with the state. The Legal Description Boot Camp, as some of you may remember, has been done in the past. Proper legal descriptions are an important aspect of our product offering, so it is only fitting that we offer this seminar at a time when we have actually had to hire new staff. Speaking of education, in September MLTA signed an agreement with ALTA to provide MLTA member with a 25% discount on ALTA educational material which includes the popular ALTA's Land Title Institute Title 101 and Title 201 courses. We will be rolling this program out in the coming months.

Another way we hope to increase members' involvement is through the newly formed Young Title Professional. YTP had their first kickoff event at the summer convention in Shanty Creek. Since then they have been busy planning webinars, lunch gathering and a variety of events. YTP is a great way for those of you that are new to the title industry to get involved. Contact Iain Bryant or Marcy Lay if you would like more information

Why is it important for title insurance agents to actively participate in the MLTA?

In the face of increased regulations, the CFPB and the new closing disclosure now is a great time to get involved. Join a committee; take advantage of the MLTA education offering and network with your fellow MLTA members.

It is my pleasure to serve this membership and I look forward to continuing to update and educate our membership on the challenges and changes within our industry. My door is always open, so please feel free to share your concerns.



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Michigan Supreme Court Supports Key Transfer Tax Exemption

LEGAL UPDATE



by Gregg Nathanson,
Cousens, Lansky Fealk,
Ellis, Roeder & Lazar,
P.C.



Michigan Supreme Court Supports Key Transfer Tax Exemption

The Michigan Supreme Court recently upheld application of the “deflationary” state real estate transfer tax exemption set forth in MCL 207.526(u). This transfer tax exemption applies when the taxpayer’s principal residence is sold in an arm’s length transaction, and the property’s state equalized value (SEV) at the time of sale, is less than the SEV at the time of purchase.



Background

The Michigan Supreme Court considered several consolidated cases involving homeowners who sold their principal residence at a time when the SEV for the respective properties was less than the SEV at the time of purchase. Upon the sale of their homes, the taxpayers paid the state real estate transfer tax, then requested a refund under MCL 207.526(u). The Michigan state real estate transfer tax statute exempts from transfer tax a sale or transfer of a principal residence when, at the time of conveyance, the property has an SEV that is “equal to or lesser than the SEV on the date of purchase or on the date of acquisition.” This section of the statute includes a penalty clause under which a 20% penalty is assessed against the seller in the event the Treasurer finds that the sale or transfer was for “a value other than” the property’s “true cash value”. In this case a representative husband and wife (sellers) acquired their principal residence in 2008 when the property’s SEV was \$464,300; they sold the property in 2010 for \$845,000 when the SEV was \$374,800. The SEV at the time of sale (\$374,800) was less than the SEV at the time of purchase (\$464,300), although the purchase price (\$875,000) was more than double the SEV at the time of sale (\$374,800 x 2 = \$749,600). Should the exemption apply?

Earlier Opinions

The Michigan Department of Treasury (“Treasury”) denied the sellers’ refund requests because each property in the consolidated cases sold for more than its “true cash value.” Treasury interpreted true cash value to mean double the property’s SEV in the year of sale. In other words, while the \$374,800 SEV at the time of sale was less than the \$464,300 SEV at the time of purchase, the ultimate \$875,000 sale price exceeded \$749,600 (double the \$374,800 SEV) at the time of sale. Therefore, the transfer tax exemption was not applicable. This conclusion is consistent with an example cited in a Michigan Attorney General Opinion issued in April 2008 interpreting this provision of the statute. Upon appeal, the Michigan Tax Tribunal reversed Treasury’s decision and upheld the exemption. Upon further appeal, the Michigan Court of Appeals reversed the Tax Tribunal’s decision and denied the exemption. The Michigan Court of Appeals held that the “deflationary” real estate transfer tax exemption only applies if the property’s SEV at the time of the sale is precisely twice the property’s SEV at the time of its purchase. In other words, in order for the exemption to apply, not only must the SEV at the time of sale be less than the SEV at the time of purchase, but the sale price must equal precisely exactly twice the SEV at the time of sale. Under this fact scenario, the sale price must have been exactly \$749,600 in order for this transfer tax exemption to apply.

Michigan Supreme Court

The Michigan Supreme Court reversed the Michigan Court of Appeals and upheld the applicability of the “deflationary” state real estate transfer tax exemption. The Court found a seller is entitled to this exemption if (1) the seller claimed a principal residence exemption and (2) the SEV at the time of sale was equal to or less than the SEV at the time of purchase. The Court then considered the next sentence of the statute, containing the penalty provision. That sentence provides: “If after an exemption is claimed... the sale of the property is found by the Treasurer to be at a value other than the true cash value, then a penalty equal to 20% of the tax shall be assessed...” The Court concluded that “true cash value” means “fair market value”. Fair market value is the probable price that a willing buyer and a willing seller would arrive at through arm’s length negotiations. This is contrary to the Court of Appeals interpretation of “true cash value” meaning exactly double the SEV. The Michigan Supreme Court upheld the applicability of the transfer tax exemption even though the ultimate purchase price at the time of sale was significantly more than double the property’s SEV at the time of sale. The Court concluded that the penalty should not apply in a typical arm’s length sale. Rather, the Legislature intended the penalty clause as a deterrent against the underhanded sale of property, at a price below fair market value, as a means to avoid the state real estate transfer tax.

Conclusion

In order to be entitled to the “deflationary” Michigan state real estate transfer tax exemption under MCL 207.526(u), the taxpayer must demonstrate that (1) it is a sale of their principal residence, (2) the SEV at the time of conveyance is less than or equal to the SEV at the time of acquisition and (3) the property was sold for fair market value through arm’s length negotiations.

Take-Away

In closing transactions, pause and consider whether the “deflationary” Michigan state transfer tax exemption may apply. Note, however, there is not a parallel exemption under the County real estate transfer tax act.

For further information,
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2015 MLTA SUMMER CONVENTION

by Connie Curio, Lighthouse Title Group

MLTA returned to the Shanty Creek Resort outside beautiful serene Bellaire, MI this summer for the annual networking and election of the Board of Directors. We were joined by several respected speakers and enjoyed a "Reel Fun Movie Night" brought to us by our illustrious PAC members.

Members gathered on the outside patio for a welcome reception amid the bright sunshine of the setting sun and high temperatures and humidity. Lots to talk about with old friends and new ones in our industry! After moving the dinner inside to be a bit more comfortable, we moved back outside with blankets and popcorn and a modest donation to the PAC to view "The Money Pit".



The Opening Business Session brought the annual election of officers and two new board members for the upcoming year on the Board of Directors. Moving

into the President's Chair is Marcy Welburn. Elected as President Elect was Deborah Wiley, Secretary-Treasurer Jon Bommarito, joined by two new board members for three year terms Darlene Wilsey and Kimberly O'Connor. Outgoing President Lisa Cincinelli remains on the board for another year as Past-President and Ex-Officio Officer.

MLTA thanks for their service outgoing Director Debra Bartlett, who has been very hardworking and a great contributor. Remaining on the board are Directors Thomas Lico, Lori Nehring, Cindy Immonen and Philip Savich.



Monday morning Patrick Stone, President and CEO of the Williston Financial Group brought us up to date on the things we needed to know regarding the current state of our economy and how that relates to our industry.

We all enjoyed the ALTA update given by Michelle Korsmo, the ALTA CEO, a dynamite speaker that makes it easy to see why ALTA has a voice in Washington. Korsmo is spot on with her ability to communicate our unique

industry to people not well acquainted with it.



After lunch Korsmo and Stone were joined by Wells Fargo V.P. Penny Reed in a panel setting, with news of the impending implementation of the new TRID rules. At times it was a very lively discussion, especially with Reed's insight from the lender's point of view.

Our star legislative consultants, Cami Pendell and Tim Ward, brought it down to specifics in Lansing. They have been a very valuable asset to our Association in many, many ways. They are very adept at staying ahead of the action and getting to the Senate and House membership when it counts.



Our President's Reception hosted by outgoing President Lisa Cincinelli and incoming President Marcy Welburn was a great time and enjoyed by all. We then moved into the Bellaire Ballroom for a quick paced and enjoyable Banquet that ended promptly at 9 PM! A first in many, many years considering all the events that take place during the Banquet.



This time includes the outgoing and incoming President's remarks along with the installation of officers. Also honored are the committee chairs and PAC contributors.



Tuesday morning an open breakfast was held from 8 AM to 10 AM for MLTA members and guests. It was a nice send off for attendees getting on the road back to their respective jobs. Be sure to join us next year on July 17-19, 2016 at Boyne Mountain Resort.



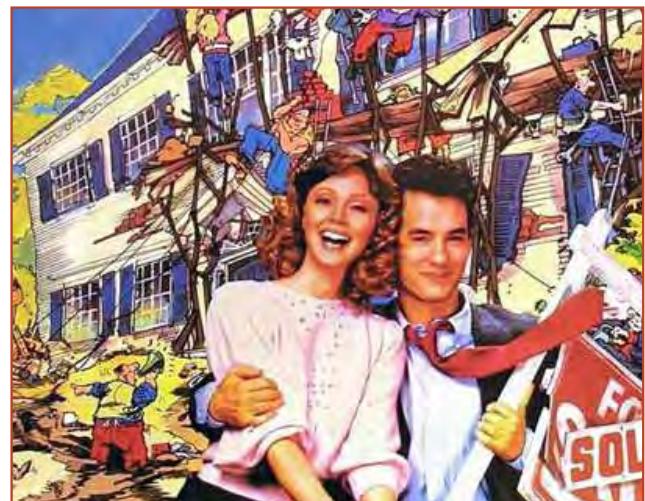
MLTA “REEL FUN” MOVIE NIGHT A BIG SUCCESS

by Tim McDonnell, Old Republic National Title Insurance Company



The MLTA-PAC Committee held a first ever movie night at the Summer Convention at Shanty Creek. The resort provided a nice outdoor theater for the showing of the movie, “The Money Pit”. There was popcorn and movie candy provided by Tom Lico of Capital Title along with MLTA stadium blankets available for purchase. The PAC Committee would like to thank Tom for not only hauling the popcorn machine all the way up north but also for manning the machine and the concession stand during the movie. We also want to thank Darlene Wilsey and other members of the Membership Committee for assisting with ticket sales and other set up responsibilities.

It was a perfect evening for an outdoor movie and a great time was had by all in attendance. It had been a long time since many of us had seen “The Money Pit” and some had never seen this family friendly comedy with obvious ties to the title industry. In all, the “Reel Fun” Fundraiser raised \$1,352 for the MLTA-PAC before expenses. Thank you to all who purchased tickets and concessions to make this a successful night for all involved.



MLTA-PAC Silent Auction A Big Success!

The MLTA-PAC Silent Auction was a big hit with those in attendance at the Summer Convention at Shanty Creek Resort. There were items with a total donor value of \$2,877.00 that were included in the auction. In total, the auction raised \$3,300.00 for the PAC. There were a lot of great items and we would like to thank the people who donated those items that made the auction possible:

Allan Dick
Amy Wright
Bryan Steckler
Debbie Bartlett
Debbie Wiley
Diana Parker
Eileen LaPlante
Gregg Nathanson
Jacquie Brink
Jill Scholtz
Joe Maniaci
Laurie Brecken
Lisa Cincinelli
Meredith Weingarten
Michael Holden
Neil Sherman
Phil Neuman
Terri Renker

Best Homes Title Agency
Stewart Title Guaranty Company
Fidelity National Title Insurance Company
Corporate Settlement Solutions
First American Title Insurance Company
First American Title Insurance Company
CFC Title Services
Couzens, Lansky, Fealk, Ellis, Roeder & Lazar, P.C.
WFG National Title Insurance Company
First American Title Insurance Company
One Stop Real Estate Solutions
First American Title Insurance Company
Old Republic National Title Insurance Company
Fidelity National Title Insurance Company
North American Title Insurance Company
Schneiderman & Sherman, P.C.
Couzens, Lansky, Fealk, Ellis, Roeder & Lazar, P.C.
Data Trace

by Tim McDonnell, Old Republic
National Title Insurance Company

We would also like to thank the
successful bidders
on those items:



Amy Wright
Darlene Wilsey
Debbie Wiley
Don Rump
Jacquie Brink
Kevin Kossen
Marcy Welburn
Mary Ann Eckert
Patty Nichols
Rich Lauber
Robyn Dinsdale
Tim McDonnell
William Hassett

Stewart Title Guaranty Company
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Capital Title Insurance Agency
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Fidelity National Title Insurance Company
Transnation Title Agency
Investors Title Insurance Company
Fidelity National Title Insurance Company
Fidelity National Title Insurance Company
Michigan Bankers Title
Old Republic National Title Insurance Company
Hassett Title Co.

The MLTA-PAC is still in need of funds for the important elections that are just a few months away. Please contribute to the PAC to help us support candidates who understand the importance of our industry.

COUNTY CORNER

A Historical Overview of Eaton County



Eaton County is located in central/lower Michigan, with Charlotte as the county seat. It was organized in 1837, named after John Eaton, Secretary of War under Andrew Jackson. Beginning in the mid 1820's, many pioneers coming from New York and New England helped settle the area, which was known for its rich soil and agricultural potential. Its first major community was Bellevue, where a unique sandstone, later known as Eaton Sandstone, was discovered—eventually used for mortar in the State Capital Building. Another early community, just a few miles away, was Olivet, where in 1844, a college was begun by the Congregationalists, an anti-slavery denomination which at that time led the way in admitting blacks as well as women.



Today, Eaton County has retained much of its agricultural tradition, still one of the leaders in dry bean and wheat production in the state. It has also kept its Early American, New-England-like atmosphere, as exemplified by Vermontville, which celebrates its annual Maple Syrup Festival the last weekend in April. Tourism also plays a significant role, especially at Grand Ledge, which sits high atop sandstone cliff formations along the Grand River, with a view worth the trip. The historic Island Park in Eaton Rapids is another unique attraction, where you can picnic, feed the ducks, or just spend a lazy afternoon fishing along the Grand.

Eaton County Website and Locations of Interest: <http://www.infomi.com/county/eaton/>



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F 248-489-4156

Gregg.Nathanson@couzens.com
Phillip.Neuman@couzens.com



Gregg Nathanson



Phillip Neuman

Contact Gregg and Phil for all your Title and Real Estate needs.

2015-2016 MLTA

COMMITTEES, CHAIRS AND GOALS

The MLTA encourages involvement and participation of its members. If you'd like to join a committee, please email the chairperson/liaison of the committee.

ABSTRACTOR & TITLE AGENTS:

Jeff Basil - Chair: JeffB@SafeTitle.net

Geoff Prichard - Vice-Chair:

geoff@mytitleexpress.com

Lori Nehring - Board Liaison: lori@superiortitle.us

Goal: Shall consist of five or more members, all of whom shall be abstracters or title insurance agents and not title underwriters. Shall promote professional standards and provide for the dissemination of information to those members of the Association who are abstracters and title insurance agents. Shall also provide a forum for abstracters and title insurance agents for discussion and examination of matters of particular concern to them.

AUDIT:

Marcy Welburn - Chair: mwelburn@transmi.com

Goal: To complete a year-end audit of the finances.

AWARDS:

Lisa Cincinelli - Chair: lcincinelli@oldrepublictitle.com

Goal: To select those persons to receive awards at the Summer Convention.

BYLAWS:

Lisa Cincinelli - Chair: lcincinelli@oldrepublictitle.com

Goal: Shall consist of five members who shall consider all proposals to amend, and may on its own motion propose amendments to the Articles of Incorporation and By-Laws of this Association.

COMMUNICATIONS

Darlene Wilsey - Chair: darlene.wilsey@fnf.com

Pam McGowan - Vice Chair:

pmcgowan@etitleagency.com

Goal: Shall consist of not less than five members. Collect and disseminate useful information to the membership as the Committee deems appropriate.

PUBLIC RELATIONS:

Darlene Wilsey - Chair: darlene.wilsey@fnf.com

Pam McGowan - Vice Chair:

pmcgowan@etitleagency.com

Shall consist of five or more members who work with and cooperate with other state professional or trade associations and state government departments and agencies whose actions affect the business of members of the Association. Committee shall also consider and recommend ways and means of effectively advertising and publicizing the title business, and securing a more wide spread understanding and knowledge of the functions and purposes of title insurance and abstract companies.

Goal: Secure locations for upcoming conventions. Review price and policies for spouse attendance. Review whether a "big name" speaker really increases attendance vs. costs. To put together the Mid-Winter Convention in Lansing.

EDUCATION:

Cindy Immonen - Chair/ Board Liaison:

cindy.immonen@fnf.com

Goal: Shall consist of seven or more members who shall plan, organize, promote and be responsible for the execution of a continually improving program of instruction for the general benefit of members and for the special benefit of beginning and intermediate employees of members, to promote Association seminars and workshops and to conduct such seminars and workshops and to carry out such other duties as may from time to time be assigned by the President and/or the Board of Directors of the Association.

EXECUTIVE:

Marcy Welburn - Chair: mwelburn@transmi.com

Goal: Shall be comprised of the President, who is the Chairperson of this Committee, President-Elect, Secretary-Treasurer and Past President. Meetings of the Executive Committee shall be held on the 2nd Monday of each month with a quorum present. The agenda for each meeting will be distributed to Executive Committee Members prior to each meeting. The Executive Committee shall have no decision making authority, but may, upon its own investigation or evaluation of matters which concern the association, make recommendations to the Board of Directors at its monthly meeting

GRIEVANCE:

Lisa Cincinelli - Chair: lcincinelli@oldrepublictitle.com

Goal: Shall consist of five members, who shall perform the function set forth in Article III Section 9 of the MLTA Bylaws.

LEGISLATIVE:

Tobias Lipski - Chair: tlipski@sspclegal.com

Meredith Weingarden - Vice Chair:

weingardenm@ctt.com

John Bonmarito - Board Liaison:

jbommarito@atatitle.com

Goal: Shall consist of seven or more members who shall review proposed or pending state legislation affecting the land title industry. Review regulations, or attorney general opinions, as directed by the Board of Directors.

LEGISLATIVE STEERING:

Bill Robinson - Chair: wrrobinson@atatitle.com

Doug Smith - Vice Chair: doug.smith@stewart.com

Phil Savich - Board Liaison:

psavich@oldrepublictitle.com

Goal: Shall make recommendations to the Board of Directors on action it determines should be taken on such proposed or pending legislation or regulations. Also propose to the Board of Directors areas in which it determines the Board of Directors may wish to initiate

legislation or seek legislative or regulatory assistance. The Committee in the performance of its duties may attend hearings on proposed legislation, seek the assistance of non-committee members in this regard and advise the Board of Directors when it determines that testimony at a legislative hearing by a member is warranted.

MEMBERSHIP:

Beccy Clennan - Chair: BCclennan@VisitCSS.com

com

Jil Scholtz - Vice Chair: jscholtz@firstam.com

Lisa Cincinelli - Board Liaison:

lcincinelli@oldrepublictitle.com

Goal: Shall consist of five or more members who shall foster and encourage membership of all eligible persons and corporations in the industry. Review all applications and make recommendations to the Board of Directors.

NOMINATIONS:

Lisa Cincinelli - Chair: lcincinelli@oldrepublictitle.com

Goal: Shall consist of the following: The current President and President-Elect, All Past Presidents in attendance at any duly convened meeting of the Committee. The Chair of the Committee shall be the most recent Past President in attendance at any duly convened meeting of the Committee. The current President will convene the Committee not less than sixty (60) days prior to the annual convention of the Association by serving Committee members with written notice via U.S. mail and email if (available) not less than thirty (30) days prior to the meeting date of said Committee. Present to the Board of Directors it's slate of candidates for Officers and Directors not less than thirty (30) days prior to the annual convention. Present to the annual convention of the Association its' recommendation for persons to fill expiring and/or vacant seats of the Board of Directors. Recommend to the annual convention a slate of Officers for election. A quorum for Committee meetings shall be seven (7) or more qualified members.

PAC:

Tim McDonnell - Chair:

tmcdonnell@oldrepublictitle.com

Tom Lico - Vice Chair & Board Liaison:

tlico@capitaltitle.net

Goal: To raise monies for the PAC. To help institute a new program for pledges during the year.

PROFESSIONAL DESIGNATION (BOARD OF REVIEW):

Debra A. Bartlett - Chair:

dbartlett@corporatetitle.com

Maura Snabes - Vice Chair: msnabes@visitcss.com

Kim O'Connor - Board Liaison:

kiConnor@firstam.com

Goal: Shall consist of a Board of Review which shall include no fewer than five members including the Chairperson who shall be appointed by the Board of Directors. The Board of Review - Professional Designation Committee shall

oversee the implementation of the Association's recognition program for awarding professional designations to those persons within the MLTA who, through combinations of education, experience and performance have demonstrated a proficient knowledge of land title insurance and escrow procedures. The designation(s) will represent the highest measure of achievement in the land title insurance profession. The Board of Review – Professional Designation Committee, subject to the supervision of the Board of Directors, will administer the designation program in accordance with equitable conditions and stringent procedures described in By Laws approved by the Board of Directors. The Board of Review will establish the criteria, by which the candidates will be judged, will award the appropriate designations and will maintain the integrity of the designations in accordance with the highest standards of the land title insurance profession.

PUBLIC SERVICES COMMITTEE:

Dave Moldovan - Chair:

dmoldovan@attorneys-title.com

Kim Audia - Vice Chair: kaudia@transmi.com

Tom Lico - Board Liaison: tlico@capitaltitle.net

Goal: Shall initially work in concert with Habitat for Humanity of Michigan to create a program wherein any MLTA member can become involved with and support the Habitat for Humanity Chapter in their area. Once the program is established the committee will be responsible for introducing it to the membership and assisting any members that wish to participate on an ongoing basis. The committee will also coordinate the Habitat for Humanity efforts of the board of directors at the annual convention.

SPONSORSHIP:

Terri Voss - Chair: tvoss@trottlaw.com

Lavinia Biasell - Vice Chair:

Lavinia.biasell@fnf.com

Marcy Welburn - Board Liaison:

mwelburn@transmi.com

Goal: Shall consist of five (5) or more members who shall plan, organize, promote and be responsible for the securing of sponsorship dollars and vendor contributions to the MLTA for annual conventions and otherwise in accordance with principles established by the Board of Directors. The committee shall submit its account of all funds solicited and received to the Board of Directors. All funds shall be delivered to the Secretary-Treasurer or Executive Director for administration in accordance with the responsibilities described in Article V.

YOUNG TITLE PROFESSIONALS - AD HOC:

Iain Bryant - Chair: ibryant@ask-services.com

Lisa Cincinelli - Board Liaison:

lcincinelli@oldrepublictitle.com

Goal: Shall consist of five (5) or more members who shall plan, organize, promote and be responsible for the securing of sponsorship dollars and vendor contributions to the MLTA for annual conventions and otherwise in accordance with principles established by the Board of Directors. The committee shall submit its account of all funds solicited and received to the Board of Directors. All funds shall be delivered to the Secretary-Treasurer or Executive Director for administration in accordance with the responsibilities described in Article V.



In August, the MLTA Board of Directors had the pleasure of meeting with Director Pat McPharlin, from the Michigan Department of Insurance and Financial Services. Board members used this opportunity to update Director McPharlin on the MLTA's legislative efforts for flat fee recordings. In addition, board members highlighted the MLTA's on-going efforts to provide relevant and evolving educational opportunities to its members, through our fall and spring education seminars, quarterly newsletter, and upcoming Licensing 101 and Legal Description courses. The board encouraged Director McPharlin to utilize the MLTA, as his predecessor had as his "go to" source for land title information. Director McPharlin was also informed of a few of the challenges facing MLTA members, including the increased cost of doing business, resulting from cyber security attacks and regulatory compliance.

Prior to becoming the Director of the Michigan Department of Insurance and Financial Services Pat McPharlin was the president and CEO of Michigan State University Federal Credit Union (MSUFCU). He was employed by the credit union for 41 years and served as its top official for nearly 15 years. Director McPharlin's understanding of the lending and title insurance industries will serve our association's members well, going forward.



On July 24th in the Corporate Suite, at Dow Diamond, Eileen LaPlante hosted MLTA members, Tim and Andi McDonnell, Debbie Wiley, Diana Parker and Don and Regina Rump, top winners of the PAC silent auction Great Loons baseball package. We enjoyed the suite amenities and a visit by Rall E. Camel ending the evening with post game fireworks. It was great evening with MLTA friends while raising money for the PAC.

CFPB

Industry
Updates

ALTA's
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MLTA - PAC ANNUAL GIVING AWARDS

Each year the MLTA-PAC recognizes members who have made contributions during the prior year that exceed designated giving levels. There are five different award levels and they are:

LIFE	\$1000+
PRESIDENT	\$500 - \$999
GOLD	\$350 - \$499
SILVER	\$250 - \$349
BRONZE	\$150 - \$249
MEMBER CARES	\$100 - \$149

The following members were recognized at the Summer Convention; but, you can never say "Thank You!" enough. We would like to thank the following members and recognize them for their support of the MLTA-PAC in 2014!

Awards were presented to these members at the 2015 Summer Convention. If you were not present at the convention, your award will be forwarded to you by the MLTA office.

PRESIDENT

Peter Worden
Jacquie Brink
Jerome Jelinek
Timothy McDonnell
Douglas McFarlane
Sarah Sutton

BRONZE

Debbie Wiley
Tony Viviani
Lisa Cincinelli
Debbie Bartlett
Michael Cook
Michael Holden
William Robinson
Donald Rump
Dave Nichols
Meredith Weingarden

GOLD

Cindy Immonen
Bryan Steckler
Amy Wright
Lori Nehring

MEMBER CARES

Jeffrey Basil
Mary Ann Eckert
Peter Schneiderman
Carlos Alvarado-Jorquera
Kathleen Andersen
Connie Curio
Charlotte Haack
Jill Scholtz
Marcy Welburn
Darlene Wilsey
Bob Wuerfel

SILVER

James Gudenau
Eileen LaPlante
Terri Renker
Allan Dick
Kim Case

A tiger's night vision is six times more acute than that of a human.

At Old Republic Title, we have a network of sharp-eyed underwriters who are trained to spot defects in a title. Therefore, you can rest assured that when you work with us, you'll receive unparalleled underwriting support and financial strength, as well as nationwide coverage and in-depth local knowledge.

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FRAUD Insights

SPOOFING

The wire fraud schemes have evolved yet again. The latest evolution involves fraudsters spoofing or imitating legitimate FNF email addresses. Email spoofing is the creation of email messages with a forged sender address, making it appear that the email is sent from an email address even when it is not. The fraudsters obtain detailed transaction information by compromising the email account of a party to the transaction, typically the real estate agent's account or buyer's email account – not the FNF employee's email – and sending fraudulent wire instructions through an email account, either using a spoofed email address or using an email address which closely resembles that of an FNF employee's email address.

From there, the fraudsters monitor the transaction, deleting and intercepting legitimate emails containing wire instructions and then sending their spoofed or fraudulent email in an attempt to divert the wired funds at closing to their own account.

Next, cyber-thieves have discovered the next big jackpot by hacking the email accounts of parties involved in an exchange.

The new CFPB rules require any charge allocated to the buyer for owner's coverage to contain the word "optional" in the description on both the Loan Estimate and the Closing Disclosure. In some markets, if the buyer opted not to purchase an owner's policy at closing, the cost of their loan policy would increase.

The CFPB rules require the full loan policy premium be reflected on the Loan Estimate and Closing Disclosure and not a discounted amount. As a result, the mortgagee's policy charge would not increase at closing. The rule calls for discounts to be mathematically applied in an entirely new way, which do not comport with most states' filed or promulgated title rates, or the contractual or customary payment arrangements between the buyer and seller.



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N E T W O R K

OWNER'S title insurance - part II

If a buyer opts not to purchase an owner's policy, in most states they would not receive the benefit of a simultaneous issue discount applied to the loan policy premium. Currently, in a typical residential transaction, a lender quotes the discounted rate on a Loan Estimate.

However, any increase in this premium would result in a tolerance violation or increased annual percentage rate. Therefore, the CFPB wrote into the new rules any simultaneous issue discount must be applied to the owner's policy premium and not the loan policy premium.

Therefore, when the new CFPB rules are implemented, the lender will need to disclose the full lender's policy premium on the Loan Estimate and the preparer of the Closing Disclosure will charge the full loan premium. The new formula for calculating the owner's premium with the simultaneous issue discount applied is as follows:

Owner's Premium
 + Simultaneous Issue Rate
 - Full Loan Premium
= Owner's Rate

The new calculation method applies regardless of which party to the transaction is paying the owner's policy premium. For example, the premiums on the purchase of a \$300,000 residence with a \$240,000 loan closed simultaneously with actual premiums are as follows:

Owner's Policy Premium	\$1,090
Loan Policy Premium (Full Rate)	\$928
Loan Policy Premium (Simultaneous Issue Rate)	\$469

On a transaction closed prior to the effective date of the new rules the seller would pay \$1,090 and the buyer would pay \$469. On the same transaction closed after the effective date of the new rules the disclosure would reflect the seller paying the calculated premium of \$631 and the buyer paying the full loan premium of \$928.

The title provider will still receive all the total premium dollars due to them. However, the seller ends up paying \$469 less than obligated and the buyer ends up paying \$469 more than obligated.

	Seller's Cost per Contract	Buyer's Cost per Contract	Seller's "Cost" per Disclosure	Buyer's "Cost" per Disclosure	"Cost" Difference - Seller	"Cost" Difference - Buyer
Owner's Policy	\$1,090	\$0	\$631 (\$1,090 - \$469)	\$0	\$469 less (\$1,090 - \$631)	\$0
Lender's Policy	\$0	\$469	\$0	\$928	\$0	\$469 more (\$928 - \$469)

The only way the formula works is if one of the parties to the transaction is paying both policy premiums, which in most markets is not customary. As a result, our systems have been designed to provide an off-setting debit to the seller for the balance of the owner's premium and an offsetting credit for the same to the buyer.

The disclosure amounts, and off-setting debits and credits only appear when the Closing Disclosure is printed using the Company's escrow production systems. Any other document, such as a closing statement or fee ticket, will print the premium dollars in the normal fashion.



Lisa A. Tyler
National Escrow Administrator

200 MLTA Members Who Care - Yes, We Still Care in 2015!

YES! We still care and we need your help! We have 26 people who have added their names to the 2015 MLTA PAC Members Who Care list since the last edition of the Title Examiner. That means we are looking for at least 174 more members to join them. We have a very important election cycle coming up so your support is needed now more than ever.

A big thank you from the MLTA PAC goes out to the following:

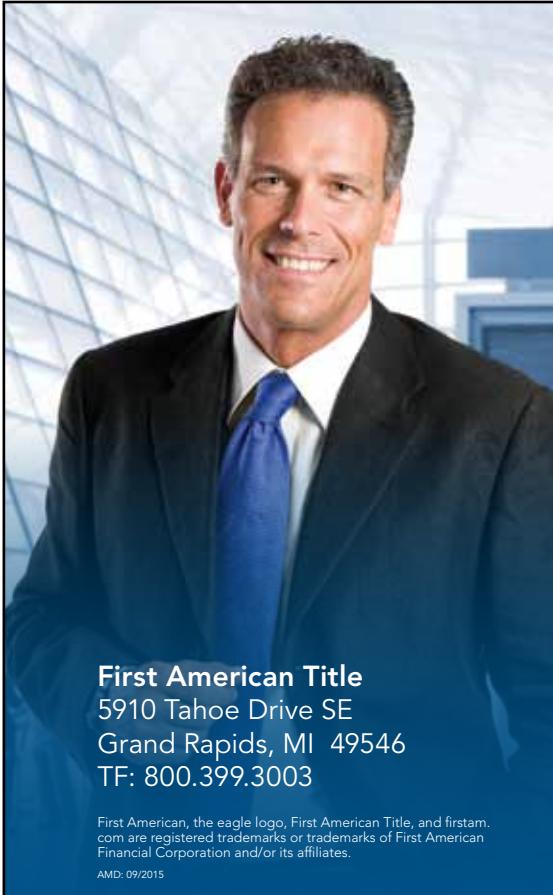
Mary Ann Eckert, Investors Title Insurance Company
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 Tim McDonnell, Old Republic National Title Insurance Company
 Patty Nichols, Fidelity National Title Insurance Company
 Don Rump, Capital Title Insurance Agency
 Neil Sherman, Schneiderman & Sherman, P.C.
 Doug Smith, Stewart Title Guaranty Company
 Bryan Steckler, Fidelity National Title Insurance Company
 Anthony Viviani, Attorneys Title Agency
 Meredith Weingarden, Fidelity National Title Insurance Company

Marcy Welburn, Transnation Title Agency
 Debbie Wiley, First American Title Insurance Company
 Darlene Wilsey, Fidelity National Title Insurance Company
 Amy Wright, Stewart Title Guaranty Company

This campaign is very important to our industry. Over the past several years, the integrity of our industry and the value of the work that we do every day have been called into question. The industry faces many challenges on a number of different fronts. We are currently under tremendous scrutiny from a number of governmental and regulatory agencies; including the Consumer Protection Financial Bureau (CFPB) and the National Association of Insurance Commissioners (NAIC). Your contribution to the MLTA-PAC will allow us to support candidates who know and understand the value of our industry and who will help us to maintain our important role of protecting the American Dream of Homeownership!

HOW DO I GET MY NAME ON THE LIST OF MEMBERS WHO CARE?

We would love add your name to the list of MLTA Members Who Care! To do that you simply need to direct a contribution of \$100 or more to the MLTA-PAC. You can use the PayPal link located on the Political Action Committee tab at www.mlta.org or you can download the donation form and mail your contributions to the MLTA offices in Lansing. Please note that all contributions to the MLTA-PAC must be in the form of a personal check. Thank you in advance for caring about our industry!



First American Title
5910 Tahoe Drive SE
Grand Rapids, MI 49546
TF: 800.399.3003

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AMD: 09/2015

**Getting ready is good.
Preparing for growth
is better.**

October 3 marks the beginning of a transformed marketplace. Embrace the opportunity presented by the TILA-RESPA Integrated Disclosures (TRID) to move your business forward and prosper.

First American Title can help position you for growth today.

- First American employees trained on TRID detail, ready to share their expertise
- Reference material to educate and guide your agency
- Materials you can provide your referral sources to share your knowledge



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Thank You! 2015 MLTA

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INFORMATION IS NEEDED.
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A lot will happen between today and October 3, 2015.

Fall will most certainly come - promise. Rates will go up, stay the same, or fall - who knows? Someone will land that big client - we hope it's you! There will be lots of dinners, and even more meetings. There will be vacations to the beach, to the mountains, to the lake, to the river, or overseas.

A lot will happen between today and the third day of October. However, we recommend you take time to...

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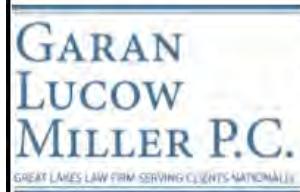
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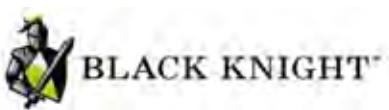
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Strategic People Reminders for the Busy Executive

by Scott Patchin, The trU Group

The Question: I believe in the need to have the “right people in the right seats,” but how do I do that?

A Perspective: It is critical to have “the right people on the bus!”

Jim Collins made the bus analogy famous in his 2001 leadership classic *Good to Great: Why Some Companies Make the Leap... and Others Don't*. I recall two conversations with leaders who dropped this bit of wisdom, though I knew they didn't practice the habits needed to make the concept a reality within their organizations. It's easy to say, but hard to do. Here is a roadmap to getting the *right people* in the *right seats*.

Your Action Plan

1. The first key step is to define the *seats*. This is critical, because, as soon as the names of people are brought into the conversation, the tendency is to create a role that fits the person, rather than creating the role that the organization needs. Identify each role that you need in your team and answer the following questions:
 - What are three to five accountabilities for this role? (An accountability is the work that this role performs.)
 - What are three to five qualities that you expect the person who fills this role to demonstrate when working with others? These qualities should align with your company values, if you have defined them.

2. The next step is to identify the right person for each seat you have defined. The first part of identifying the right person is to assign a person's name to a role and evaluate whether they fit that role. I use a strategic-planning methodology called “EOS® (Entrepreneurial Operating System),” which uses a simple method called “GWC™” to determine the right person:

- **GET IT:** Does this person understand how their role fits into the bigger organization? Do they see the company's vision and understand what their

contribution is?

• **WANT IT:** Do they want to perform this role? Do their personal goals and passions fit the role?

• **CAPACITY TO DO IT:** Do they have the capacity to do the work? Do their skills, experience and natural talents fit this role, and do they have the ability to learn what they need to perform in this role?

3. The second part of identifying the right person is to evaluate their cultural fit for your organization. This is simply alignment with your expectations of how they do their work, which are tied to your organizational values.

• **CULTURAL FIT:** Based on the three to five expectations that you have defined, does this person exhibit those qualities when working with others?

- a) If you answer, “Most of the time, yes,” this is the *right person* for this role.
- b) If you answer, “Sometimes they do, sometimes they don't,” more conversation is needed to determine whether this is the *right person* for this role.

- c) If you answer, “Most of the time, no,” this is the *wrong person* for this role. Keep in mind that no role is a perfect fit, and getting feedback from the individual is key to making the best decision.

The two mistakes in placing talent are:

- *right person/wrong seat*
- *wrong person/right seat*

Both mistakes result in performance issues that hurt your organization and create more work for you as leader. Even using this method, mistakes can arise from (a) believing that you can “fix” someone and make them fit the role you want them in, or (b) choosing to ignore the data because you need a body in that role. In either case, using this approach will help drive the right conversations with your people and, over time, will make your people conversations healthier and smarter.

It is that simple, and it is not that easy. However, when done with the intent of doing what is best for your people and for your organization, getting the right people in the right seats can lead to an outcome that serves the needs of the individual and the organization.



Do you need help building your capacity to make right people/right seats decisions in your organization? Are you struggling with starting or finishing one of these conversations? Contact me.

Scott@therugroup.com ©2015, Scott Patchin

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Residential Sales Statistics June 2015

Local Association	2015 YTD # Sales	2014 YTD # Sales	15-14 YTD % Change	2015 YTD Avg Price	2014 YTD Avg Price	15-14 YTD % Change	2015 Jun Sales	2014 Jun Sales	15-14 % Change	2015 Jun Avg Price	2014 Jun Avg Price	15-14 % Change
Ann Arbor Area Board of REALTORS®	1,633	1,435	13.80%	\$274,663	\$257,522	6.66%	462	360	28.33%	\$288,938	\$282,122	2.42%
Antrim Charlevoix Kalkaska Association of REALTORS®	265	236	12.29%	\$226,738	\$186,378	21.66%	79	63	25.40%	\$234,713	\$208,537	12.55%
Battle Creek Area Association of REALTORS®	697	635	9.76%	\$106,560	\$95,610	11.45%	142	112	26.79%	\$122,899	\$105,284	16.73%
Bay County REALTOR® Association	579	593	-2.36%	\$86,112	\$77,246	11.48%	118	111	6.31%	\$95,416	\$86,475	10.34%
Branch County Association of REALTORS®	175	203	-13.79%	\$120,551	\$98,634	22.22%	48	43	11.63%	\$126,127	\$108,795	15.93%
Central Michigan Association of REALTORS®	459	409	12.22%	\$107,234	\$99,638	7.62%	105	102	2.94%	\$108,937	\$104,380	4.37%
Clare-Gladwin Board of REALTORS®	431	334	29.04%	\$68,361	\$72,874	-6.19%	92	79	16.46%	\$81,835	\$75,277	8.71%
Detroit Board of REALTORS®	1,786	2,451	-27.13%	\$43,861	\$28,139	55.87%	323	352	-8.24%	\$55,772	\$38,944	43.21%
Down River Association of REALTORS®	450	507	-11.24%	\$126,225	\$118,953	6.11%	91	82	10.98%	\$167,350	\$126,216	32.59%
Eastern U.P. Board of REALTORS®	222	193	15.03%	\$98,436	\$88,807	10.84%	57	55	3.64%	\$108,158	\$116,306	-7.01%
Emmet Association of REALTORS®	343	308	11.36%	\$286,664	\$253,269	13.19%	80	65	23.08%	\$207,480	\$216,147	-4.01%
Genesee County	2,459	2,388	2.97%	\$116,197	\$101,682	14.27%	540	480	12.50%	\$125,834	\$121,297	3.74%
Grand Rapids Association of REALTORS®	6,786	6,202	9.42%	\$176,901	\$163,122	8.45%	1,264	1,172	7.85%	\$181,980	\$171,092	6.36%
Greater Kalamazoo Association of REALTORS®	2,081	1,942	7.16%	\$160,838	\$149,855	7.33%	524	486	7.82%	\$183,746	\$169,119	8.65%
Greater Lansing Association of REALTORS®	2,954	2,872	2.86%	\$137,440	\$127,163	8.08%	676	648	4.32%	\$149,412	\$143,563	4.07%
Greater Shiawassee Association of REALTORS®	131	159	-17.61%	\$93,769	\$87,321	7.38%	26	21	23.81%	\$88,110	\$102,847	-14.33%
Greater Wayne County	6,904	6,760	2.13%	\$148,567	\$134,674	10.32%	1,512	1,380	9.57%	\$165,089	\$152,729	8.09%
Hillsdale County Board of REALTORS®	212	203	4.43%	\$86,310	\$95,740	-9.85%	58	47	23.40%	\$97,809	\$131,711	-25.74%
Huron County	32	51	-37.25%	\$126,831	\$114,353	10.91%	7	16	-56.25%	\$90,786	\$112,406	-19.23%
Jackson Area Association of REALTORS®	961	885	8.59%	\$122,368	\$113,707	7.62%	202	190	6.32%	\$144,807	\$139,607	3.72%
Lapeer County	495	461	7.38%	\$158,388	\$159,002	-0.39%	120	95	26.32%	\$164,593	\$138,395	18.93%
Lenawee County Association of REALTORS®	683	560	21.96%	\$156,049	\$148,647	4.98%	132	87	51.72%	\$134,961	\$125,150	7.84%
Livingston County	1,419	1,375	3.20%	\$228,250	\$212,176	7.58%	348	332	4.82%	\$237,567	\$216,527	9.72%
Oakland County	8,718	8,047	8.34%	\$244,184	\$226,427	7.84%	2,086	1,734	20.30%	\$261,227	\$245,605	6.36%
Macomb County	5,402	5,048	7.01%	\$149,020	\$135,368	10.08%	1,241	1,066	16.42%	\$159,671	\$142,323	12.19%
Mason-Oceana-Manistee Board of REALTORS®	406	393	3.31%	\$140,304	\$124,678	12.53%	101	88	14.77%	\$144,895	\$131,710	10.01%
Midland Board of REALTORS®	537	458	17.25%	\$156,839	\$151,588	3.46%	131	99	32.32%	\$167,040	\$148,042	12.83%
Monroe County Association of REALTORS®	686	651	5.38%	\$146,599	\$134,604	8.91%	148	136	8.82%	\$154,919	\$145,301	6.62%
Montcalm County Association of REALTORS®	290	307	-5.54%	\$104,020	\$90,751	14.62%	58	66	-12.12%	\$102,924	\$105,155	-2.12%
Northeastern Michigan Board of REALTORS®	308	292	5.48%	\$93,761	\$88,176	6.33%	75	76	-1.32%	\$100,459	\$109,045	-7.87%
Paul Bunyan Board of REALTORS®	707	627	12.76%	\$100,249	\$88,383	13.43%	172	145	18.62%	\$108,964	\$94,921	14.79%
Saginaw Board of REALTORS®	1,047	1,003	4.39%	\$92,149	\$79,141	16.44%	232	200	16.00%	\$107,143	\$94,760	13.07%
Sanilac County	96	90	6.67%	\$76,244	\$87,247	-12.61%	25	22	13.64%	\$70,794	\$103,480	-31.59%
Southwestern Michigan Association of REALTORS®	1,416	1,294	9.43%	\$186,950	\$185,605	0.72%	328	291	12.71%	\$201,978	\$200,273	0.85%
St. Clair County	762	735	3.67%	\$133,552	\$118,323	12.87%	184	173	6.36%	\$148,137	\$132,594	11.72%
St. Joseph County Association of REALTORS®	342	248	37.90%	\$122,689	\$116,965	4.89%	87	72	20.83%	\$151,824	\$122,220	24.22%
Traverse City Area Association of REALTORS®	1,319	1,197	10.19%	\$230,575	\$219,459	5.07%	307	278	10.43%	\$231,065	\$230,142	0.40%
Tuscola County	138	123	12.20%	\$92,190	\$87,295	5.61%	36	44	-18.18%	\$103,801	\$95,866	8.28%
Upper Peninsula Association of REALTORS®*	1,054	866	21.71%	\$111,065	\$105,192	5.58%	256	220	16.36%	\$134,783	\$116,773	15.42%
Water Wonderland Board of REALTORS®	940	859	9.43%	\$121,284	\$105,182	15.31%	213	197	8.12%	\$121,558	\$108,981	11.54%
West Central Association of REALTORS®	600	603	-0.50%	\$108,477	\$95,796	13.24%	140	136	2.94%	\$123,608	\$102,110	21.05%
West Michigan Lakeshore Association of REALTORS®	2,586	1,933	33.78%	\$174,412	\$156,521	11.43%	633	448	41.29%	\$188,832	\$173,411	8.89%
TOTALS	59,511	55,936	6.39%	\$139,092	\$128,124	8.56%	13,459	11,869	13.40%	\$146,332	\$137,991	6.04%

*Escanaba, Iron Mountain, Keweenaw, Western Upper Peninsula, and North Central Upper Peninsula

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