

NORTHWESTERN *Banker*

JULY
1984



**5 State Associations
Elect 1984-85 Officers**

• **Trust Software Program**

• **Peak Time Tellers**



LYNN WHITEMAN

DOUG KEIPER

DICK RETZ

Dick, Lynn or Doug could help make 1984 a better year for your bank.

Merchants National Bank would like to introduce you to three of its newest correspondent bankers. Any one of them could help your bank prosper in '84 by helping you offer your customers a wider range of services.

Dick Retz has broad experience in agricultural financing. A graduate of Iowa State University with a degree in Farm Operation, he's been a dairy farmer, raised hogs and crops and has several year's experience in ag lending, farm management and decision counseling.

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Merchants National Bank 

Cedar Rapids, Iowa 52401

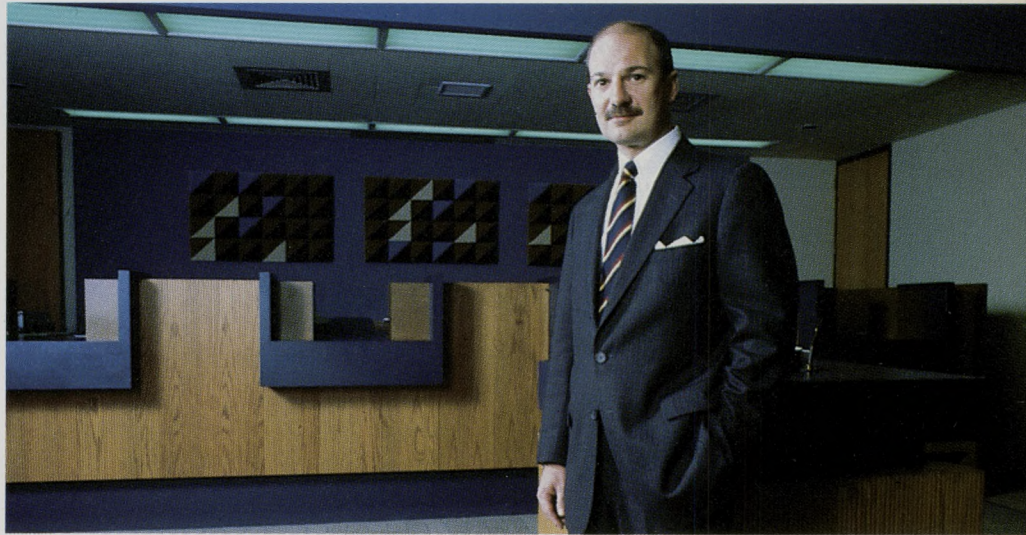
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"We've absorbed 50% of main-bank volume with only seven people."

"We saw in HBE an intimate knowledge of the banking industry that could lead us to all the efficiencies. The building design, layout and work flow of this full-service branch facility are a direct result, and we are achieving strong growth now very quickly."



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NORTHWESTERN Banker

JULY 1984 • 91st Year • No. 1450



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OLDEST FINANCIAL JOURNAL SERVING THE CENTRAL AND WESTERN STATES

ON THE COVER

Pictured on the front cover are officers of several state banker associations who were elected at state conventions last month, photographed by the NORTHWESTERN BANKER for our on-the-spot staff coverage. At the middle left are the Wisconsin Bankers Association officers, from left: **John W. Johnson**, pres.; **Dean A. Treptow**, v.p.; **Richard J. Roesler**, treas., and **William Morrissey**, immed. past pres. More complete identification is contained in the report on page 38.

Other association officers pictured on the cover, and the page on which their photo identification may be found, are: Upper left—Wyoming, pg. 61; upper right—Colorado, pg. 57; lower left—Illinois, pg. 33; lower right—Minnesota, pg. 41.

The Nebraska convention held in May was reported in last month's issue. The Montana convention was being held at Big Sky as this issue went to press and will be reported in August. Likewise, the Centennial joint convention for the North and South Dakota Bankers Associations was held July 5-7 at The Broadmoor, Colorado Springs, and will be reported in August.

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NORTHWESTERN BANKER

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George Dixon Chairs Minn. World Trade Conference

Governor Rudy Perpich and Ronald M. Bosrock were named "World Traders of the Year" at the recent Minnesota World Trade Conference. Mr. Bosrock, the Asia/Pacific manager for H.B. Fuller Company of Saint Paul, received the "World Trader of the Year" award for the private sector and the Governor's award represented the public sector in Minnesota.

During the awards presentation at the Radisson St. Paul Hotel, First Bank System Chairman and Chief Executive Officer George H. Dixon, who served as the honorary conference chairman, commended both recipients for their achievements in expanding Minnesota export activity.

Mr. Dixon cited the Governor's role in the establishment of the Minnesota Trade Office, the creation of an advisory commission on international trade, support of the development of the World Trade Center and leadership in obtaining Free Trade Zone status for the Twin Cities metropolitan area.

Mr. Bosrock was honored for his work as Honorary Consul for Austria in Minnesota, president of the Minnesota Consular Association, chairman of the International Trade Committee for the Saint Paul Area Chamber of Commerce, and membership in the Governor's International Trade Advisory Commission and the Minneapolis/Saint Paul Foreign Affairs Committee.

Mr. Dixon presided over the conference and delivered the keynote address, "America's Tradewind." The feature speaker was Dr. Irving Friedman, whose address was, "Conducting Trade in the Face of the World Debt Crisis." Dr. Friedman, who was named "Man of the Year" by the World Business Council in 1983, is an international and economic advisor to a number of foreign development banks, the World Bank, Citibank and First Boston Corporation. He is a former division chief and senior department director of the International Monetary Fund.

The Minnesota World Trade Conference is sponsored by World Trade Week, Inc., a coalition of 22 non-profit organizations promoting the importance of international trade to and from the Upper Midwest, and First Bank System.

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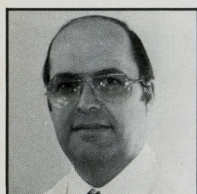
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SONNY LAMBERT, VICE PRESIDENT
BANK OF DARDANELLE—DARDANELLE, ARKANSAS



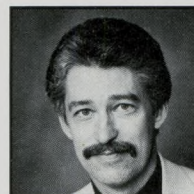
"We have processed in-house for years and just recently converted to OMNI. With OMNI's support, we can now concentrate on banking rather than the data processing business."

TOM SPREAD, EXECUTIVE VICE PRESIDENT
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2. No purchase necessary. The winner will be selected according to the correct count of the "computer terminals" *on this page*. In the event of more than one or no correct answers (as determined by our agent and sole judge), a drawing will be held to determine the winner. All prizes will be awarded. (Winner's name available upon request.)
3. This contest is open to all current employees and officers of banks in the continental United States, except employees and the immediate families of The Kirchman Corporation and its affiliates, advertising, promotion, production and printing agents. Void where prohibited by law. Applicable taxes are the sole responsibility of the winner. Winners may be asked to sign an affidavit of eligibility and release.
4. No substitution of prizes. Vacation must be taken by the required date (9/85) or be forfeited. Prizes must be claimed within 60 days of notification. Sponsor not responsible for lost entries or prize claims. Any irregular or unverified contest material is void. Decision of judges is final.

Robert Wilmouth Honored

Robert K. Wilmouth, president and chief executive officer of National Futures Association and chairman of LaSalle National Bank of Chicago, was the recipient of an Honorary Doctor of Laws degree from the University of Notre Dame at recent commencement exercises in South Bend. This year marks the University's 139th commencement. Mr. Wilmouth was one of 10 to be awarded honorary doctorates. Mr. Wilmouth is a graduate of Holy Cross College and holds a Masters degree from the University of Notre Dame. He is a member of the University's board of trustees and is

chairman of its investment committee.

MHC Conducts National Business Development Tour

John F. McGillicuddy, chairman of Manufacturers Hanover Corporation, New York, presided at a series of seven staff and customer meetings held in seven cities across the nation.

The meetings were part of a national business development campaign stemming from MHC's recent acquisition of CIT Financial Corporation. MHC now has 89 offices in the midwest, including 27 offices in

Illinois. The CIT acquisition was part of a major step in MHC's emergence as the leading lender to the middle market nationally, Mr. McGillicuddy stated, combining the resources of a world class bank with on-site, local presence in all key markets across the United States.

CIT will operate as a stand-alone subsidiary, but the senior groups of both organizations have been working closely to coordinate business plans and maximize their national marketing strategy. Mr. McGillicuddy commented, "This may not be interstate banking in a traditional sense, but it is interstate lending in the real sense."

Convention Calendar

ABA—American Bankers Association
AIB—American Institute of Banking
BAI—Bank Administration Institute
BMA—Bank Marketing Association
IBAA—Independent Bankers Association of America
NABW—National Association of Bank Women, Inc.
RMA—Robert Morris Associates

National Conventions & Schools

July 15-21—ABA National School of Bank Card Management, University of Oklahoma, Norman.
Aug. 19-22—IBAA 25th Seminar/Workshop on the One Bank Holding Company, The Broadmoor, Colorado Springs.
Aug. 19-24—IBAA Senior Bank Officers Seminar, Babson College, Boston, Mass.
Sept. 9-12—ABA National Bank Card Convention, Washington Hilton, Washington, D.C.
Sept. 16-18—IBAA Commercial Loan Workshop, Radisson Muehlebach Hotel, Kansas City, Mo.
Sept. 16-19—BMA 69th Annual Convention, New Orleans Marriott Hotel, New Orleans.
Sept. 16-19—ABA National Conference on Human Resources, Fairmont Hotel, New Orleans.
Sept. 26-27—IBAA Spread Analysis and Asset/Liability Management Workshop, Omaha Marriott, Omaha, Neb.
Oct. 14-16—IBAA Commercial Loan Workshop, Stapleton Plaza Hotel, Denver, Colo.
Oct. 20-24—ABA Annual Convention, New York.
Nov. 4-7—IBAA 26th Seminar/Workshop on the One Bank Holding Company, The Sands Hotel, Las Vegas.
Nov. 11-14—ABA National Agricultural Bankers Conference, Hyatt Regency/Crown Center, Kansas City, Mo.

State Conventions & Schools

Illinois:

Sept. 23-25—ICBI Tenth Annual Convention, Indian Lakes Resort, Bloomingdale.

Iowa:

July 19-21—Iowa Independent Bankers Annual Meeting & Convention, The New Inn, Okoboji.
Aug. 19-25—Commercial Lending School, Ames.
Sept. 16-18—IBA 98th Annual Convention, Des Moines.
Oct. 23-24—Consumer Lending/Retail Banking Conference, Des Moines.

Minnesota:

July 22-27—Midwest Banking Institute, University of Minnesota, Morris.
Aug. 12-17—Commercial Lending School, St. Olaf College, Northfield.
Aug. 12-25—Graduate School of Banking, University of Wisconsin, Madison.
Aug. 22-25—Independent Bankers of Minnesota Annual Convention, Breezy Point Resort, Pequot Lakes.
Sept. 17-28—MBA District Meetings.
Nov. 15—MBA Personnel Conference, Holiday Inn International, Bloomington.
Dec. 5-6—MBA Advanced Security Workshop, Sheraton Midway, St. Paul.

Nebraska:

Aug. 13—NBA Group Meeting, Scottsbluff Country Club.
Aug. 14—NBA Group Meeting, Kearney Holiday Inn.
Aug. 15—NBA Group Meeting, Lincoln Cornhusker.
Aug. 16—NBA Group Meeting, Norfolk Villa Inn.
Sept. 6-7—NBA Ag Credit Conference, Lincoln Cornhusker.
Sept. 9-14—Schools of Banking Basic School, 2nd Session, Rodeway Inn, Overland Park, Kansas.
Sept. 23-28—Schools of Banking Intermediate School, 2nd Session, Rodeway Inn, Overland Park, Kansas.
Sept. 26-27—NBA Marketing Conference, Kearney Holiday Inn.

Sept. 26—NBA Area Bankers Dinner, Kearney Holiday Inn.
Sept. 27—NBA Executive Council Meeting, Kearney Holiday Inn.
Oct. 14-19—Schools of Banking Advanced School, Regency West, Omaha.
Oct. 16-20—NBA Teller/Staff Conferences, North Platte Holiday Inn, Kearney Ramada Inn, Lincoln Cornhusker and Norfolk Villa Inn.
Nov. 20-21—NBA Bank Management Conference, Kearney Holiday Inn.
Nov. 20—NBA Legislative Dinner, Kearney Holiday Inn.

North Dakota:

Aug. 2—NDBA Loan Documentation Seminar, Kirkwood Motor Inn, Bismarck.
Aug. 21—FDIC Call Report Seminar, Kirkwood Motor Inn, Bismarck.
Sept. 19-21—Independent Community Banks of North Dakota Annual Convention, Kirkwood Motor Inn, Bismarck.
Sept. 24—NDBA Northeast Group Meeting, American Legion Club, Grafton.
Sept. 25—NDBA Northwest Group Meeting, Ramada Inn, Minot.
Sept. 26—NDBA Southwest Group Meeting, Holiday Inn, Dickinson.
Sept. 27—NDBA Southeast Group Meeting, Eagles Club, Valley City.
Oct. 3-4—NDBA Compliance Seminar, Holiday Inn, Jamestown.

South Dakota:

Aug. 9-10—Independent Community Bank of South Dakota Annual Convention, Custer Park, Sylvan Lake.
Sept. 17—Group 5 Meeting, Holiday Inn, Spearfish.
Sept. 18—Group 3 Meeting, Holiday Inn, Mitchell.
Sept. 19—Group 1 Meeting, Westward Ho Country Club, Sioux Falls.
Sept. 20—Group 2 Meeting, Lantern Inn, Milbank.
Sept. 21—Group 4 Meeting, Moberge Country Club, Moberge.
Oct. 11-12—SDBA Instalment Credit and Retail Banking Conference, Sioux Falls.

Wisconsin:

Sept. 16-18—Independent Bankers of Wisconsin Annual Convention, Radisson Hotel, LaCrosse.

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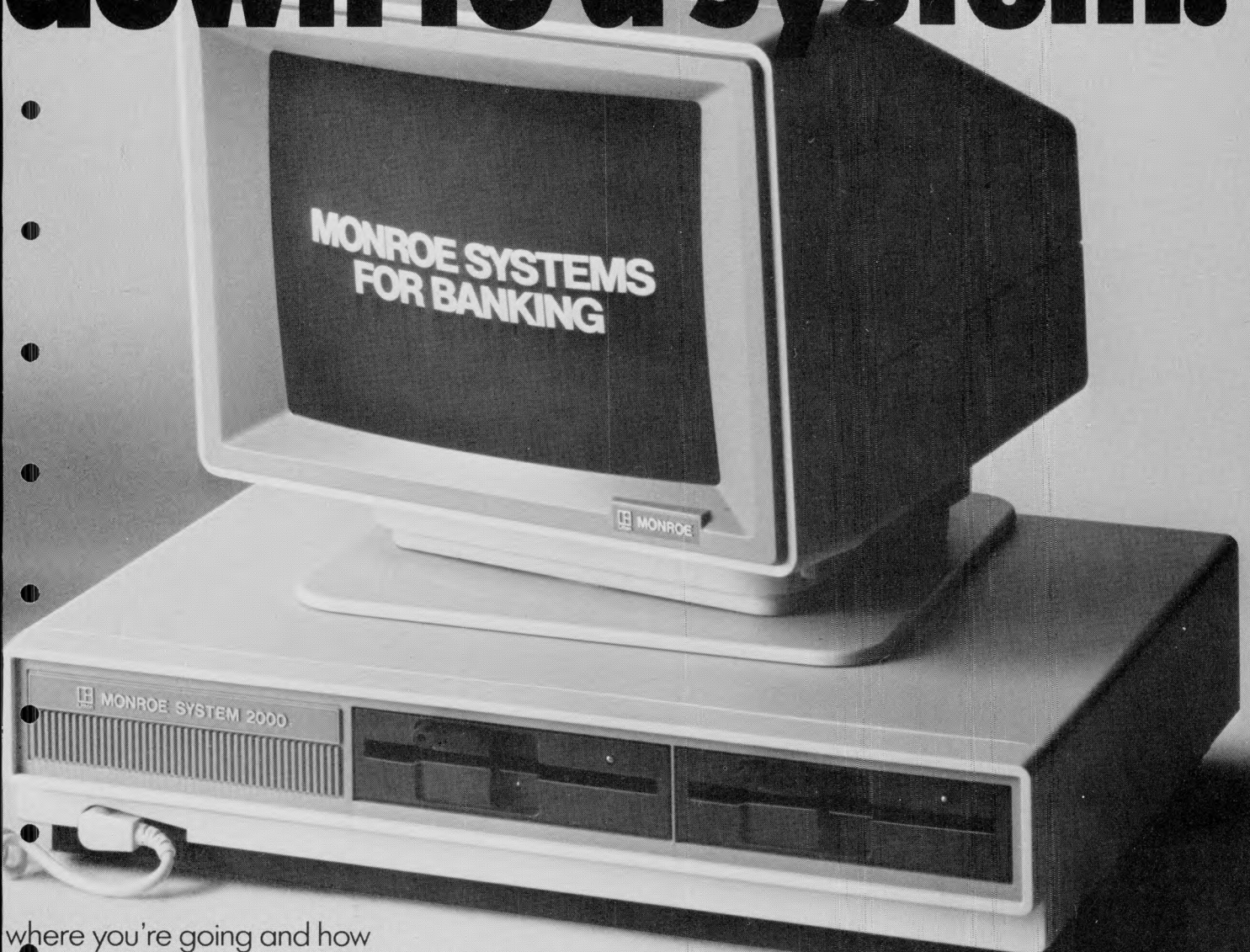
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Bank Promotions

PROMOTIONS and other announcements have been made by the following banks:

Centerre Bank, St. Louis: John R. Small and Robert H. Myers have been elected vice presidents and Wendell T. Bollinger has been elected assistant vice president, according to Clarence C. Barksdale, chairman and CEO.

Mr. Small joined Centerre in 1976 as senior programmer/analyst. Mr. Myers joined in 1969 as a senior analyst in operations research. Mr. Bollinger has been with Centerre since 1980 when he joined as data processing officer.

First National Bank, St. Joseph, Mo.: Lyman L. Frick, Jr., executive vice president and senior trust officer, was recently selected to serve as chairman of the Missouri Bankers Association's State Trust Committee. Mr. Frick is a 1964 graduate of Drake University and a 1966 graduate of Drake's law school.

First National also announced the promotion of Sharon Hinderks to vice president, manager of the residential real estate department. Mrs. Hinderks has been with the First Bank organization for 18 years.

Manufacturers Hanover Corporation, New York: Thomas J. Fitzpatrick has been elected president and chief operating officer of its subsidiary Manufacturers Hanover Financial Services, Inc. He previously had been chief financial officer of MHFS. Mr. Fitzpatrick will continue to serve as president of Ritter Life Insurance Company and Tempo Life Insurance Company, two subsidiaries of MHFS.

In addition, John E. Williams III, has been named executive vice president of the consumer finance division of MHFS. He previously had been senior vice president and national director of the division.

In related promotions, the following were named: Eugene R. Farrell

to senior vice president and director of operations for the financial services division; Thomas M. Ryan to senior vice president, finance, MHFS; Edward A. Starkey to director of operations, consumer finance division; and Henry P. Tur, to senior vice president and director of dealer finance.

Mercantile Bank, Kansas City: Carol Gilstrap has been elected assistant vice president, continuing her responsibilities as manager of the funds management department. Ms. Gilstrap has been with Mercantile for four years.

United Missouri Bank of Kansas City, N.A.: Joel S. Markus has been elected vice president of the communication systems department. He has been affiliated with United Missouri since 1973 and has an associate in applied science degree from Penn Valley Community College.

Donald Kudart, elected vice president of the software services department, is also in charge of managing the systems and programming staff of the bank.

Elected as assistant vice presidents are: Greg Bernard, bond department; Roger Hershey, financial services division of the trust department, and Greg Thomas, trust department.

G. Stan Niederhauser has been promoted to assistant manager of the retail card center. He joined the bankcard division of United Missouri in 1981.

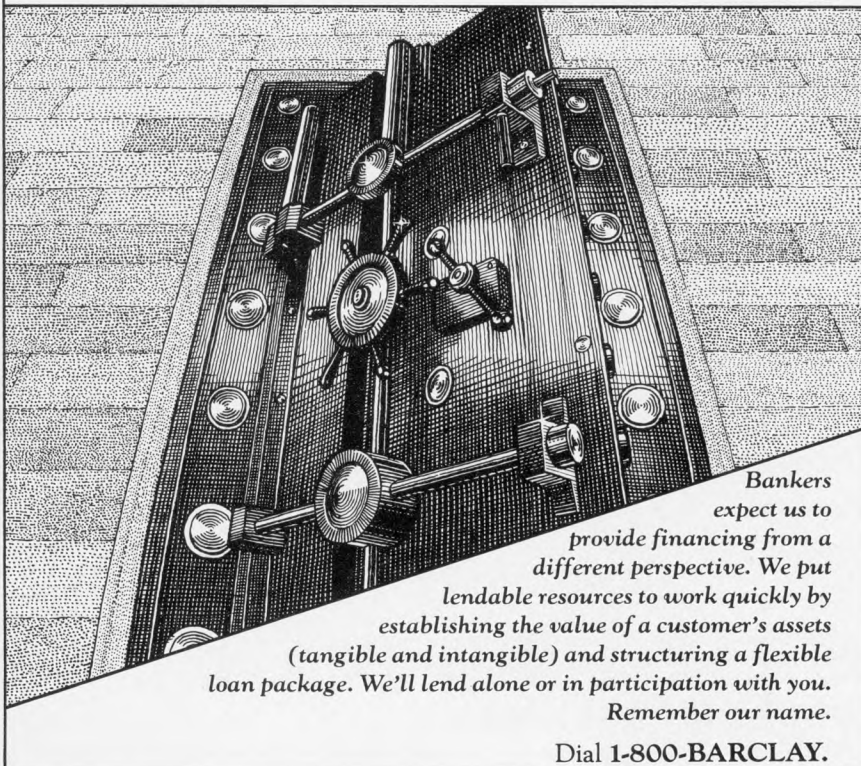
New officers at United Missouri include: Linda F. Whitcomb, personal banking officer at the Garden Bank facility; Naomi Garber, investment accounting officer; Jane Rhoads, personnel officer, and Billy T. Holman, assistant trust operations officer.

To Address ABA Convention

Former West German Chancellor Helmut Schmidt and ABC News Anchorman Ted Koppel will be featured speakers at the 1984 ABA Convention, Oct. 20-24 in New York City. In addition, Dr. Richard C. Halverson, chaplain of the U.S. Senate, will highlight the program for the always popular Fellowship Gathering. The recently renovated Radio City Music Hall will be the site for the general sessions and Sunday morning's Fellowship Gathering.

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For more information about FirstTier, please write for a copy of "FirstTier at First Glance."

John D. Woods, Chairman and Chief Executive Officer, FirstTier, Inc., Omaha National Bank, Farnam at Seventeenth, Omaha, Nebraska 68102
William C. Smith, President and Chief Operating Officer, FirstTier, Inc., First National Lincoln, Thirteenth and M Streets, Lincoln, Nebraska 68508

Burroughs Hosts Solutions Seminar



REPRESENTATIVES of Burroughs' Des Moines District Office **John Washburn**, marketing manager, and **Don Janssen**, district sales manager, demonstrate a RT 650 ATM during recent North Central Region Burroughs Solutions seminar. Held in Des Moines, the one-day seminar included updates on business solutions and application solutions as well as software application presentations and equipment demonstrations. Over 500 invited business people attended the seminar which featured over 25 exhibits from support companies.

First Card Ad Wins Eagle Award for Advertising

The First National Bank of Chicago's First Card Bank Services' ad

headlined "Put your signature on the only card you'll ever need," has won a 1984 Eagle Award for excellence in financial advertising in magazines. Haddon Advertising, Inc.,

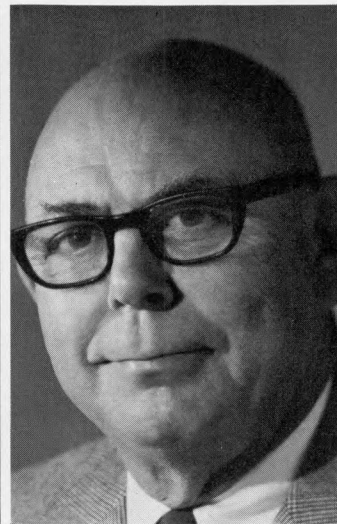
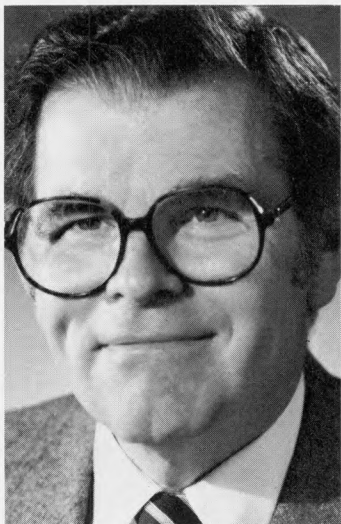
Chicago, creator of the ad, received the award from the Chicago Financial Advertisers. The single-page, four-color ad appeared in a number of national consumer magazines in 1983.

The ad's copy highlighted the benefits of the new credit card which include \$100,000 automatic, no-cost travel insurance; a driver protection plan; credit card protection; and worldwide acceptance at more than 3 million merchants in over 150 countries.

United Guaranty of Iowa Rated Aaa by Moody's

United Guaranty Residential Insurance Company of Iowa announced recently that in addition to a AAA rating by Standard and Poor's Corporation, mortgage-backed securities insured by United Guaranty may now also be rated Aaa by Moody's.

The financial strength and claims paying ability of United Guaranty are reflected in these highest possible ratings, and this assurance protects mortgage portfolios and enables mortgage lenders to access capital market funds at the lowest



possible cost, according to William W. Nutt, Jr., vice president.

United Guaranty Corporation is a member company of American International Group, one of the world's leading international insurance organizations.

The principal business of United Guaranty is insurance of single-family home mortgage loans. Insurance in force exceeds \$15 billion.

United Guaranty is licensed in all states and serves mortgage lenders with offices located in 36 major metropolitan areas.

Citicorp Services Opens Headquarters in Chicago

Citicorp Services, a division of Citicorp which provides worldwide information, travel and financial services, opened its World Headquarters recently in Chicago during ceremonies attended by Mayor Harold Washington and several dozen civic leaders.

The major division businesses include Diners Club International, Citicorp Diners Club, which also markets Carte Blanche; Citicorp Services, Inc (CSI), which markets

remittance products and Citicorp Travelers Checks, and *Signature* magazine.

Citicorp also announced that David T. King has been named to the newly created position of chief economist for the midwest, retaining his current post as regional treasurer, and will continue to be based in Chicago. He will edit a monthly newsletter, *Finance & Innovation*.

EMC Insurance Group Moves Portfolio to Governments

A new "game plan" that is expected to increase investment income for EMC Insurance Group Inc. has been put into effect to help offset the earnings decline experienced by the company during the first quarter of 1984, Robb B. Kelley, chairman and chief executive officer, reported to stockholders at the recent annual meeting at headquarters in Des Moines.

Mr. Kelley said the company is selling equity securities and tax-exempt bonds for investment in higher-yielding taxable U.S. Government Securities. He cited a recent example in which stock investments

yielding 3.4% were sold to be reinvested in U.S. Treasuries at over 13%. "All our common stocks will have been sold before the end of the second quarter," Mr. Kelley said.

At year end 1983, the company held \$17.8 million in equity securities, compared with \$12 million on March 31, 1984. Meanwhile, fixed maturity securities increased from \$82.3 million on Dec. 31, 1983 to \$97.5 million on Mar. 31, 1984.

The company recently reported that net income per share during the first three months of 1984 was 22 cents, compared with 29 cents per share for the first quarter of 1983.

Other steps being taken to improve earnings in 1984 include strong expense controls, selective rate increases in some lines and territories as well as re-underwriting of some risks to improve loss ratios. Continued "cash-flow underwriting" by some insurance companies continues to keep the property and casualty side of the business very competitive, Mr. Kelley said, restricting the opportunity to make changes in rates and underwriting policies on an across-the-board basis.

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What does that mean to you? It means you can draw on the largest credit resources of any correspondent in the Upper Midwest. It means you can build a solid banking relationship with the largest staff of professional calling officers in the area. And it means you can rely on the resources of our banking officers to solve your specialized, multi-bank, agricultural and non-credit needs.

We reorganized to fit the changing banking world. You still need regular contact with our calling officers for bank stock financing, standard overlines and other credit services, so we left that side of our organization unchanged. But, you also needed more and more advice about the rapidly changing world of deregulated banking. And so we're giving it to you.

We created three new specialty divisions within

our expanded correspondent department: A Multi-Bank Ownership Division, a Non-Credit Products Division and an Agriculture Production Credits Division. All of our specialty banking officers are experts in their own area *and* in correspondent banking. And that means that they, too, can operate directly with you on a regular basis, when you need them.

Also, First Bank Correspondent Banking officers have instant access to *all* of the resources and expertise of First Bank Minneapolis and First Bank Saint Paul. So you can get the expert banking advice you need

whether it's in international banking, consulting services, security sales and safekeeping, SBA loans, leasing, and much more. We even have an entire division that specializes in financial services for the new high-growth, high-technology and service industries.

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Banking you don't have to go around in circles to get to the experts. We have the credit you need and the technical advice you have to have to stay profitable in today's ever changing world of banking.

At First, good news is all you get.



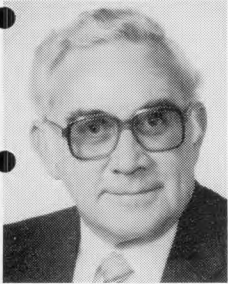
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Trust 34/36 software proves itself for community bank trust departments



A NORTHWESTERN BANKER
interview with
L.S. WOOD
Former President and
Trust Officer
Farmers National Bank
Webster City, Ia.

JUST two years ago, L.S. "Bud" Wood developed and copyrighted Trust/34, a practical Trust Department Accounting System for community bank trust departments. Prepared initially for the IBM 34 mini computer in his own bank, Trust/34 later was made compatible with the more recently marketed IBM 36 and now is called Trust 34/36. Also, Mr. Wood has started development of the system for use on microcomputers, which are now in use in most smaller banks.

The IBM 34 mini-computer series was priced at about \$80,000 and ran from \$100,000 to \$200,000 with peripheral equipment and software in place. The IBM 36 is the later model, costs less, has great latitude for multi uses and runs about \$100,000 and above with peripherals and software in place. Within the past two months, IBM came out with what bankers call its "Baby 36," a stripped down version of the 36, about the size of a filing cabinet, and priced purposely as a low-end alternative for much smaller institutions. The "Baby 36" runs \$20,000 for hardware, about \$40,000 complete.

For all community banks, operating a trust department increases the work load and the great number of special reports which must be made for customers and various regulatory and government entities.

For IBM System/34 and System 36 users, this software package will provide a complete accounting system and make available all records and reports for management, legal, audit and supervisory requirements of a trust department. Mr. Wood states, "You can enjoy the efficiency of in-house computer accounting and save the cost and inconvenience of communications with distant service bureaus. The system is 'menu' driven and 'operator friendly.'"

Overview

Mr. Wood provides this quick overview of the Trust 34/36 package:

- A "date-sensitive" transaction data-base to eliminate rigid daily posting schedules and simplify error correction.
- All reports designed for easy reading with a minimum of coded output.

- Extensive Inquiry Functions to view system records without printing or searching thru old reports.
- Detailed Cash Ledgers for each account.
- Detailed Investment Ledgers for each investment, showing both principal and income/expense transactions.
- Convenient market-pricing of investments.
- Automatic distribution of income for investments held in nominee name.
- Automatic sweep of cash to/from designated accounts into/from investments.
- Common Investment Accounting.
- Court or Annual Report preparation. Covering requested time intervals.
- Income and Maturity ticklers.
- Trust Committee Reports.
- Special supervisory or audit reports.
- Investment review reports.
- Compatible with IBM S/36 operation.

Development Procedure

Developing the trust software, as computer users know, was not an overnight project. When Bud Wood retired as president of his bank (see accompanying story "About the Author"), he continued working for the bank as a consultant to computerize records of the trust department, which he had headed.

"The first thing we tackled," Bud recalls, "was the handling of trust cash accounting. That took me three months. I wrote the program for our IBM 34 in IBM RPG-II language. The next step was spending six months on programs for automatic reporting functions for government and court reports. Then we developed sweep accounting and then common investment accounting.

"Each trust account has an interim investment account for cash until it is used for purchasing an investment. This account is usually a savings account or an

■ **ABOUT THE AUTHOR**—L.S. "Bud" Wood is a native Iowan and a 1949 graduate of Iowa State University, Ames. In 1965 he and Rodney B. Amlie purchased The Farmers National Bank of Webster City, Ia. Mr. Wood was president of the bank until selling his interest in 1978 to Mr. Amlie, who continues with the bank as chairman of the board. During his 13 years with Farmers National, Mr. Wood had responsibility for the trust department and supervised the electronic data processing department. Following his retirement from the bank, he remained with Farmers National as a consultant on EDP and a new trust officer, L. Richard Anderson, was added to the staff as vice president to succeed him. Mr. Wood worked with Mr. Anderson to computerize the trust records on the bank's IBM 34. Working with them was Dean Carlson, vice president and controller (and a CPA) of the Citizens State Bank in Iowa Falls, 35 miles to the east in north central Iowa. Mr. Wood continued on his own after retirement from the bank in development of "Trust 34/36" that is described in the accompanying article.

“Each account has an automatic trail so proper credit and debit can be traced to each account.”

MMA. Common investment accounting allows all the trust accounts to use a single savings or MMA account, and provides the way to distribute the interest income to each account on its own earned basis.”

Mr. Wood continued, “When we put in sweep accounting, this system automatically keeps track of that step. Formerly, the clerk would run these balances approximately weekly and would have to deposit each amount in a separate account. Now, she runs the balances and makes *one* deposit to the account for *all* the trust accounts involved in sweep accounting. Now, there is no schedule—accounts are swept automatically during each posting.

TRUST/34/36 SYSTEM CAPACITY & SIZE

SYSTEM CAPACITY:

Following is a table giving the maximum capacities of various files, fields and totals of the TRUST/34/36 System.

	MAXIMUM
SYSTEM DEPARTMENTS (Sub-divisions)	10
TRUST ACCOUNTS PER DEPARTMENT	99,999
NET TRUST ASSETS PER DEPARTMENT	\$999,999,999.99
NET TRUST ASSETS PER ACCOUNT	\$99,999,999.99
CASH BALANCES PER DEPARTMENT	\$99,999,999.99
CASH BALANCES PER ACCOUNT	\$9,999,999.99
SINGLE TRANSACTION AMOUNT	\$9,999,999.99
NUMBER OF SHARES PER INVESTMENT	\$999,999.999
PAR VALUE PER INVESTMENT	\$999,999.999
TOTAL INVESTMENT VALUE PER DEPT	\$999,999,999.99
TOTAL INVESTMENT VALUE PER ACCOUNT	\$999,999,999.99
TOTAL LIABILITY VALUE PER DEPT	\$99,999,999.99
TOTAL LIABILITY VALUE PER ACCOUNT	\$9,999,999.99
INVESTMENTS & LIABILITIES PER ACCOUNT	99
NUMBER OF COMMON INVESTMENTS	99

DISK STORAGE REQUIREMENTS:

Disk storage requirements will vary widely depending upon the size of the department and the amount of transaction history retained. The library file for object and source code requires 650 blocks (1.66 megabytes) of storage and is constant for any size department. The 12 data files which are kept on disk by the system might typically require 300 to 390 blocks per 100 trust accounts or 0.77 to 1 megabyte. Additional free disk space is required for the operation of the system procedures. This additional space is usually considered part of the computer disk configuration and is used by the system to create interim files used in the system procedures. Most users consider the free space to be at least 1000-2000 blocks to accommodate all installed systems. The minimum work area can only be determined by experience, and is greatly affected by the operation of this and other systems which may be operating on the computer.

MAIN STORAGE REQUIREMENTS:

The largest program of the TRUST/34/36 system requires a memory area of 28K. This area plus that required by the System Support Programs of the System/34 or System/36 computers will require a minimum of 64K main memory to operate the system satisfactorily. This requirement is also dependent upon what other systems on the computer will be running concurrently with the trust system and more main memory may be required to maintain satisfactory response times for all systems.

COMPUTER CONFIGURATION:

The TRUST/34/36 system requires the inclusion of EDDM (Extended Disk Data Management) in the configuration of the IBM System Support Program. This configuration allows the system data files to extend themselves automatically as required by data base growth. EDDM is an optional feature supplied with the SSP. No other special configuration is required by the system.

“The operator winds up with one total now, and deposits that into the common investment account. Each account has an automatic trail so proper credit and debit can be traced to each account.”

The capacity of the system as developed for the IBMs 34 and 36 has as many as 10 departments and up to 99,999 accounts each. The dollar limitation per department is \$1 billion, and the net trust assets per account is the same. Each account can have up to 99 investments and up to \$10 million cash.

System Reports

Among the reports coming out of the system (note earlier in the overview) are these, described here by Mr. Wood in more detail:

1. **Trust Cash Ledger**—printed by accounts.
2. **Summary Cash Ledger**—adds up each type of transaction and helps prepare reports used for income tax preparation.
3. **Trust Trial Balance**—shows each account and its cash, investment value and net assets.
4. **Trust Investment Inventory**—shows each account and lists special investment account for each and their carrying value. “Without the computer,” Mr. Wood notes, “this is an endless task. We employ a CUSIP number (Committee for Universal Security Identification Program). The CUSIP number identifies each issue of common stock, each issue of Treasury notes, bonds, bills. By using CUSIP numbers as a key to the program, we *could* access data banks that have current price information on these stocks.

“For example, if we have six accounts with AT&T stock, this system would price all of them at one time. The system has two files—Investment Catalogue and Investment File. The Investment File has CUSIP numbers and accesses the Investment Catalogue, which has all the attributes of a particular stock. These two files are made up by the operator of the system as the information is entered. We supply a skeleton file with the system so the user can see what to do, and add to it or delete to fit the personal needs of each bank.

“By using actual CUSIP numbers, this will make it possible in the future to enter data banks that have prices already entered. The most practical way now is subscribing for a monthly diskette to use on your system. Standard & Poor, Dow-Jones, Compu Serve, The Source, and others, all have data banks and make diskettes. The hook-up time per month for data banks presently is too costly for a small bank—\$500 to \$600. We need something about \$50 to \$100.”

Mr. Wood is working toward that practical system now. “In the meantime,” he says, “we are using the manual system, but we only have to do it once, for once we correct the price of a CUSIP number in the Catalogue File, it then automatically updates prices for similarly numbered CUSIPs in the Investment File.”

Again, this was a time-consuming task for Bud Wood as a programmer. “It took about two years of steady time to develop it,” he recalls. “Our equipment was in use by the bank during the week, so I spent a lot of night and weekend time at the bank with the computer, writing this and other programs.”

5. **Investment Ledger**—describes for each account

DATE 6/07/84

FIRST SAMPLE NATIONAL BANK
TRUST DEPARTMENT

PAGE NO 1

TRUST DEPARTMENT INDEX

TRUST#	TRUST NAME	R P R S W T	ATTORNEY	TRUST TYPE	RPT MTH	TAX ID#
44	FRED FULLER TRUST	N D G	R NIXON	CHARITABLE TRUST	DEC	426060105
138	JERRY NELSON IRA CUSTODIAL	N D G		CUSTODIAL TRUST HR-10&IRA	DEC	485346934
116	SENITA FOUNDRY IDR BONDS 1976	N D G	PERRY MASON	CORPORATE AGENCY TRUST	JUN	426258131
191	MARTHA WASHINGTON ESTATE	N D G	A BURR ESQ	ESTATE	DEC	426359379
89	A R WEBB TRUST	N D G	CLARENCE DARROW	TESTAMENTARY TRUST	DEC	426150470

NUMBER OF TRUSTS - 5

DATE 6/07/84

FIRST SAMPLE NATIONAL BANK
TRUST DEPARTMENT

PAGE NO 1

TRUST TRIAL BALANCE

TRUST#	TRUST NAME	INCOME CASH	PRINCIPAL CASH	NET TRUST CASH	INVESTMENT VALUES	LIABILITIES	TOTAL TRUST NET ASSETS	
44	FRED FULLER TRUST	9,524.29	9,373.52-	150.77	361,816.99	.00	361,967.76	
89	A R WEBB TRUST	3,149.22	2,999.08-	150.14	175,583.51	.00	175,733.65	
116	SENITA FOUNDRY IDR BONDS 1976	4,500.00-	4,500.00	.00	.00	100,000.00-	100,000.00-	
138	JERRY NELSON IRA CUSTODIAL	300.49	276.23-	22.26	9,262.27	.00	9,284.53	
191	MARTHA WASHINGTON ESTATE	10,256.19	10,081.85-	174.34	66,157.08	.00	66,331.42	
NUMBER OF TRUSTS - 5		**GRAND TOTALS**	18,730.19	18,232.68-	497.51	612,819.85	100,000.00-	513,317.36

TOTAL NET INVESTMENTS 512,819.85

DATE 6/07/84

FIRST SAMPLE NATIONAL BANK
TRUST DEPARTMENT

PAGE NO 1

TRUST INVESTMENT INVENTORY

INVESTMENT NUMBER	TYPE	CUSIP #	UNITS HELD	SECURITY DESCRIPTION	MATURITY DATE	INTEREST RATE	CARRYING VALUE
***** FRED FULLER TRUST							
44-01	12	999996RE1		FARM REAL ESTATE - CROP LEASE			
44-02	10	024703100	400.000	SHRS AMERICAN BRANDS			
44-03	10	030177109	132.000	SHRS AMERICAN TELEPHONE & TELEGRAPH			
44-04	10	464074106	700.000	SHRS INTERSTATE POWER			
44-05	10	462524109	500.000	SHRS IOWA PUBLIC SERVICE			
44-06	10	607059102	1,400.000	SHRS MOBIL CORP			
44-07	10	612085100	500.000	SHRS			
44-08	10	678858101					
44-09	05	912827LN					
44-10							
***** FED ID# 426060105 *****							
191-03	12	999996RE1		CERT OF DEPOSIT - MONEY MARKET	7/26/84	9.6000	19,792.51
191-04	04	000004CD1		CERT OF DEPOSIT - INT ADDED	4/09/84	9.5000	10,000.00
191-05	03	000001CI1		FARM REAL ESTATE - CROP LEASE			1.00
191-07	12	999994RE1		CERT OF DEPOSIT - INT PAID	4/07/84	9.4500	13,502.22
				COMMON MONEY MARKET INVESTMENT		8.5000	22,860.35
				RESIDENTIAL REAL ESTATE - NO RENT			1.00

TOTAL TRUST SECURITIES - 6

TOTAL INVESTMENT CARRYING VALUES - 66,157.08

TOTAL DEPARTMENT SECURITIES - 50

TOTAL DEPARTMENT CARRYING VALUES - 512,819.85

Northwestern Banker, July, 1984

T R U S T C A S H L E D G E R										PAGE NC 1	
DATE 6/07/84											
TRUST NAME - A R WEBB TRUST											
TRUST NUMBER - 89											
TAX ID NUMBER - 426150470											
TRAN DATE	DCMNT#	* TRANSACTION DESCRIPTION *	TC	INCOME CASH	PRINCIPAL CASH	NET CASH BALANCE					
		BEGINNING BALANCES		.00	150.08	150.08					
1/06/84	3426	INT-WC FED S & L CD# 10575 9.7% DUE 6/23/85	15	122.25		272.33					
1/11/84	99999	DEPOSIT EXCESS CASH INTO COMMON FNB MMD ACCT# 35 590 5	43		122.00-	150.33					
1/11/84	9811	PURCHASE FNB CD# 16589. 9.3% DUE 4/13/84	43		4,000.00-	3,849.67-					
1/18/84	99999	WITHDRAWAL OF CASH FROM COMMON FNB MMD ACCT# 35 590 5	33		4,000.00	150.33					
1/26/84	99999	INTEREST INCOME ADDED TO COMMON FNB MMD ACCT# 35 590 5	16	32.13		182.46					
1/26/84	9874	MRS JESSIE HARDMAN-MONTHLY									
DISTRIBUTION											
5/08/84	99999	WITHDRAWAL OF CASH FROM COMMON FNB MMD ACCT# 35 590 5	27	100.00-		249.11-					
5/14/84	3909	INT-10M TREAS NOTES DUE 4/15/85. 14 1/8%	12	706.25	400.00	150.89					
5/18/84	99999	DEPOSIT EXCESS CASH INTO COMMON FNB MMD ACCT# 35 590 5	43		707.00-	857.14					
ENDING BALANCES											
				3,149.22 *	2,999.08-*	150.14 *					
				TOTAL INVESTMENTS		175,583.51 #					
				**TOTAL TRUST LIABILITIES*		.00 #					
				NET TOTAL TRUST ASSETS		175,733.65 #*					

the property or investment being held. It keeps track of individual items for income and expenses as required. It gives a total carrying value of each account, and can be viewed on screen by the operator, or can be printed out. Also, it shows the history of the trust from the time it was opened. The Investment Ledger shows "carrying value." If anything is sold, that instrument or property then would show "market value," making it possible then to compute capital gains or losses.

"The 'Trust/34' system was developed with the small trust department in mind," Mr. Wood emphasizes, "to produce all the reports that from our experience are needed. It presents reports in such a form that they can be viewed readily in layman's language for review by the trust investment committee."

Comment from Bankers

How successfully that task has been accomplished is attested to by CEOs and trust officers in banks ranging from North Dakota, Kansas, Missouri, Iowa, Minnesota, Wisconsin and Illinois to one bank as far east as Bangor, Maine. Here are comments from a few of them:

Curtis LaFollette, president of Trenton Trust Company in Trenton, Mo.: "We installed the Trust Department Accounting System for our System 34 early in 1983.

"In our opinion it offers a complete software package for the production of reports necessary for running and monitoring our Trust Department. It is easily understood and can be operated by any person with a basic understanding of the IBM 34.

"Installation went without a hitch, as we had good support from Mr. Wood during the critical time.

"We are a \$57 million bank located in North Central Missouri."

Don Hilmes, EDP manager, First National Bank, Highland Park, Ill.: "The system itself does not seem to have any problems. It is very operational, very easy to use by the subscribers. At the present time, we have not fully implemented the system, but are testing and running in parallel. Bud Wood presents the package as it should be presented from a banker's standpoint. At the present time I would recommend the system to anyone."

Tracy Scott, vice president, Farmers & Merchants Bank, Beach, N.D.: "We are a fairly small trust department. We started with Trust/34 from the ground up and have found the system to be very flexible for a department our size.

"Having looked at several systems prior to purchasing Trust/34, we found none of the others to be as flexible.

"The thing I appreciate most about working with Bud Wood is that we do get good documentation and we get answers fast. Our system is never down."

David Taylor, president, Iowa Trust and Savings Bank, Centerville, Ia.: "We're very happy with the Trust/34. We think it is designed for banks of our size. We were able to train someone to do the input that had no previous trust experience.

"In the past we were reluctant to take some trust work that involved large stock or bond holdings, because of the bookkeeping involved, but now feel we are capable of handling this type of business.

"It is nice to be able to call up reports whenever they are needed or requested."

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— Eugene R. Olson, Chairman and Chief Executive Officer



 **DELUXE** Check Printers, Inc.

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“Peak Time Tellers”

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By **Stuart J. Mahlin**
Vice President,
Director of Personnel
The Provident Bank
Cincinnati, Ohio

. . .presented before the recent ABA National Personnel Conference in Phoenix, Ariz.

WONDER if there's anyone in the bank personnel business who hasn't had this happen to him or her:

* * *

A Familiar Scenario

Your senior management has had a consulting firm in to find the leaks in the profit bucket.

Division heads are summoned to hear the consultants' final presentation and to comment on their written report.

A giant chart is flashed on the screen: Cost of funds and cost of personnel are the two largest categories of expense, it is observed.

"To stay competitive, you have to pay going rates," intones the consultant. "And you must develop new, fee-producing products. And you must also raise those fees to cover costs; no more giving away the store."

So much for that expense category.

"So, you have to cut labor costs. And the way to do that is to use fewer fulltime tellers in the branches.

"We recommend using parttimers—people who come in only a few hours a day or a few times a week, to cover those extra-busy times; and help reduce overtime; and fill in during vacations.

"It's a cinch! There are thousands of attractive, smart, well groomed, tastefully dressed, middle-class women out there right now just dying for a chance to work 10, 15 or 20 hours a week, more or less, exactly when you need them. They work for four or five dollars an hour, and you don't have to give them benefits.

"And they'll stay with you. Train them once and you can cut people out of your training staff because turnover will be so low.

"Why, I bet your own wives would like to have jobs like this if you would permit relatives to work in your bank!"

There's a pause. The president turns to Personnel Director Ludlow Bushmat and says, "Hear that, Bushmat? Why didn't you think of that? Dammit, Bushmat, there must be thousands of women out there with little kids at home who would love to have a little extra money. Get out there and get'em Bushmat, or we'll get someone in here who can!"

Ludlow gets'em alright. But somehow things don't work out the way they're supposed to. The people who apply for the part-time jobs are young, mostly students and recent grads. They turnover just as quickly as full-timers. They forget procedures between Monday and Friday (they only work a few days a week, for a few hours).

Eventually, Ludlow proposes paying a little more per hour—maybe 50 or 75 cents more—hoping that will attract some different applicants and help the bank keep some of the better part-timers a little longer.

"What!?" says the president. "Didn't you listen when the consultants were in, Bushmat? The costs of personnel are up, up, up too much already! Fifty cents more an hour? Why, I can remember when that was close to minimum wage!"

* * *

Back to Reality

We had consultants, too, and they told us what they told poor old Ludlow. The difference is that the presi-

“Banks need people who have expected to do more than clerical work and with whom our more profitable customers can identify.”

dent of my bank listened when my staff and I asserted that the kinds of people we agreed we wanted were not out there waiting for \$4-5 an hour jobs. Moreover, he listened and agreed to a plan that would bring new kinds of applicants to our teller candidate pool so we could really accomplish our goals.

The consultants' study was exhaustive, involving all the tellers and supervisory personnel in our 30-branch system and many managerial and technical personnel from main office departments. Our branches are not on line so all data gathering was done manually and that required conscientious cooperation over many weeks by hundred of employees. Happily, cooperation was excellent.

At the end of the process we knew more about when our customers come and go, by day, hour and week than we had ever known before and—perhaps—ever want to know again.

Our Task Was Clear

It was clear that we had to reduce teller hours in most branches; changes in customer habits and, especially, dramatic increases in automatic teller machine (ATM) volumes had a dramatic effect on our real requirements for human tellers. This is not unusual; banks across the country are experiencing the same thing.

We were overstaffed. We faced the prospect of having to institute layoffs—which have been used extensively by banks in Ohio and elsewhere.

“Peak Time Teller” Job Created

However, *instead* of layoffs we established a new class of teller job (Peak Time) with hourly pay rates that are extraordinary in banking—\$6.60 to \$10.83 per hour.

We did this in part to enable us to retain our people. We figured a part-time job would be more constructive than a “pink slip”. We did not institute layoffs.

We also did it to attract new kinds of candidates. It was obvious to us that successful execution of our plan depended heavily upon hiring tellers who could “hit the floor running” at, say, 10:30 A.M. on a very busy

Friday even though they had not been in a window since the preceding Monday.

We also wanted them to stay with us. We know typical part-timers turn over as rapidly as full-timers and they were just as expensive to hire and train as full-timers. We wanted that to end.

And, finally, we wanted Provident Bank to become one of those companies that people wait in line to go to work for.

In our area, the airlines and the grocery chains have always been the non-manufacturing firms that people really want to go with.

Higher Pay Scale Initiated

We obtained some of those companies' pay scales and contracts to see if there was an hourly rate that “worked”—that pulled people away from just about anything else. The figure that kept coming up was \$8—so we used it. We pay our Peak Time Tellers \$8 an hour, more or less, depending on a given individual's schedule.

But we did *more* than merely increase the pay rates.

This works the opposite of traditional pay, which goes higher the longer the person is on the job; that is, the rate of pay is higher the fewer days per week, and the fewer hours per day, the employee works. Length of time on the job is not a consideration.

We pay the highest hourly rates to those who report only two or three times per week and work only three or four hours a day, compared to those with more regular schedules and longer work days.

For example, a Peak Time Teller who reports for work two days per week for an average of five hours per day will earn \$8.38 per hour, while another who works four days per week for an average of five hours per day will earn \$6.60 per hour.

Why Position Was Created

What's the thinking behind all this?

We examined our teller applicant traffic and knew that those “... thousands of attractive, smart, well groomed, attractively dressed, middle class women who are just dying for a chance to work 10, 15 or 20 hours a week...” were **not** applying for teller jobs in our bank.

Where were they? Staying at home refusing to work for what they regard as “counter help” wages. Looking for something that pays what they think they are worth. Selling Amway, Mary Kay, crafts, jewelry, designer dresses and the like from their homes. Working for Olsten and other temporary services. Doing free lance writing, volunteer work—and whatever else their imaginations came up with. But damned if they would come to work in banks as tellers for \$4 an hour.

The reason is simple: When they figured their costs of going to and from work and looked at their net after taxes from such jobs, they ended up with about \$2 an hour and runs in their pantyhose. They knew, if we didn't, that it costs just as much in time and money to

About the Author: Stuart J. (Stu) Mahlin has over 15 years personnel experience in financial services and consumer products companies. He has headed personnel and management training at The Provident Bank since 1970, where he also managed the advertising department (which functioned as an in-house ad agency) between 1978 and 1982. Before joining Provident, Mr. Mahlin recruited advertising/brand management personnel nationwide for the Proctor & Gamble Company, Cincinnati, Ohio.

A native of Lincoln, Neb., he earned degrees at Dartmouth College, Hanover, N.H. (BA, Government, 1963) and The Wharton School, The University of Pennsylvania, Philadelphia (Master of Governmental Administration, 1965). He is a frequently-featured speaker and lecturer on compensation, career development and the future of jobs in banking.

go to work for three hours as for eight. So they looked for alternatives.

But these are the people we want, aren't they? Don't we (and the consultants, and our senior managements) want a generally older, more affluent, self-motivated and independent collection of applicants?

Over-Abundance of Applicants

We ran a special Peak Time ad only once and attracted an almost-embarrassing abundance of exceptionally attractive candidates. Most have not worked as tellers before: in fact, most probably never applied for jobs in banks before.

Now we do have applicants who are married women with children still at home—the kinds that fit the stereotype. But we have also heard from women—and men!—who have small businesses in their homes; who are permanently “part time” with temporary employment agencies; who have retired from the military service but are only in their 40s; or are semi-retired and want—more than need—extra income.

“We believe we have devised something new in the compensation area that is ‘in sync’ with the needs of the banking industry.”

The “New” Tellers

Banks need these kinds of adaptable, energetic people because the nature of the teller's job is changing fast. **Banks need people who have expected to do more than clerical work and with whom our more profitable customers can identify.**

Most tasks that tellers perform are “vending” functions. It started decades ago with the first mechanical machines to “vend” peanuts, gumballs, candy, cigarettes and your favorite music. Now, more of the “vending” functions of a teller's job can be done electronically—by teller machines, stand-alone travelers check machines, point-of-sale terminals and personal computers plugged into modems.

Left behind for tomorrow's tellers are the more personality-sensitive and peer class-sensitive tasks—such as advising clients on the pros and cons of this or that money market instrument. If a customer senses that the person across the desk has no “feel” for his/her income and consumption habits, that customer will go elsewhere.

So our program helped us avoid layoffs and begin to reshape the applicant pool. We have more men applying for what had become a “women's job,” and that's good down the road for Affirmative Action compliance. Our minority applicant and hire rates also are up.

Many Benefits Are Noted

It has been good for those involved: The men and women who were with the bank before we started this program and are now Peak Time Tellers have enjoyed hourly rate increases averaging 60.5%.

Other benefits the company is realizing include:

- Reduced payroll costs: More than 90,000 man

hours of scheduled time were eliminated from the branch system, along with thousands of dollars worth of benefit and administrative costs.

- Improved flexibility: We have an ample supply of tellers who will come in on short notice when someone is ill, or when workloads change because of special projects, systems changes, holidays or end-of-month traffic.

- Reduced turnover: What other part-time “white collar” job pays \$8 or so per hour?

Reaction of Full-timers

Some worried that full-timers, whose hourly rates remain in the \$4.25-6.25/hour (plus benefits) range would quit in large numbers. There were, indeed, some unfavorable reactions from full-time tellers and lower supervisory levels, too. However, our observation that “now you know the true value of your fringe benefits” truly satisfied most people. After that, we began to see some full-timers “voting with their feet” in an unexpected fashion—not by quitting, but by sending in Transfer Forms indicating they are interested in changing from benefits-eligible assignments to the higher-paying Peak Time jobs which do not offer benefits!

We have an open Transfer system. In addition to posting all jobs each week and making Transfer Forms freely available, employees also may use Transfer Forms to register interest in future openings. Salaried full time and hourly full time (the latter being 30+ hours per week jobs with eligibility for all benefit plans) employees have sent in Transfer Forms indicating interest in movement to Peak Time positions, and several changes of this type have been completed.

System Works Simply

Mechanically, the system is simple. Branches establish their schedules for full-time, hourly full-time and Peak Time Tellers. Say a person is being hired to work 4 hours on Saturday, 5 hours on Monday and 7 hours on Friday; that is, the employee will report regularly for work three times a week and work a total of 16 hours—which divided by 3 is 5 (we round down), an average of five hours per day worked. The pay schedule for Peak Time personnel is a matrix—number of days worked per week on one axis, and number of hours worked per day. The hourly rate in the cell of the matrix for 3 days a week, 5 hours (average) per day is \$8.05. That's what the employee will be paid.

The 16-hour schedule is noted on the employee's time card. If he/she works more than that number, he/she will be paid the flat “relief rate” of \$6.60. Peak Time Tellers receive no benefits (except those required by law).

After we hire them, we train them ourselves. They are paid \$3.75/hour for 120 hours (three weeks) of training—\$150/week. They get their Peak Time rates when they actually begin their assignments.

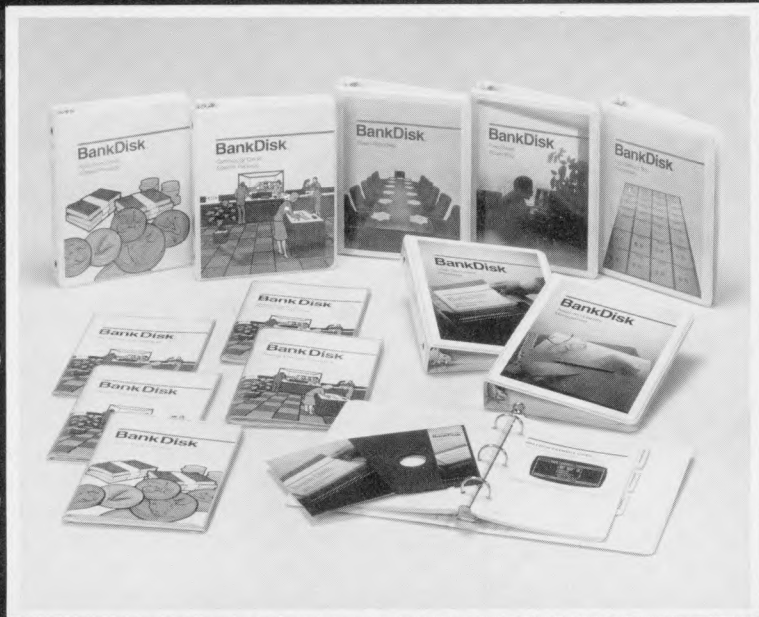
We believe we have devised something new in the compensation area that is “in sync” with the needs of the banking industry as well as the needs and desires of a growing segment of today's labor force. It gives our employees *de facto* flextime and job sharing opportunities (without the trials and tribulations of setting out to install such program from scratch), plus part-time incomes they can “feel” after taxes. □

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This is PEAK TIME Pay

Hours Worked Per Day	Days Worked Per Week				
	1	2	3	4	5
1	1	2	3	4	5
2	2	4	6	8	10
3	3	6	9	12	15
4	4	8	12	16	20
5	5	10	15	20	25
6	6	12	18	24	30
7	7	14	21	28	35
8	8	16	24	32	40

PEAK TIME Pay Scale

Hours Worked Per Day	Days Worked Per Week				
	1	2	3	4	5
1	10.83	10.83	10.40	9.80	8.53
2	9.78	9.78	9.39	8.86	7.70
3	9.78	9.78	9.39	8.86	7.70
4	9.08	9.08	8.72	8.22	7.15
5	8.38	8.38	8.05	7.59	6.60
6	7.68	7.68	7.38	6.96	6.05
7	6.99	6.99	6.71	6.33	5.50
8	6.99	6.99	6.71	6.33	5.50

Part Time Pay Recommendation

(X) New Hire () Transfer () Promotion () Other: _____

Name Susan Smith To Replace John Jones

Department/Branch Main Job Title PK Teller

Pay Grace PK Job Group 02

PART TIME WORK SCHEDULE BEING OFFERED:

	Start Time	Quitting Time	Total Hours Worked
Saturday	<u>11:30</u>	<u>3:30</u>	<u>4</u>
Monday	<u>8:00</u>	<u>1:00</u>	<u>5</u>
Tuesday	_____	_____	_____
Wednesday	_____	_____	_____
Thursday	_____	_____	_____
Friday	<u>12:00</u>	<u>7:00</u>	<u>7</u>
TOTAL DAYS WORKED	<u>3</u>	Total Hours Worked	<u>16</u>
		Average Hours/Day	<u>5</u>

Starting rate will be \$ 8.05 per hour (\$ 128.80 gross per week)

Recommended by _____ Date _____

2427p-tcs

Note 1: Round down: 16/3 = 5

Note 2: From table

Note 3: 8.05 X 16 hours

How it Works

The first chart at the left explains the basics of Peak Time Pay. The upper part of the chart shows the number of hours worked per week for a given number of days. In the example cited in the accompanying article by the author, the Peak Time Teller is hired to work a total of 16 hours per week, spread over three days. Those 16 hours divided by three days = 5 (rounded down)—an average of 5 hours per day worked. The left-hand column shows 5 hours worked per day, and under the column for three days per week the intersecting line shows 15 hours.

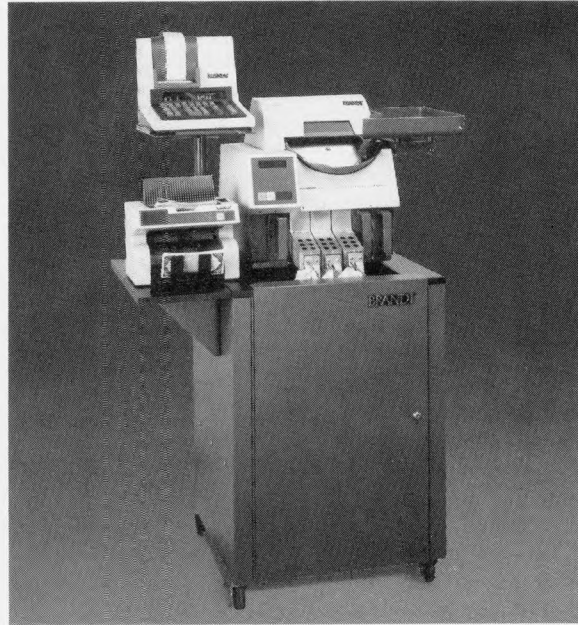
The lower part of the chart shows the Provident Bank's actual Peak Time pay scale. Using the format noted above, 5 hours per day for three days per week shows a pay scale of \$8.05 per hour.

The second chart details the Part Time Pay Recommendation for Susan Smith when she is hired as a Peak Time Teller. Her exact hours for the three days she selects to work are listed in this chart. This totals 16 hours and it is agreed that she will be paid at the rate of \$8.05 per hour for those 16 hours, or a total of \$128.80 gross per week. If Susan Smith works additional hours beyond the scheduled 16, it is agreed those "relief hours" earn a flat \$6.60/hour (the 5-hrs/5 day week figure at extreme right in chart one above).

The author, Stu Mahlin, adds: "It might be important to note that the pay table and all of the projections of savings were worked out on a portable Osborne 1 personal computer using a SuperCalc electronic spreadsheet. I have been surprised to learn through dozens of phone and personal conversations that so few personnel/human resources executives are using personal computers on the job. This project could not have been accomplished without the electronic spreadsheet, because I experimented with the numbers until the 'right' cost objectives were reached. Experimentation took a few hours; using clerical assistants it might have taken days or even weeks. Then the final pay table was linked to person-by-person, branch-by-branch pay and hours data to develop the dollar impact of the program. I can't imagine cost-effective personnel departments avoiding use of personal computers much longer."

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Electronics State of the Art Is Constantly Changing for Banks

ANYONE working with computers or electronics today knows that the state of the art is changing continuously. Practically every mail delivery brings news of some new development, product or service. Presented here in brief are just a few of the many news releases received recently by the NORTHWESTERN BANKER, giving the name of the firm and a brief description of the product or service being marketed:

GTE Telenet Communications Corp., Vienna, Va.: Users of IBM, IBM-compatible and Texas Instruments personal computers now can have low-cost dial access to one of the largest stock quote data bases in the country. A company spokesman said the software package, which gives access to the company's FINET stock quote information service, costs \$100. Gives last trade and bid and ask prices on over 40,000 stocks, bonds, options and commodities, as well as access to a number of key financial information services.

ACTRON, Inc., Elk Grove Village, Ill.: New Management Information Printout provides the financial institution with valuable data on its teller line. It provides individual teller totals, such as number of customers served, average time spent with each customer, and the percentage of time open that they were busy with customers; also gives totals for the entire teller line. This enables

the manager/supervisor to arrange teller staffing to meet customer traffic patterns and helps to evaluate individual teller efficiency.

OmniLogic Inc., Santa Clara, Calif.: The Personal Banker System 1000 comprises low-cost, intelligent home terminals with built-in display and hard-copy printer, plus a fully programmed stand-alone Bank Interface Computer located at a bank-selected site that automatically supports all customer communications for a broad range of transactions and services. A basic system of 1,000 terminals and fully-programmed computer that can be upgraded by OmniLogic to handle tons of thousand of terminals costs \$445,000. Additional terminals cost \$165 each in thousand lots, and as little as \$120 in larger quantities.

Terminals are on-line with the computer only at the beginning and end of a banking session. Once the computer verifies identity of the caller, it feeds current data on the customer's accounts into the home terminal's internal memory and then disconnects from the phone line. The home terminal's own programming then leads the customer through a wide variety of home banking chores. At the end of the session, the terminal automatically sends customer-generated transaction information back to the bank in a second short call and prints a numbered receipt for the customer. Weighs one pound and is about the size of a desk calculator, prints account statements, messages, transaction records and receipts.

The Weiland Software Group, Inc., Hillside, Ill.: The stand-alone Planned Retirement Investment Disbursement Environment (PRIDE) automates the increased activities required for servicing regular and spousal IRAs, SEP-IRAs, Keoghs and 401 (K)s, including: roll-overs, previous contributions, tax extensions, investment conversions, transfers, tax withholding and automatic disbursements. PRIDE monitors excess contributions and minimum distribution conditions, voluntary/mandatory retirement options, rollover limitations and all govern-

ment reporting.

PRIDE allows for a wide variety of detail and summary statements and customer notifications, as well as disbursement plans, including the printing of checks.

Bankline, Inc., Phoenix, Ariz.: For community banks with assets up to \$300 million, Bankline's integrated, hardware/software package enables banks to record a substantial improvement in productivity and is an alternative to service bureau processing. It offers a number of equipment options from which to choose in order to customize its operation to fit any individual bank. It will operate with this equipment:

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Terminals and Peripherals: Applied Digital Data systems and numerous other terminal manufacturers.

ATMs: Diebold Models 910, 911 and other ATMs compatible with the industry standard 2780/3780 communications protocol.

Teller Equipment: Lundy Electronics Corp.; Imperial Automation Corp.; other teller equipment compatible with 2780/3780 protocol.

Reader/Sorters and Bankline Single Board Computer Interface: Control Data Corp. high performance reader/sorter with pocket capabilities from 6 to 34 pockets; Bankline Single Board Computer.

Bankline offers a wide variety of on-line applications, all linked to the Customer Information File (CIF), and produces all accompanying reports for management and for regulatory authorities.

Mosler, Hamilton, Ohio: A letter of understanding has been signed by Mosler and RT/Katek Communications Group Computer Services Division under which Mosler will provide on-site, corrective and preventive maintenance to large IBM PC users, while RT/Katek will continue its overnight replacement service operation. The service will be marketed by RT/Katek. This will make Mosler's more than 1,100 factory-trained service technicians available across the country to service volume IBM PC customers who require on-site service.

TELEGUIDE TELLER DATA					
TIME:-----		DATE:-----			
LOC.	TIME OPEN	TIME WITH CUST.	# OF CUST.	AVG. TIME/ CUST.	% TIME BUSY
1	60	42	31	1.35	69.9%
2	59	39	26	1.50	66.0%
3	60	44	32	1.37	73.3%
4	60	43	37	1.16	71.6%
5	59	39	28	1.39	66.0%
6	54	37	16	2.31	68.5%

TOTAL NUMBER OF CUSTOMERS: 170
 AVERAGE TIME WITH CUSTOMERS: 1.43 MIN.
 TOTAL % TIME BUSY: 69.31 %

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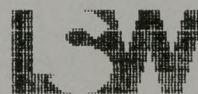
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- A "date-sensitive" transaction data-base that eliminates rigid daily posting of schedules and simplifies error correction.
- Common Investment Accounting.
- Extensive Inquiry Functions that let you view systems records without printing or searching through old reports for the data you need.
- Income and maturity ticklers.
- Dual-direction sweep of cash to/from designated accounts into/from investments that allows deposits and withdrawals to flow smoothly, both ways.
- Comprehensive reports, including a Court or Annual Report feature that prepares them in seconds. (Remember when it used to take days or weeks?)
- Other reports including: special supervisory and audit reports, investment review reports, market value (not carrying value) reports by trust and investment type, management and trust committee reports...and more.

Rec-Chek, Inc., Nevada, Ia.: This firm now is making available the new Flex-O-Pay micro system for banks and other financial institutions that was developed by several northeast Iowa banks and is operated by National Bank of Waterloo. Rec-Chek and NBW have jointly developed the micro software, which will run on the IBM PC and XT microcomputers. Allows banks to purchase the accounts receivable of their business customers, set up the individual accounts on the micro, and arrange for the credit and billing of the accounts. The accounts receivable are purchased with full recourse, and banks now offering Flex-O-Pay report yields in excess of 20%.

Infoware Corp., Nashville, Tenn.: A microcomputer strategy game allows players to become chief executive of a commercial bank. BANK PRESIDENT sells for \$75, and simulates the performance of real banks facing real decisions in real environments. To win, players must chart and execute a superior strategy. Can play against the computer or up to nine other players. One must decide whether to be a corporate or retail bank, set interest rates, structure portfolios, select products, choose between alternative delivery systems, manage expenses and other decisions. Runs on IMBM PCs or IBM compatibles. Uses 70 different charts and graphs on optional disks that can be used for training programs. Based on 100 quarters of historical data. □

Florida Software Offers New Services, Products

Several important software products and related services are being offered to the nation's banks by Florida Software Services, Inc., and OMNI Resources, Inc., of Orlando, Fla. Among the recent offerings made to banks are these:

- Through a unique "trial offer," Florida Software is giving bankers the opportunity to evaluate free in their own banks any of its 18 software systems. This includes program source codes, a complete set of documentation, test data, step-by-step instructions—everything the bank needs to install and evaluate the software system, Richard A. Wolfe, president, said, without

Travelers Express IBAA Program



Travelers Express Company, Minneapolis, with endorsement from Independent Bankers Association of America, recently completed the design of a money order/official check program for IBAA-member institutions. Specially-designed for IBAA members, the program offers the institution relief from paper inventory and storage costs, back office reconciliation, stop payments, photocopies, and tracing. According to Travelers Express Vice President **Donald Dix**, Travelers Express' most important benefit is that "we (Travelers Express) are not a financial institution and, as such, do not compete for the financial institution's customers attention."

Joining together in photo above for the official kick-off of the program were, from left: Front row—**C.A.E. Anderson**, pres., Travelers Express; **Gary Teagno**, IBAA state liaison/services repr; **Sue Gift**, exec. v.p./dir., Virginia State Assn., and Mr. Dix. Back row—**William Ernis**, exec. v.p., and **Terry Franzen**, mktg. mgr./official checks, both with Travelers Express, and **John Steffes**, secy., IBAA.

either a conversion or interruption of the bank's standard processing procedures.

- A second Florida Software and OMNI Resources unique offering is its mainframe-to-micro "link" designed to enhance executive control over vital management information. Called Service Link, it interfaces with both the personal computer and all of the company's 18 integrated mainframe systems. Service Link provides the integral access channel needed to download collected and summarized information from the mainframe data base to the desktop computer. Bonnie McIntire Smith, president and chief executive officer of The Kirchman Corporation, parent of Florida Software Services, says, "With Service Link in the bank, management can finally target and immediately access very specific data—automatically and on-line—to determine and support their daily executive decisions."

Service Link system also is supported by a comprehensive library of management-oriented personal computer programs—Perc Paks. These are designed to help bankers analyze

specific mainframe data relevant to the decisions needed in such areas as cost of funds, product pricing, and profitability analysis. Key information is collected from the mainframe data base and passed by Service Link to the banker's personal computer. One of the first Perc Pak programs being offered in Incremental Cost of Funds for Certificates of Deposit 4000. Another in Commercial Loan 2000 system.

- Florida Software also is offering a series of continuing banking seminars designed to educate bank employees who operate the firm's packages. The Banking College has a variety of course offerings to address three levels of expertise: Fundamentals of User Operations, Implementation and Conversion Considerations, and Advanced Seminars. It is estimated that over 3,000 bankers will attend The Banking College at either the west coast campus in Los Angeles or at Kirchman's international headquarters in Orlando. Nationally recognized Continuing Educational Units (CEUs) will be awarded for completion of each course, as well as a certificate of completion.

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The Lobby Manager was created by **Advanced Resource Technologies, Inc.**, a company dedicated to providing cost-effective software products of high quality to the banking community. We thoroughly test and document each software product before sale.



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1 AUTOMATIC COIN WRAPPER

Amounts and denominations automatically indicated by patented "red bordered windows". Amounts in windows always in register... eliminates mistakes. Accommodates all coins from 1c to \$1.00.

2 TUBULAR COIN WRAPPER

Especially designed for machine filling... a real time-saver. Packed flat. Instant patented "Pop Open" action with finger tip pressure. Denominations identified by color coding... 6 different standard colors.

3 RAINBOW COIN WRAPPER

Color coded for quick, easy identification. Red for pennies... blue for nickels... green for dimes... to indicate quantity and denominations... eliminates mistakes. Tapered edges.

4 DUZITALL COIN WRAPPER

Extra wide... extra strong. Designed for areas where halves are wrapped in \$20.00 packs... "red bordered window" for ease of identification. Accommodates \$20.00 in dollars, \$20.00 in halves. Tapered edges.

9 BANDING STRAPS

Ideal for packing currency, deposit tickets, checks, etc... do not break or deteriorate with age. Size 10 x 7/8 inches and made of strong brown Kraft stock with gummed end for ease of sealing. Packed 1000 to a carton.

5 OLD STYLE COIN WRAPPER

Basic coin wrapper in extra strong kraft stock. Printed in 6 different standard colors to differentiate denominations. Triple designation through colors, printing and letters. Tapered edges.

6 KWARTET COIN WRAPPER

Wraps 4 denominations in half size packages. A miniature of the popular "Automatic Wrapper"... 25c in pennies, \$1.00 in nickels, \$2.50 in dimes, \$5.00 in quarters.

7 FEDERAL BILL STRAP

Package contents clearly identified on faces and edges by color coded panels with inverted and reverse figures. Made of extra strong stock to assure unbroken deliveries. Only pure dextrine gumming used.

8 COLORED BILL STRAP

Entire strap is color coded to identify denomination. Printed amount appears on top and bottom of package. Extra wide for marking and stamping. Extra strong stock for safe delivery and storage. Pure dextrine gumming.

SEE YOUR DEALER OR SEND FOR FREE SAMPLES

THE C. L. DOWNEY COMPANY • HANNIBAL, MISSOURI • DEPT.



OFFICERS of the Illinois Bankers Association are: Treasurer—**Don Lovett**, pres. & chmn., Dixon Natl. Bk.; President—**Charles C. Wilson**, chmn., First Natl. Bk. of the Quad Cities, Rock Island; Vice President—**Ken Skopec**, pres., Mid-City Natl. Bk. of Chicago, and Secretary—**James Lund**, pres. & chmn., Matteson-Richton Bk., Matteson.

IBA "Captures the Spirit" in Peoria

By **STEVE BURCH**
Associate Publisher

SUPPORTING A NEWLY completed and spacious Civic Center and an elegantly refurbished Hotel Pere Marquette, Peoria was the host city for the 1984 Illinois Bankers Association Annual Convention held last month. The excellent facilities combined with the hospitality of the City Fathers were a reflection of the convention theme, "Capture the Spirit Of Illinois," and paved the way for the return of Peoria in the rotation of convention sites.

A record number of registrants were welcomed to the convention by IBA President Charles Wilson, president of First National Bank of the Quad Cities, Rock Island. "Our Convention theme—'Capture the Spirit

of Illinois'—is a concept that should be kept in mind as we enjoy the activities that this meeting has to offer. The word 'spirit' is defined in a variety of ways. Spirit can be thought of as a vigorous and animated emotional state, as a 'life force,' or as a strong sense of dedication and loyalty. It is my hope that our association can realize the presence of a spirit that includes all of these various notions."

Four bankers received pins during the 50 Year Club Luncheon in honor of their years of service to the banking industry. They were: Howard Grigsby, president and CEO, Bank of Stronghurst; Hugh Kain, chairman, Union National Bank of Streator; Anetta Purka, senior vice president, University National Bank, Chicago, and Arthur Werre, chair-

man, First National Bank of Steelville. During the luncheon a special plaque was presented to Earl McNamara in recognition of his 70-year banking career. Mr. McNamara is chairman emeritus of Union National Bank of Streator.

Describing Washington, D.C. as "...the world's largest theme park," former Under Secretary of Commerce Robert Dederick used a unique combination of wit and wisdom in his review of the national economy. Currently the executive vice president and chief economist of The Northern Trust Company, he characterized the economy with several crisp points and 'Dederickisms.' Mr. Dederick sees the U.S. economy with: a guns/butter fiscal policy; an anti-inflationary, non-restrictive monetary policy; a current recovery more robust than ever anticipated; a current expansion that will continue at a total of 4% over the next four quarters; a gradual worsening in inflation, but not to the degree forecasted by other economists, ('Who are you going to believe, them or me?') and a slight upward movement in interest rates.

"Agricultural Policy: A Modest Proposal" was the title of the address given by Don Paarlberg, professor emeritus of Purdue University. In his talk, Mr. Paarlberg outlined the unique attributes of the present situation in agriculture.

1. We have financial stress for particular farmers, not overall agricultural depression. He points out that only three to five percent of all farmers are in deep difficulty. "Typically, these troubled farmers leveraged themselves, borrowing heavily



LEFT—Former President **Gerald Ford** signs an autograph for IBA Treasurer **Don Lovett**, president, Dixon National Bank, during reception hosted by ILLINOIS BANKPAC. **CENTER**—**Terry Griffin** models the Norwegian Blue Fox jacket and displays Commemorative Olympic Silver Coin Sets which were prizes for annual ILLINOIS BANKPAC drawing. **RIGHT**—Newly installed 50 year bankers in the Pioneer Club were: (standing) **Art Werre**, chmn., First Natl. Bk., Steelville; **Howard Grigsby**, pres. & c.e.o., Bank of Stronghurst; **Hugh Kain**, chmn., Union Natl. Bk., Streator; IBA Executive Vice President **William Hocter**, and IBA President **Charles Wilson**. Seated: **Anetta Purka**, sr. v.p., University Natl. Bk., Chicago and **Earl McNamara**, chmn. emeritus, Union Natl. Bk., Streator. Mr. McNamara was awarded a special plaque in recognition of his 70 years in banking.

during the bonanza days of the late seventies. Farmers who were conservative in their financial management are experiencing some reduction in their incomes but, having good equity, are riding out the storm in reasonably good shape. It is incorrect to characterize the whole of agriculture as depressed."

2. Most of our agricultural problems originated outside of agriculture. The macro economic policies external to agriculture cited by Mr. Paarlberg include: the inflationary fiscal and monetary policies of the 1970s; the harsh anti-inflation policy of the early 1980s; the overseas strength of the dollar; high interest rates; trade restrictions on imported industrial goods; disastrous embargoes, and the agricultural and trade policies of the European Economic Community.

3. Commodity programs are not the remedy for present farm problems. Again he cites several reasons to support this attribute which include: those who are in real difficulty are in so deep that no possible liberalization of commodity programs would bail them out and secondly, liberalization would provide benefits



Former President Gerald Ford addresses the Illinois bankers and attended reception sponsored by ILLINOIS BANKPAC.

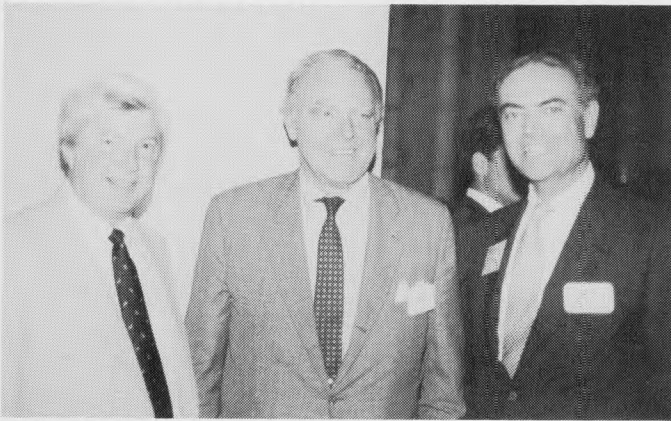
chiefly to those who do not need them.

Mr. Paarlberg then reminded the bankers of a committee concept employed during the depths of the depression. Local committees composed of borrowers, lenders and disinterested neighboring farmers met to review particular cases of financial difficulty referred to them by both borrower and lender. In some instances the committees proposed foreclosure. However, often the recommendations favored stretch-out or loan write-down options that would sal-

vage the loan. "Why have we not heard more about this innovative effort? Because appropriate solutions to farm problems have been thought to require across-the-board initiatives and to involve huge appropriations; debt and adjustment did neither."

Citing recent debt adjustments for third world countries, and the Chrysler and New York City bailouts, he closed by suggesting that it may be appropriate to consider individualized adjustment of indebtedness for farmers. "Responsibility for the present financial stress of certain farmers is widely shared: the government for unwise macro-economic policies; the farmers for speculative borrowing, and the financial community for overaggressive lending. It is appropriate that not all of the adverse consequences fall on one of the three parties."

Commissioner of Banks and Trust Companies William Harris didn't beat around the bush in his assessment of the procedure which led to the acquisition of First Federal Savings and Loan Association of Chicago by Citicorp. He feels that the bids were not competitive and favors a



LEFT—Welcoming bankers to the Midwest Financial Group reception were: **Bob Wakefield**, sr. v.p. & cash., St. Bk. of Collinsville; **Bill Barnes**, pres. & c.e.o., Citizens Natl. Bk., Decatur, and **Loren Smith**, chmn., United Bk. of Illinois, Rockford. **RIGHT**—**Don Houk**, v.p., Midwest Financial Group, and wife **Gerry**; **Jim Welch**, pres., First Natl. Bk., Champaign, and **Brock Hessing**, v.p., Commercial Natl. Bk., Peoria, and wife **Shirley**.



LEFT—Enjoying a reception sponsored by Continental Illinois were: **Ken Wyatt**, v.p., First Natl. Bk., Ottawa, and wife **Barb**; **John Doyle**, bond. off., Continental, and **Carol** and **Don Lovett**, pres., Dixon Natl. Bk. **RIGHT**—**Paul Savard**, v.p., Continental; **Jim Heffron**, pres., Brickyard Bk., Chicago, and wife **Joan**; **Dick Walker**, pres. Lakeview Tr. & Sav. Bk., Chicago, and wife **Betty Jo**, and **Bob Vasko**, v.p., Continental.



formal hearing procedure versus the informal procedure used in Chicago by the Federal Home Loan Bank Board. Nor did Mr. Harris disguise his feelings about a Canadian bank being allowed to purchase the Harris Bank in Chicago. Noting that at the time of the purchase U.S. banks located outside of Illinois were not allowed to buy the bank, he shared with the bankers his first meeting with his Canadian counterpart. Upon introduction Mr. Harris asked, "Tell me Sir, could a bank located in the United States buy a bank in Canada?"

"No Sir," was the reply. "You know, that bothers the hell out of me," replied the Illinois Commissioner. Turning his focus to the problems surrounding the Continental Bank, Mr. Harris referred to the saga as "... a bank under siege." Emphasizing that public confidence in an institution is essential, he feels that even though the bank is stable as a result of recent rescue packages, "...the need for a partner is unquestionable." Again noting existing laws that would prevent merger with an out-of-state bank, Mr. Harris

praised the IBA in their support of current legislation in the Illinois General Assembly which would allow an out-of-state bank or bank holding company to acquire Continental, if an acceptable in-state solution cannot be achieved. (NOTE: While the convention was in session the Illinois Senate passed this legislation and House action is expected soon.) Other speakers to address the convention included Dr. Norman Vincent Peale, ABA President C. Robert Brenton, and NBC News Correspondent Douglas Kiker. □



LEFT—Manning the First of Chicago booth in the Exhibit Hall were: **Tom King**, v.p., First Natl. Bk., Chicago; **Todd Powell**, sales rep., First Invest. Serv., Chicago; **Connie Pickrell**, mktg. anal., and **Dan Lanphear**, v.p., First Chicago Data Corp., and **Phil Britt**, v.p., First Natl. Bk., Chicago. RIGHT—**Jan Bennion**, v.p., and **Terry McKiernan**, oper. asst. mgr., both with First Lease and Equip. Consult. Corp., Louisville, Ky.



LEFT—Enjoying the reception sponsored by the Chicago Loop banks were: **Dave Cox**, v.p., **Lew Brown**, a.v.p., and **Bill Potterton**, v.p., all with Harris Bank, and **Richard Wojick**, chmn., Heritage Financial Serv., Blue Island. RIGHT—**Willard Bunn, III**, pres., Springfield Marine Bk.; **Nancy** and **Emil Schubert**, v.p., and **Hill Hammock**, e.v.p. and wife **Cheryl**, with La Salle Natl. Bk., Chicago, and **Willard Bunn, Jr.**, chmn. Springfield Marine Bk., visit during La Salle reception.



LEFT—**John Montgomery**, pres., Lakeside Bk., Chicago, with Drovers Bank of Chicago officers **Jim Carmody**, pres., **Bob Corey**, exec. v.p., and **John Crotty**, sr. v.p. RIGHT—First Wisconsin Natl. Bk. of Milwaukee representatives included **Don Kramp**, v.p., **Pam Stosser**, bus. serv. off., and **John Boschek**, v.p.



LEFT—Brandt, Inc. representatives included **Dennis Skinner**, sales rep., and **Steve Hutchins**, prod. mgr. RIGHT—**Scott Martin**, prod. specialist; **Mark Eagan**, client support rep.; **Gretchen Boch**, tele. mktg.; **Charles Obie**, prod. mgr., and **Anne Gregory**, tele. mktg., represent IN-NERLINE.



LEFT—Demonstrating software systems were **Glenn Burmeister**, pres., and **Tammy Jensen**, mktg. dir., Homestead Mgmt. Systems, Des Moines, Ia. RIGHT—**Lori Frank**, v.p., Omni Resources, Orlanda Fla.



Top Executives Named at ATM Network Management

The board of directors of ATM Network Management Corp., Downers Grove, recently announced its acceptance of the resignation of E.L. Smith, chairman and president of the company since its inception, so that he might pursue other entrepreneurial interests. Replacing Mr. Smith as chairman is Donald J. Zimmerlin, senior vice president of corporate business development and a founder of the company, and as president and chief executive officer is Kenneth Sovereign, former executive vice president and chief operating officer. Mr. Smith will continue as major stockholder and a member of the board of ANMC.

In other action by the board, ANMC agreed in principle to sell Retail EFT, Inc., the company organized to implement the Southland 7-Eleven ATM deployment program in Chicago, to an investor group headed by Mr. Smith. This move represents ANMC's commitment to making Retail EFT, Inc. an independent organization, able to dedicate

full attention to successful implementation of the program.

Board Members Elected

Four new board members were elected at the annual stockholders meeting of Aurora Bancshares Corporation.

Newly elected board members are: Elaine M. Oberweis, executive vice president and director of Oberweis Securities, Inc.; David R. Bergman, executive vice president of Processed Plastic Co.; Norbert J. Kornak, president of Norb Kornak Oldsmobile, Inc., and Kenneth M. Nagel, president of Fox River Foods, Inc.

Three Directors Honored at First National, Barrington

At a meeting of the stockholders of the First National Bank of Barrington held in May in the bank's new building, a special presentation was made by Bill Hocter, Illinois Bankers Association executive vice president.

Mr. Hocter presented pins symbolic of membership in the IBA 50-year club to Joseph Friedlander,

Carl Anderson and Raymond Jurs. Collectively, the three represent 163 years of banking experience—all with the same institution. All three are directors of the bank. Mr. Friedlander is chairman emeritus; Mr. Anderson is the present chairman, and Mr. Jurs is former president.

State Bank of Freeport Acquires Area Banks

Dan Heine, president and chief executive officer of State Bank of Freeport, has announced that State Bank of Freeport has acquired the controlling interest in three area banks from the Lawrence E. McKee family. The three banks are Bank of Pecatonica, the Whaples and Farmers State Bank, Neponset, and Rock City Bank, with total assets for the three banks of \$43,000,000.

Mr. Heine stated that State Bank of Freeport would transfer its interest in these three banks as expeditiously as possible to Northwest Illinois Bancorp, Inc., its parent company, so that each bank would be operated as a subsidiary of Norwest Illinois Bancorp, Inc.

Rock Falls National to Form One-Bank H.C.

At the annual meeting held May 30, stockholders of Rock Falls National Bank voted to approve filing for a one-bank holding company application. Shareholders agreed to complete the final steps in the formulation of Rock Falls Bancshares, Inc., a one-bank holding company. At the same time, President Roger A. Aschbrenner reported that at year-end 1983 the bank recorded an all-time high of total assets - \$48,067,000. Rock Falls National Bank was founded in 1945.

Two Appointed in Skokie

Skokie Trust & Savings Bank has appointed Thelma Koscak and Jack Horowitz as corporate loan officers. Ms. Koscak has been with Skokie Trust since 1976 and has experience in auditing and consumer lending. Mr. Horowitz has been with Skokie Trust since 1982 and has experience in the areas of consumer and commercial lending.

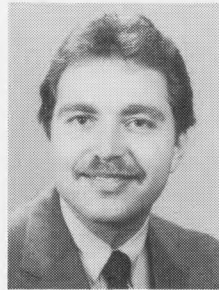
Colonial Bank Takes First Place in IBA Competition

Colonial Bank & Trust Company of Chicago recently won first place honors for its community relations program in the Illinois Bankers Association Showcase Award Competition. The community relations program entitled, "The Belmont-Central Community Special Service Tax District," illustrates how Colonial Bank spearheaded an effort to preserve the local business district through the construction and financial maintenance of a community parking facility. The bank's efforts culminated with the passage of a special service tax area by the Chicago City Council and has made a significant impact on the Belmont-Central shopping area. Besides winning first place honors for "The Belmont Central Community Special Service Tax District," Colonial Bank & Trust was also awarded the first place plaque in the marketing category in the \$200 million assets or over division for its entry, "We Make Dreams Happen," a series of advertisements for savings and consumer loan programs. Colonial Bank vice president Olga Hynes received both awards on be-

half of the bank at the IBA Marketing Conference in April.

Appointed in Batavia

Timothy C. McGrouary has been appointed cashier of The First National Bank of Batavia.



T.C. MC GROUARY

Mr. McGrouary had most recently been with the Office of the Comptroller in Chicago, where he has been a national bank examiner since 1979. He is a graduate of the University of Wisconsin at Whitewater, with a degree in finance.

Washington National Bank Declared Insolvent

On May 18, Michael A. Mancusi, senior deputy comptroller for national operations, Office of the Comptroller of the Currency, declared the Washington National Bank of Chicago, insolvent and appointed the FDIC as receiver.

The Washington National Bank of Chicago was chartered in 1977. Over the past six months, the bank experienced substantial loan and operating losses, which resulted in its insolvency.

Robot Demonstrates Cash Station ATM



AROK, Amalgamated Bank's friendly robot, visited Chicago recently to show bank customers how to use Amalgamated's CASH STATION ATM. Looking on is Amalgamated employee Phyllis Rich. Arok has the capability to take photos, shoot a laser gun and lift a variety of items.

Rockford Officer Named

City National Bank & Trust Co. of Rockford recently named Marcia L. Mueller, trust officer. Ms. Mueller joined the bank in 1979 as a trust administrator and was elected assistant trust officer in 1980.



Craig S. Moore has been appointed assistant vice president of Main Bank of Chicago, according to William C. Olsen, president.

Prior to his appointment, Mr. Moore was a commercial loan officer at the bank. His previous experience includes several years at Pioneer Bank and Trust Company as a credit analyst and a commercial loan officer.

* * *

Denise K. Hasbargen and Molly L. Witker have joined Financial Shares Corporation, Chicago, as vice presidents of the firm's training division, announced FSC President George M. Morvis.



D.K. HASBARGEN M.L. WITKER

Ms. Hasbargen previously was personnel manager of the midwest branch of CNA Insurance Companies.

Ms. Witker comes to Financial Shares from Harris Bank, Chicago, where she most recently served as training coordinator.

John Johnson Heads Wisconsin Assn.

MEETING in Milwaukee last month for their annual convention, members of the Wisconsin Bankers Association advanced John W. Johnson to the WBA presidency. He is president of the Bank of Spring Green. Mr. Johnson succeeds W.J. Morrissey, president of the Independence Bank Elkhorn, N.A.

The new vice president is Dean A.



J.W. JOHNSON

D.A. TREPTOW



R.J. ROESLER

B. KOONTZ

Treptow, president of the Brown Deer Bank. He is succeeded as treasurer by Richard J. Roesler, president of the First National Bank of Platteville. Continuing as WBA executive director is Bryan Koontz.

ABA State Vice President Lee Swanson, executive vice president of State Bank of Cross Plains, announced the election of Mr. Treptow and Mr. Roesler to the ABA Council.

Twelve persons were inducted into the WBA Fifty-Year Club:

Lester E. Bedessem, president, Farmers State Bank, Bangor.

Even O. Evenson, retired, National Bank of Commerce in Superior.

Howard M. Kiniery, vice president and director, First State Bank of Edgerton.

Adolph L. Langenfeld, chairman, M&I New Holstein Bank.

Stanley Loshinski, chairman, The Farmers Exchange Bank of Neshkoro.

Orville P. Omberg, retired, National Bank of Commerce in Superior.

Clarence A. Rhode, senior vice president, The Farmers Exchange Bank of Neshkoro.

Fred S. Rogers, director, First National Bank in Viroqua.

Aage Morris Schou, chairman, Strong's Bank, Dodgeville.

Eugene J. Steckbauer, director, Firstar Bank Oshkosh, N.A.

Roy Sundstrom, retired, National Bank of Commerce in Superior.

Milton W. Voelz, chairman, Citizens State Bank of Wittenberg.

Guest speakers at the Wisconsin convention included Jody Powell, former press secretary to President Jimmy Carter; keynoter William H. Kennedy, Jr., chairman ABA Council and chairman, National Bank of Commerce, Pine Bluff, Ark.; Sanford Rose, associate editor of the *American Banker*, and *Today* show weatherman Willard Scott.

WBA Ag Bankers Section Installs Officers, Directors

The Agricultural Bankers Section of the Wisconsin Bankers Association installed the following officers and board members at its annual conference in Appleton, April 11 and 12: Chairman—Kenneth Becker, Farmers State Bank, Coleman; Vice-Chairman—Keith Wetherell, State Bank of Howards Grove, and Treasurer—Richard H. Most, First Bank and Trust, Menomonie.

New board members include: Carl M. Axness, Union Bank of Blair, and Stanley M. Johansen, M&I Bank of Watertown.

Continuing as board members are:

Raymond Nortman, Farmers Savings Bank, Mineral Point; R.B. Spink, First Bank and Trust Co., Burlington; Robert B. Goodman, The State Bank of Viroqua, and Dale Smith, Farmers & Merchants Bank, Greenwood.

Greg LeGare, Bank of Osseo, served as chairman for the Agricultural Bankers Section during 1983-84 and presided over the two day annual meeting which was held at the Paper Valley Hotel.

Named Consultant to First Wisconsin, Milwaukee

Joseph P. Becker, former director of housing development of the Milwaukee office, U.S. Department of

Housing and Urban Development, has been named consultant to the real estate finance division of First Wisconsin National Bank of Milwaukee. He will be the bank's representative in negotiating government loans and loan guarantees for customers.

Receives CPA Certificate

John H. Gehrke, director of internal audit for F&M Financial Services Corporation, Menomonee Falls has received his Certified Public Accounting Certificate.

Mr. Gehrke joined F&M in 1981, previously serving with Mid-Continental Bancorporation, Milwaukee. He has also served as controller and auditor at the Grafton State Bank, Grafton.

Two Directors Elected At F&M Bank, Menomonee Falls

F&M Bank, Menomonee Falls, has elected two directors to the bank's board. They are: Martin F. Stein, chairman of Stein Health Services, Inc., and Charles S. Wendelberger, president of Brake & Equipment Co. of Milwaukee, Rockford and Wausau.

Viroqua Executive Named

Palmer Hoffland has been elected executive vice president and chief executive officer of State Bank of Viroqua, according to Merlin Zitzner, chairman.

Mr. Hoffland, a native of Viroqua, most recently was president of Norwest Bank Slayton, Minnesota, and had been affiliated with Norwest Corporation since his graduation from the University of Wisconsin in 1964.

Bank Officer Elected

James D. Carey, assistant vice president, senior credit services officer at F&M Bank, Menomonee Falls, has been elected treasurer of the National Association of Credit Management-Wisconsin, Inc.

Also elected to fill positions for the 1984-1985 year were: Bernard McCallum, Pottinger Steel Works, president; Charles B. Schultz, Badger Electric Supply Co., first vice president; Betty Hegler, First Wisconsin National Bank, second vice

president, and Counselor Past President, John Smilanich, Badger Meter, Inc.

Elected to the organization's board of directors were: James Ellsworth, Joseph T. Ryerson & Son, Inc.; Richard Menting, Moe Northern Company, and Gerard F. Phelan, Reliable Paper Co.

The Milwaukee based association is an affiliate of the National Association of Credit Management.

Acquisition Approved

The Board of Governors of the Federal Reserve System last month approved the acquisition of North Side Bancorp., Inc. of Racine by Citizens Bancorporation, headquartered in Sheboygan. North Side Bancorp. operates North Side Bank in Racine and North Side Bank in Caledonia. The affiliation is still subject to approval by the Justice Department, which is expected later this summer.

Total assets of North Side Bancorp., Inc. on March 31, 1983 were \$79.2 million. Completion of the acquisition, along with those of two other Wisconsin bank holding companies, will bring total assets of Citizens Bancorporation to over \$900 million in late 1984.

Citizens Bancorporation shareholders recently approved a name change to First Interstate Corporation of Wisconsin, reflecting the company's recent franchising agreement with First Interstate Bancorp., Los Angeles. Name changes for the holding company and its affiliated banks will take effect later this summer.

V.P. Election Announced At Menomonee Falls

Richard P. Klug, president and CEO of F&M Financial Services Corporation, Menomonee Falls, has announced the election of James O. Smith to vice president-marketing of the holding company.

Mr. Smith joined F&M Bank in 1982 as director of marketing and was appointed director of marketing of F&M Financial Services Corporation in 1983. He is a graduate of the University



J.O. SMITH

of Wisconsin-Oshkosh, the School of Bank Marketing, Northwestern University, and has done graduate work in marketing at the University of Wisconsin-Oshkosh.

Appleton Director Elected

Thomas L. Lyon has been elected a director of Valley Bancorporation, Appleton.

Mr. Lyon is general manager of the Shawano-based Midwest Breeders Cooperative.

One Elected in Colfax

Paul W. Dornfeld has been elected vice president of First American Bank of Colfax and First American

Agricultural Loans of Colfax, Inc.

Prior to joining First American, Mr. Dornfeld held the position of assistant district director of FmHA for eight counties in northwestern Minnesota. He is a graduate of the University of Minnesota.

F&M Presents Scholarship

A \$500 scholarship was recently presented to Donna Mallow, a graduate of Oconomowoc Senior High School, as part of a \$3,000 annual scholarship fund administered by F&M Bank, Menomonee Falls, through its education committee. Ms. Mallow plans to attend the University of Wisconsin-White-water this fall.

C of C Sets Moratorium on Non-Banks

AFTER weeks of speculation about what Comptroller of the Currency C. Todd Conover would do with a rising stack of "non-bank" charter applications, the Comptroller on May 9 issued a second moratorium on such applications. This one will extend to the adjournment of Congress this fall prior to the election. The Comptroller, in effect, served notice on Congress to take action that will approve, ban or more narrowly define such banks, or he will use his own judgement.

When the Comptroller issued his order on May 9, there were 230 applications from 29 institutions that had been filed since the previous moratorium ended on March 31. All of this feverish activity was precipitated by Federal Reserve's reluctant approval for U.S. Trust Co. of New York to convert its Florida trust subsidiary to a commercial bank charter that will accept deposits and make consumer loans, but not commercial loans. The Fed Board said it had no choice under present law but to approve the application. This loophole opened the floodgates for major holding companies seeking to break the interstate banking ban imposed by banking legislation of 50 years ago.

However, before he announced the moratorium, Comptroller Conover did approve 10 charters on applications filed prior to the March 31 deadline. The most controversial of these, by far, was for Dimensions Corp., which had filed for 31 such banks in 25 cities. Dimension, a non-financial institution had pursued the charters for a number of months and

was opposed by the Independent Bankers Association of America, as well as American Bankers Association and many members of Congress.

The Comptroller approved four charters for Dimension, usable at any of the locations it had sought, "to give it experience in operating banks" before any further applications are approved. Also approved were trust subsidiary conversions in Florida for Bankers Trust Company of New York, Bank of Boston (two), and Wilmington Trust of Delaware; one in New York City for the Reserve Fund, and one in Washington, D.C., for a Maryland bank. The Federal Reserve Board must approve the charters for Bankers Trust and Bank of Boston because they are holding companies subject to Fed regulations.

Sen. Jake Garn (D., Utah), chairman of the Senate Banking Committee, said he expected his committee to have a banking bill in mark-up by late May and a bill on the floor by June 1. The bill is aimed at broadening bank powers to encompass real estate and investment authority. It was not known if an amendment would address itself to the loophole.

Over in the House, Rep. Fernand St. Germain (D., R.I.), chairman of the House Banking Committee, made it plain where he stands on the loophole. He was quoted as saying, "Those who proceed, do so at their own risk."

The Illinois Bankers Association and IBAA still have a lawsuit against the Comptroller to stop any issuance of Dimension charters.



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because every F&M Marquette correspondent banker has years of experience and an established reputation for trust and confidentiality. We built our correspondent reputation on personal service. And even though we've

grown to be a billion dollar bank, our philosophy hasn't changed. Extending ourselves for you is our way of life. Call us for all Correspondent Banking services at 612/341-6561.

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Correspondent Banking

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economy is growing faster than the government," he said. We are making inroads on balancing the budget." He noted growth in government spending has slowed while government receipts have increased. The first seven months of fiscal 1984 showed \$490.8 billion in government spending, only 3.2 percent over the same period in 1983, while receipts were \$384.5 billion, a 12.1 percent increase over 1983.

"We think we are bringing the budget into control and slowing down spending," said Senator Boschwitz, who pointed to the deficit reduction package now before Congress. We will finish the job within the first nine months after the November elections."

Federal Deposit Insurance Corporation Chairman William Isaac touched on a number of key issues in his presentation to the bankers. He began by reviewing a new method for handling bank failures called "modified pay-off." Using this method, instead of paying off insured deposits, they are transferred to another institution. Remaining funds are used to pay a portion of the uninsured deposits. He noted and cautioned that this method is still in the test phase.

Mr. Isaac disagrees with the notion that banks should not be involved in the securities business, and feels that those that blame the market collapse in the 1930s on banks' involvement with securities ignore inflation and recession as factors largely responsible for that collapse. Describing current federal legislation to reform the banking system, he said, "Clearly there



U.S. Senator Rudy Boschwitz reviews with the bankers various aspects of government spending during recent years. Immigrating at the age of five, the Senator explained "...the U.S. took me in as a little boy, educated me and allowed me to succeed."



NEWLY elected MBA officers for 1984-85 are: Treasurer—**Scott Jones**; First Vice President—**Clinton Kurtz**; President—**Galen Pate**, and Second Vice President—**Roy Terwilliger**.

Galen Pate Elected MBA President

By **BEN HALLER, JR.**
Publisher

and

By **STEVE BURCH**
Associate Publisher

A RECORD registration, standing room only workshops, overflow special interest sessions and packed general sessions were the trademark of the 94th annual Minnesota Bankers Association convention held in St. Paul last month. Themed "Focusing On Our Strengths," the convention was highlighted by the election of Galen T. Pate to the MBA presidency. Mr. Pate is the president of Signal Hill State Bank in West St. Paul and succeeds Herb Lund, president of Security State Bank, Albert Lea. Other officers elected for the 1984-85 year are:

First Vice President—Clinton Kurtz, president, Citizens State Bank, Norwood; **Second Vice President—Roy Terwilliger**, president, Suburban National Bank, Eden Prairie, and **Treasurer—Scott Jones**, president, Goodhue National Bank, Red Wing.

Three new board members were installed during the convention. Elected at their respective district meetings in September, the new board members are: District 3—James Heig, president, Norwest Bank Maple Grove; District 4—A. William Sands, president, Western State Bank, St. Paul, and District 6—E. Terry Skone, president, First National Bank, Deerwood.

Four bankers became members of the MBA Pioneer Club and received plaques in honor of their 50 years of service in banking. The bankers were: Pat Dubois, First State Bank, Sauk Centre; Oliver Latterell, Citi-

zens State Bank of Kelliher; Eldon Matson, State Bank of Blomkest, and Robert Sprague, Sprague National Bank, Caledonia.

A special leadership meeting at the White House prevented Senator Jake Garn from attending the convention as scheduled, however, he addressed the bankers via telephone hook-up. After trading friendly barbs with Minnesota Senator Rudy Boschwitz, who served as facilitator for the telephone conference, Senator Garn briefed the bankers on the status of his banking bill now before the Senate Banking, Housing and Urban Affairs Committee. The Senate bill would streamline current laws governing bank entry into non-bank activities and authorize banks to offer new products and services such as underwriting municipal bonds, offering mutual funds and engaging in real estate and insurance services. He stated that the bill had been gaining momentum in the Senate and then ran into a brick wall resulting from the Continental Illinois saga. At the time of his speech, he intended to shoot for a mark-up before the end of June with floor debate expected in July. The MBA supports the Garn bill which features broadened asset powers versus the House version which simply closes non-bank loopholes and calls for divestiture of all non-bank banks formed during the past two years.

Following the telephone conference Senator Boschwitz directed his remarks on Congress' progress in controlling the federal deficit. "The

aren't any safety or soundness issues involved. This legislation reflects a political decision about the kind of banking system we're going to have in the future."

The federal deficit drew the focus of outgoing MBA President Herb Lund in his report to the convention. "The issue of greatest importance to all of us bankers and every American is the federal budget deficit and the damage which deficit spending is doing to our economy, our citizens, and the world economy as well. Bankers must take a firm stand on

excessive spending and budget deficits. It is in the interest of our customers and of Minnesota Bankers to demand controls on government spending, and if necessary to make sacrifices through tax increases to lower these deficits. But tax increases must be tied to genuine spending reductions. This is a crisis situation and not the time to play politics with fiscal responsibility."

Other topics of concern discussed by Mr. Lund included: interstate/regional banking; the non-bank loopholes in federal banking law; abuses

in the new bankruptcy laws, and the need for expanded bank powers.

Other featured speakers during the convention were ABA President C. Robert Brenton, Dr. Barry Asmus, who spoke on "The Economics of Reality," and former Vietnam POW Charlie Plumb, who gave an inspiring presentation during the Fellowship Breakfast. The bankers enjoyed the entertainment of the Wes Covington Orchestra, The Pied Pipers, The Four Freshmen and The Four Aces following the Annual Banquet. □



PICTURED at Norwest's hospitality room were: LEFT—**Dick Schneider**, exec. v.p., Norwest Bank Minneapolis; **Bob Krane**, vice chmn., Norwest Corp., Minneapolis, and **C.P. "Buck" Moore**, pres., Norwest Region IV, Sioux Falls. RIGHT—**Stan Pederson**, v.p., Norwest Midland, Minneapolis; **Eldon Matson**, chmn., State Bank of Blomkest; **Keith Keller**, v.p., 1st Natl., St. Charles, and **Darin Narayana**, sr. v.p., Norwest Corp., Minneapolis.



LEFT—Welcoming bankers to the F & M Marquette reception were **Craig Bishop**, inv. consult.; **Phil Gallivan**, sr. v.p., and wife **Diane**, and **Jo Ann Hinnenthal**, inv. off. RIGHT—Other F & M Marquette representatives included **Tom Welch**, sr. v.p., and wife **Rita**, and **Jack Campion**, v.p.



LEFT—Speaker at session on One Bank Holding Co. was **Bob Miller** (left) of McGladrey, Hendrickson & Co., Minneapolis, and he was assisted by **Wayne Berthiaume**, MBA adm. v.p. RIGHT—Speakers at Human Resources Management session were **Jack Newstrom** (left), pres., Cromer Mgmt., Inc., Minneapolis, and **Pat Colbert**, pres., American State Bk., Bloomington.

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It won't. And if you don't consider your options, you may be left without any.

At least one leading consultant predicts that over 5,000 banks will disappear within this decade. Some for being unable to compete with products or technology, some for just not being able to compete profitably any longer.

An alternative to joining the growing list of merged or acquired financial institutions is a franchise from First Interstate Bancorp. It's

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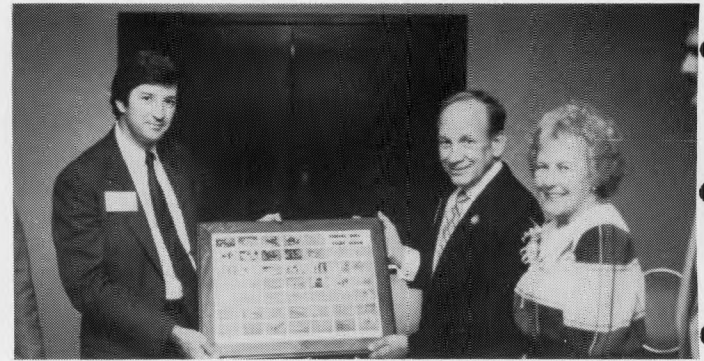
First Interstate
Bancorp



HOSPITALITY quarters for First Bank Correspondent Banking was at Landmark Center: **LEFT**—**Mike Mishou**, v.p., and his wife, **Sis**; **Marty Chorzempa**, pres., Richfield B&T, and his wife, **Jan**; **Dick Swanberg**, sr. v.p., host bank, and his wife, **Cleone**; **Roland Nordlund**, chmn., Town & Country Bank, Maplewood, and his wife, **Nancy**. **RIGHT**—**Wayne Blackmarr**, chmn. exec. comm., Wayzata B&T, and his wife, **Jean**; **Patti** and **Ken Wales**, sr. v.p., First Bank, and **Art Espeland**, pres., 1st Natl., Henning.



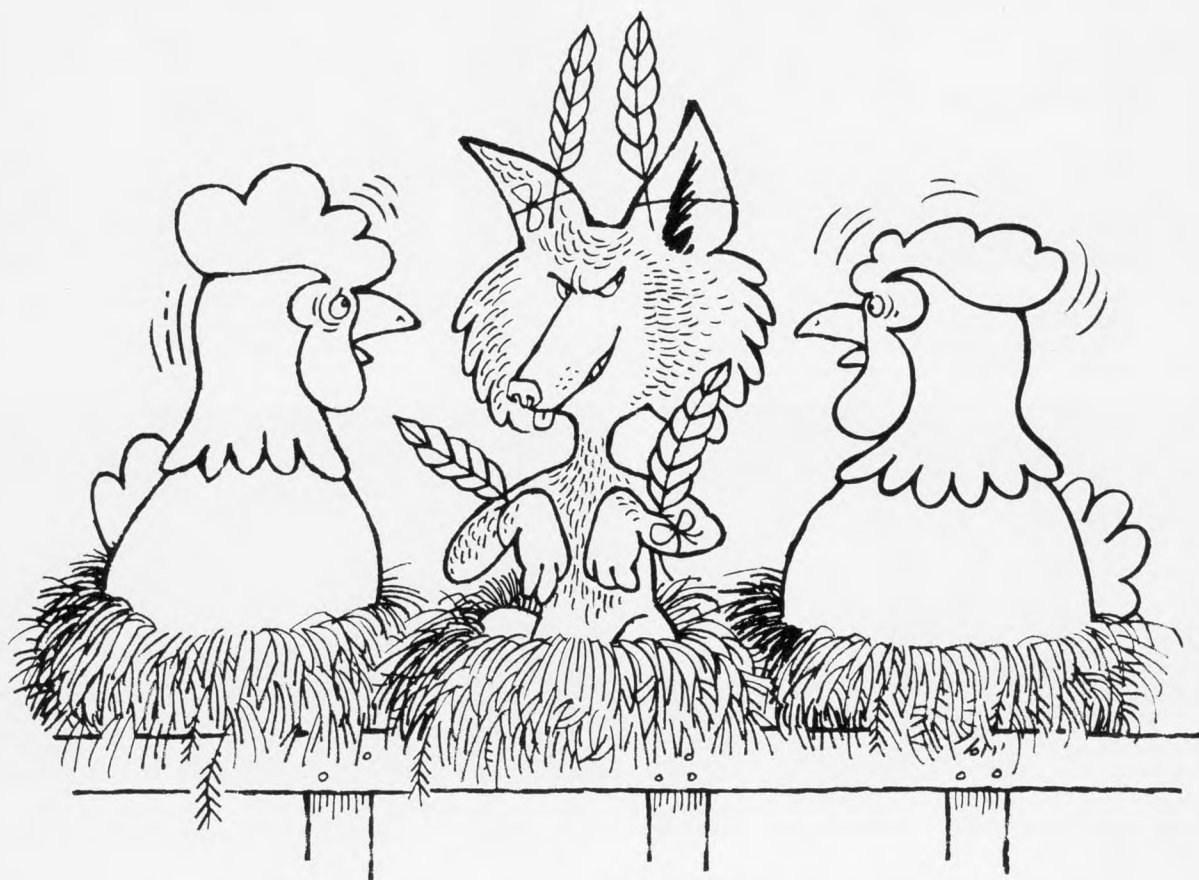
LEFT—Fellowship Breakfast participants included Speaker **Charlie Plumb**, Breakfast Chairman **Jim Gesell**, pres., Cherokee St. Bk., St. Paul, and Vocalist **Jim Murray**. **RIGHT**—**Paul Lindholm**, pres. & c.e.o., Bank of Maple Plain; ABA President **C. Robert Brenton**, pres., Brenton Banks, Des Moines, and wife **Babette**, and **Leila** and **Truman Jeffers**, MBA exec. v.p.



LEFT—**Robert Sipple**, sr. v.p., American Natl. Bk., St. Paul, (Center) welcomes **Don Johnson** and **Art Haessig**, both retired American National officers, and **Roselyn** and **George Erickson**, chmn. & pres., Cambridge St. Bk., to American Natl. reception. **RIGHT**—**Tom Wiklund**, v.p., Norwest Bank Minneapolis, presents Federal Duck Stamp etching to outgoing MBA President **Herb Lund** and wife **Mona**.



LEFT—**Senator Rudy Boschwitz** (second from right) visits with **Dennis Dunne**, pres. & c.e.o., Norwest Bank Duluth, **Mark Olson**, pres. & c.e.o., Security St. Bk. of Fergus Falls, and **Bob Leiseth**, chmn., Ada Natl. Bk. **RIGHT**—MASI Vice Chairman **Walter Minger** and MASI President **Leslie Peterson**, pres., Farmers St. Bk., Trimont, moderate Special Interest Session.



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The new world of financial deregulation and competition demands that independent community banks closely evaluate their business partners. Some partners are committed to helping you, others to helping themselves.

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Please evaluate your correspondent partners. Which ones help you, and which ones really use you to help themselves? You may find some strange birds.

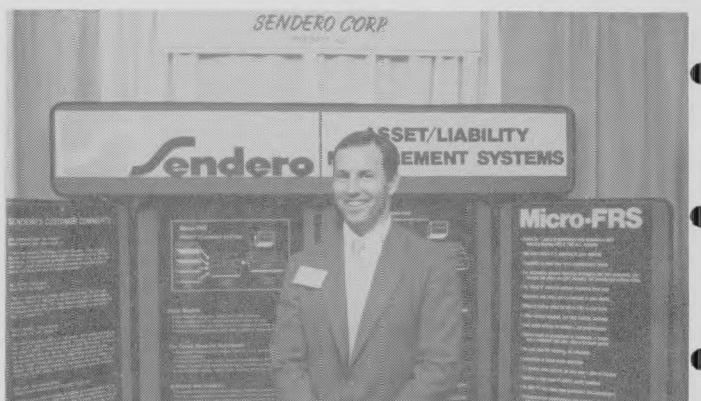
A M E R I C A N
NATIONAL BANK • SAINT PAUL



LEFT—Viewing the wildlife print given to the State Bank of Jeffers during Norwest Midland Breakfast were: **Dick Erickson**, v.p.; **Elaine and Stan Peterson**, v.p., **Arlen Nissen**, sr. v.p., and **Ellen and Loren Herbst**, sr. v.p. RIGHT—Enjoying the Norwest Midland Breakfast were: **Ross Bloomquist**, chmn., First Natl. Bk. of St. Peter, and wife **Lavinia**; **Jim Jorstad**, pres. & c.e.o., Citizens St. Bk. of Hayfield, and wife **Shirley**, and **Jodi and Mike Pieschel**, pres. & c.e.o., Farmers and Merchants St. Bk., Springfield.



LEFT—The newest addition to the MBA staff was kept busy directing registrants to table with MBA educational and promotional materials. RIGHT—**Gene Hahn**, guest, joins First Bank St. Paul representatives **Stephanie Moard**, inv. off., **Lee Schafer**, portfolio consult., and **Susan and Dick Flesvig**, a.v.p.



LEFT—**Jim Griggs**, sales mgr., LeRoy Signs, Mpls., mans the Daktronics, Inc. exhibit. RIGHT—**Robert Miller**, v.p., with the Minneapolis office of Sendero Corp. visited with bankers about various software packages.



LEFT—Hosting the F&M Marquette Natl. trust dept. exhibit were **Doris Grady**, tr. off., and **Mike Hay**, oper. superv. RIGHT—Northwestern Bell exhibitors were **Ruth Krebs** and **Larry Hegle**, acct. execs.



LEFT—At Independent State Bank of Minnesota booth were: **John Henke**, a.v.p.; **Sue Yaeger**, comp. cons., and **Gary Malmquist**, a.v.p., all with the ISBM; **Goldie** and **Ralph Schmidt**, chmn. & exec. v.p., Farmers & Merchants State, Appleton. RIGHT—**Jim Schueth**, programmer analyst, and **Kathleen Berg**, sales repr., both with Financial Systems of Kearney, Nebr., visit with **Don Lundquist**, exec. v.p., Farmers State, Fosston.



Midwest Banking Institute Prepares for 1984 Session

Effective agricultural credit analysis and loan administration is the primary goal of the curriculum for the Midwest Banking Institute to be held July 22-27 at the University of Minnesota, Morris.

The need for agricultural lenders to study in depth agricultural lending is provided at the Institute through a variety of learning methods, according to Wayne Berthiaume, who serves as the Institute administrator and administrative vice president of the Minnesota Bankers Association.

The Midwest Banking Institute is sponsored by the Minnesota, Montana, North Dakota, South Dakota and Wisconsin bankers associations to provide an opportunity for mid-level and senior managers to broaden their skills to become more effective agricultural lenders. During the two weeks of study, students study credit analysis, enterprise analysis, agricultural loan quality, agricultural policy and issues, banking issues, estate planning, farm business arrangements, Uniform Commercial Code, bankruptcy, building of economic activities in the rural community, marketing, and management of an agricultural bank through the use of a simulation game.

MBI, now in its 18th year, has continued over the years to meet the changing educational needs of agricultural lenders through a curriculum designed by an 18 member board and educators from the sponsoring five states. Members of the Board include:

Minnesota:

Gary Lochow, Norwest Bank Thief River Falls; **Gary Vanderwerf**,

Windom State Bank; **Wayne Berthiaume**, Minnesota Bankers Association; **Richard Hawkins**, University of Minnesota, St. Paul; **Dr. John Imholte**, University of Minnesota, Morris, and **Truman Jeffers**, Minnesota Bankers Association.

Montana:

Howard Torgerson, Farmers-Merchants Bank of Montana, Rudyard; **Gary Winship**, First National Bank, Butte, and **John Cadby**, Montana Bankers Association, Helena.

North Dakota:

Ronald Braseth, First National Bank, Hettinger; **Brian Houkom**, Norwest Bank Wahpeton, and **Harry Argue**, North Dakota Bankers Association, Bismarck.

South Dakota:

Gene Holsing, First State Bank, Warner; **Richard Palmatier**, First Bank of South Dakota, Madison, and **J.I. Milton Schwartz**, South Dakota Bankers Association, Pierre.

Wisconsin:

Bruce Spink, First Bank & Trust, Burlington; **Dwaine Sievers**, M&I Bank of Cambridge and **Bryan Koontz**, Wisconsin Bankers Association, Madison.

Duluth Election Announced

Norwest Bank Duluth, N.A. has announced the election of **Mary Ellen Crain** to assistant vice president. She will assume the duties of manager of the data processing center, according to **Dennis Dunne**, president.

Ms. Crain joined Norwest Bank Duluth in 1976 as a check filer while attending the University of Minnesota, Duluth, and was promoted to operations officer in 1983.

Worthington Promotes Two

Norwest Bank Worthington has announced the promotion of **Jeanine Spomer** to commercial credit officer and **Nancy Roberts** to instalment credit officer.

Mrs. Spomer began working at the bank in 1972 as a teller.

Ms. Roberts started in 1973 with Norwest Bank also as a teller. In 1981 she moved to California, returning to Worthington in 1982 as loan clerk and supervisor of the bank's Second Avenue Facility.

Rochester Elections Told

At Norwest Bank Rochester, **Dorinda J. Leutink** has been elected manager of the loan servicing department and **Jody L. Bower** has been elected commercial real estate lending officer.

Ms. Leutink joined the bank in 1974, was named mortgage servicing supervisor in 1980 and was promoted to loan servicing supervisor in 1982.

Ms. Bower joined the bank in 1983 and previously was with **Stauffer Chemical Co.** in Rochester.

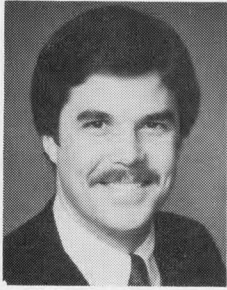
Also at the bank, **Herbert E. (Bud) Swift**, senior vice president, retired May 31 after six years with the bank and 31 years with Norwest Corporation. **Mr. Swift** joined Norwest Bank Rochester from Norwest Bank Minneapolis, where he was assistant vice president in charge of business development for instalment loans.



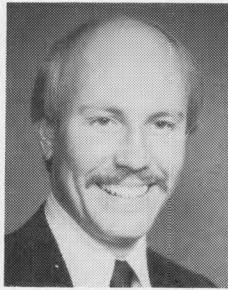
D.J. LEUTINK

Four Named in Wayzata

Wayzata Bank & Trust Company recently selected the following new officers:



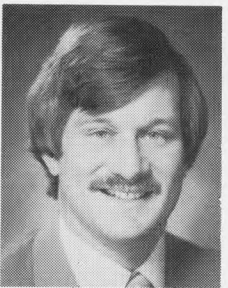
K. MC SHANE



J. GARNER



B. MITCHELL



M. SCHEIDHAUER

Kevin McShane, named vice president and manager of commercial loans, joined the bank two years ago. He previously was with First Bank Edina for seven years.

James Garner and Billy Mitchell were named assistant vice presidents in commercial loans. Mr. Garner joined Wayzata Bank & Trust in 1979 and formerly was with the American National Bank in St. Paul for six years.

Mr. Mitchell recently joined the bank from National City Bank of Minneapolis, where he managed the credit department and most recently worked in the group handling classified and problem loans.

Mark Scheidhauer, named consumer loan officer, joined the bank this year in April. Prior to that time he was at the Bank of Minneapolis and Trust Company, where he worked as an instalment loan officer for five years.

Norwest Corporation Awards Scholarships

Norwest Corporation recently announced the recipients of its 1984-85 scholarship awards.

Two of the 114 post-high school winners were Robert Hunter, son of Jean and Richard Hunter, and Todd DeBates, son of Marvis and Earl DeBates. Both Jean Hunter and

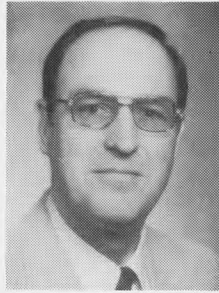
Marvis DeBates are employees of Norwest Bank Rochester, N.A., where they have been the past four years.

Scholarships applicants were measured on their educational performance and leadership ability. Criteria included grade point average, personal and school references, participation in school and community activities and work experience.

Red Wing V.P. Named

Norman J. Sampson, president of Norwest Bank Red Wing, has announced the appointment of Richard J. Binette as vice president, commercial loans.

Mr. Binette, previously the managing officer of Norwest Bank Silver Bay, has been with the Norwest Corporation since 1958 serving in Duluth, Hoyt Lakes and Silver Bay.



R.J. BINETTE

Two Promoted to Officers

George W. Sugden, president of Norwest Bank Mankato, N.A., has announced the promotion of J.D. Walker to human resource officer

and Karen M. Zeilinger to marketing officer for Norwest Bank Mankato, Faribault and Northfield. Both previously had been with Norwest Bank Faribault.

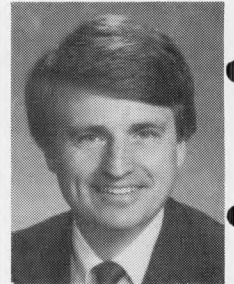
Mr. Walker joined Norwest Bank Duluth in 1979 and transferred to the Faribault bank in 1982 as personnel officer.

Ms. Zeilinger joined the Faribault bank in 1979 and was elected marketing officer there in 1983.

Appointed in Brainerd

First American Bank, Brainerd, recently announced the appointment of Robert Verkennes as vice president of commercial loans and business development.

Before moving to Brainerd, Mr. Verkennes was vice president of commercial lending and business development at Norwest Bank, South St. Paul. He began his banking career at Norwest in 1973 and his experience includes working in installment lending, real estate, branch management and most recently as a commercial lender.

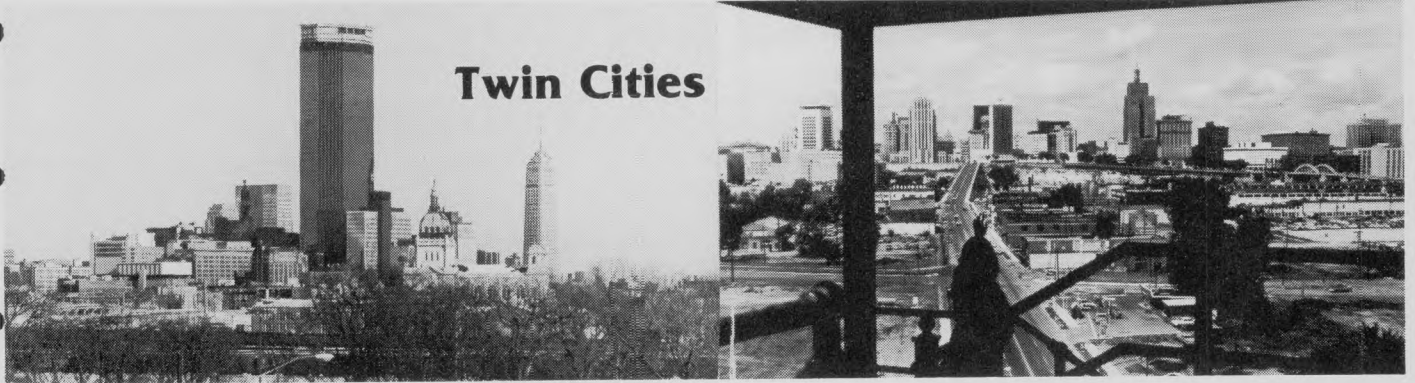


R. VERKENNES

Battle Creek Bank Officially Opens



ON HAND for the official opening in April of Battle Creek Bank in Sun Ray Plaza, St. Paul, were (l to r): William Clapp, dir., and Larry Albert, pres., Battle Creek Bank; David A. Shern, Minnesota Deputy Commissioner of Commerce, and Michael A. Hatch, Minnesota Commissioner of Commerce. The new full-service bank is located off I-94 and Ruth, at the site of the former Northern Federal Building. It is the first new state charter since December 20, 1982. Larry Albert, was formerly v.p. for First Nat'l. Bank of Detroit Lakes. Gary Benik was appointed v.p. and cashier.



Twin Cities

First Bank Minneapolis has announced the recent election of four vice presidents and seven assistant vice presidents.

New vice presidents include **Paul L. Cimmerer**, **William R. Easton**, **James H. Shadko** and **Sally A. Laux**.

Mr. Cimmerer joins the bank as vice president in charge of the staffing, planning and affirmative action division of the human resources group. He had been with the Pillsbury Company for two years as personnel director of the grocery products division.

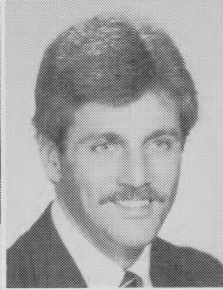
Mr. Easton has joined the bank in the international financial services division. He previously had been with First Bank Saint Paul as vice president in the international banking department.

Mr. Shadko joined the bank in 1981 as assistant vice president in the national group.

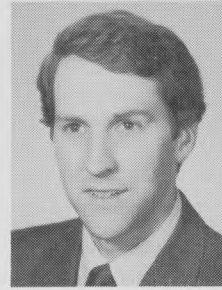
Ms. Laux has been serving as assistant vice president in the correspondent banking division.



S.L. DRAKE



L.P. KISKIS



R.D. MADISON



J.L. CALOTT



M.J. OURADNIK



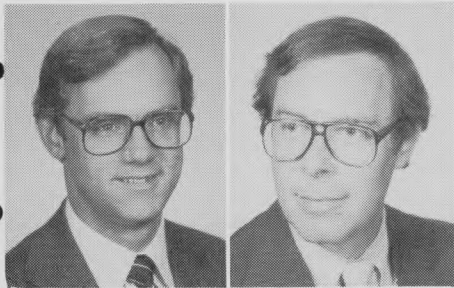
K.S. WASESCHA

James W. Henken, First Bank International - Milwaukee Branch; **Roger D. Madison**, metropolitan corporate banking II division; **Mark J. Ouradnik**, metropolitan corporate banking III division; **Joan L. Calott**, personal trust portfolio management division, and **Kathleen S. Wasescha**, equity research division.

* * *

New assistant vice presidents include: **Susan L. Drake**, executive banking division; **Leonard P. Kiskis**, correspondent banking division;

Carl R. Pohlad, president of F&M Marquette National Bank, has announced the promotions of: **Ed Hanson** to internal auditor; **Lisa**



P.L. CIMMERER

W.R. EASTON



J.H. SHADKO

S.A. LAUX

National City Bank Celebrates 20th Year



PARTICIPATING in the National City Bank of Minneapolis 20 Year Anniversary Celebration were: National City Bankcorp. Chairman **Lowell Andreas**, President and C.E.O. **Jim Hearon**, Director **Walter Heller**, and Chairman **Bernie Jacobs**. As the first bank to open in downtown Minneapolis in over 40 years, the bank has grown from a two bedroom hotel suite facility (with the photocopier in the bathtub) to one of the top performing banks in Minnesota in 1983 with over \$400 million in assets.



THE MINNEAPOLIS SKYLINE will look like this in 1987 with the addition of Norwest Center, the tallest building in the center of this photomontage, between the IDS Tower, on the right, and the Multifoods Tower, left. The 66-story Norwest Center will fill a gap in the skyline that "is just waiting for a new building," said **Cesar Pelli**, architect for the project, at the unveiling of a model of the building in Minneapolis, May 31, 1984. Norwest Center will be built and managed by a partnership of Norwest Corporation and Oxford Properties. Major tenants of the new building will include Norwest Corporation, its lead bank, Norwest Bank Minneapolis, Norwest Mortgage, Inc. and other Norwest subsidiaries, and a Saks Fifth Avenue department store.

Model Unveiled of Norwest Center

NORWEST Corporation and Oxford Properties, Inc., headquartered in Denver, last month unveiled a five-foot model of the Norwest Center, a two-million square foot office and retail complex soon to be built in downtown Minneapolis.

The Center will feature a 66-story office tower of glass and stone and a three-story base for banking, retail and restaurant facilities. The building will contain 2,020,000 square feet of rentable space, of which approximately 700,000 square feet will house Norwest's corporate headquarters, its lead bank, Norwest Bank Minneapolis, Norwest Mortgage, Inc. and other Norwest affiliates. The structure will replace the former Northwestern National Bank Building, severely damaged by fire on Thanksgiving Day, 1982.

Cesar Pelli, dean of Yale University's school of architecture, is creator of the new design. Reflecting the architecture of the great classic skyscrapers, the new tower will taper slightly as it rises and terminate in a sculpted crown rather than the flat-top look of many modern skyscrapers.

An usual feature of the tower will be 24 double-deck elevators, designed to facilitate traffic and reduce the total elevator shaft space requirements. The lower decks, ac-

cessible from the first floor lobby, will deliver passengers to odd-numbered floors. The upper decks, accessible from the Skyways, will deliver passengers to even numbered floors.

The tower, whose main entrance will be at Sixth and Marquette, will be 950 feet in height from the ground to the top of the crown. A broadcast mast will bring the building to at least 1,050 feet.

John W. Morrison, Norwest Chairman, said that although final details concerning the logistics of public access and construction are still under discussion, it is planned that the tower will feature a 360-degree observation deck about the 66th floor, from which sightseers will be able to command a view of more than 38 miles on a clear day.

Construction will begin during the summer of 1984 with completion set for 1987.

Ventura-Olson to assistant branch manager and personal banking officer, and **Louis Vayder** to payroll banking officer.

Previously a senior auditor, Mr. Hanson also served as an audit supervisor and audit manager for F&M Savings Bank.

Ms. Olson has been promoted to assistant branch manager and per-

sonal banking officer for the Southdale office of F&M Marquette National Bank, Edina. Previously, she was assistant manager.

Ms. Vayder has been promoted to payroll banking officer at the Southdale office of F&M Marquette National Bank, Edina. She previously served as payroll sales supervisor.

* * *

Norwest Bank MetroSouth, N.A., Minneapolis, has announced the promotion of **Jessica M. Walker** to assistant vice president. She is manager of personal banking and human resources.

Ms. Walker joined Norwest Bank MetroSouth's credit department in 1973 and was named human resources officer in September, 1981.

* * *

Janet L. Feare, formerly operations assistant, has been named operations officer at American State Bank of Bloomington.

She joined American State Bank in January after three and one-half years at Community State Bank, also in Bloomington. She has 15 years banking experience.



J.L. FEARE

* * *

Steven R. Ashley and **John D. Gilpin** have been promoted to senior vice presidents at First Bank Saint Paul.

Mr. Ashley, previously a vice president at the bank, will head the regional banking group. Mr. Gilpin, also formerly a vice president, will head the corporate banking group.

Mr. Ashley joined First Bank Saint Paul in 1971 and has held various positions in commercial lending. He has a bachelor's degree in economics from St. Olaf College and a masters of business administration from the University of Minnesota.

Mr. Gilpin has been with the bank since 1976 also in commercial lending. He has a bachelor's degree in economics from Lawrence University and a masters of business administration from the Stanford Graduate School of Business.

* * *

Sally J. Horn has been elected personal banking officer for First Bank Lake, Minneapolis.



S.J. HORN

Ms. Horn began her career with First Bank Minneapolis in 1973 and has served as a personal banker at its Parkway Office since 1980. She joined First Bank Lake this year when the Parkway Office consolidated with First Bank Minnehaha and First Bank Bloomington-Lake to become First Bank Lake.

* * *

James H. Hearon, III, president and CEO at National City Bank in Minneapolis, recently announced three promotions and two additions to the bank's official staff. Promoted to new positions were: **Margaret A. Kaju** and **Paddy McNeely**, commercial banking officer, and **Phyllis J. Strand**, personal banking officer.



M.A. KAJU

William B. Grandy joined the bank as senior vice president in the investment division. A graduate of the University of Iowa - Iowa City

where he received his MBA, Mr. Grandy was formerly associated with Carlson Companies and prior thereto with the F&M Savings Bank.

Jeffrey A. Reed also joined the bank as assistant vice president in the commercial banking department. A graduate of Bemidji State University, Mr. Reed was formerly associated with Banco Financial Corporation followed by Barclays American Business Credit.

Ms. Kaju, a graduate of St. Catherine's College in St. Paul, has been with the bank since 1981 in the commercial banking area.

Mr. McNeely started with the bank in 1981 also in the commercial banking area. He is a graduate of St. Thomas College in St. Paul.

Ms. Strand, a graduate of St. Olaf College in Northfield, has been with the bank since 1974. She has been with the Southdale branch and currently the main bank in the personal banking area.

* * *

David J. Hill has been promoted to controller and **Susan Hustad** has been named assistant vice president and loan officer of FBS Property Resources Corporation.

Mr. Hill started his career with First Bank System in 1977 and has held a variety of accounting positions since that time.

Ms. Hustad previously held the position of deputy division credit officer at National Westminster Bank, New York, and most recently was project coordinator for Hustad Development Corporation.

* * *

The following officers were recently appointed at Marquette National Bank at University:

Douglas J. Winter, vice president and cashier; **Heidi L. Coopet**, operations officer; **Mark D. Oslund**, retail banking officer, and **Karen K. Grams**, accounting officer.

* * *

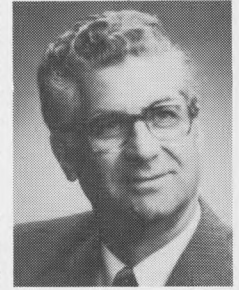
Marquette Lake State Bank of Minneapolis has elected **Robert Spinner** and **Donald Dibos** to its board of directors.

Mr. Spinner is executive vice president of Abbott-Northwestern Hospitals, Inc., of Minneapolis.

Mr. Dibos is president of Midwest Tool Supply, Inc., of Fridley, where he has worked since 1960.

* * *

The Highland Bank, St. Paul, has announced the election of two new vice presidents and has named the management staff for its new detached facility in West Bloomington.

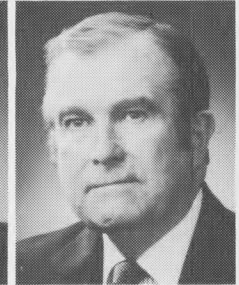


R.A. FRANZMEIER

Richard A. Franzmeier has been elected vice president and cashier and also was named the chief operating officer of the bank. He previously was with First Bank St. Paul as a consultant to financial institutions.



J.W. MUELLER



J.P. HOGAN

James W. Mueller has been elected vice president of The Highland Bank and manager of its Normandale Lake Office, located in Bloomington. He previously has been associated with the National City Bank of Ridgedale and Norwest Bank, Camden.

James P. Hogan has been elected assistant manager of the Normandale Lake Office. Mr. Hogan's past experience includes over 20 years service on the staffs of two other Bloomington banks.

* * *

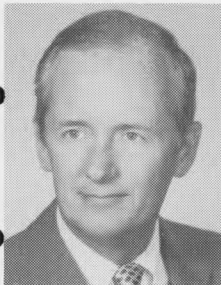
First Bank System, Inc. announced last month that an application will be filed with the Comptroller of the Currency to transfer ownership of First Bank Minneapolis' detached facility in Plymouth at 4105 Plymouth Boulevard.

The detached facility, currently called the Plymouth Office, would be renamed First Bank Plymouth-Four Seasons Office. The transfer is expected to be completed by mid-September.

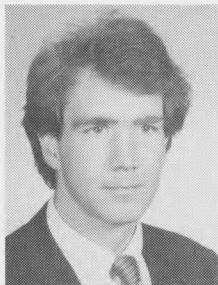
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F&M Marquette National Bank will hold its Second Annual Correspondent Banking/Investment Conference on October 18-19 at the Hyatt Regency Hotel in Minneapolis.

For more information call 612-341-6561.



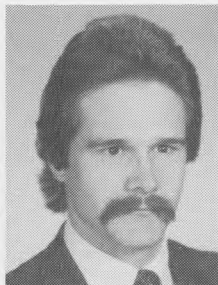
W.B. GRANDY



P. MC NEELY



P.J. STRAND



J.A. REED

Jeanette Paulson has been elected operations officer of First Bank Robbinsdale, according to Kenneth C. Sheehan, president.



J. PAULSON

Ms. Paulson began her career in banking in 1961 at First Bank Robbinsdale as a bookkeeper and held positions as a teller, proof supervisor, and general ledger clerk. In January, 1980 she moved to First Bank Fargo, North Dakota, where she had similar responsibilities. In June, 1981, she returned to First Bank Robbinsdale as an administrative assistant in the operations department.

* * *

NWNL Investment Services Corporation, an investment advisory firm, has changed its name to Washington Square Capital, Inc.

An independently operated subsidiary of Minneapolis-based Northwestern National Life Insurance

Company, Washington Square Capital provides a broad range of investment and asset management services to pension fund sponsors and managers and other institutional clients.

* * *

Roberta Beall has been named security officer and teller manager of First Bank Southdale, Edina, according to Robert Stehlik, president.



R. BEALL

Ms. Beall began her banking career in 1972 at First Bank Produce, and served as operations officer prior to joining First Bank Southdale.

* * *

The board of directors of Bremer Financial Services, Inc. has announced the election of **Mary Beth (Penny) Schmitt**, credit analyst, to the officer position of director of credit review.

Ms. Schmitt joined Bremer in

1979 as an internal auditor and moved to the credit division in 1982.

Staff additions at Bremer Financial Services, Inc. in recent months include **Thomas J. Doyle**, controller, and **Kathleen Roth**, purchasing coordinator.

Mr. Doyle assumed the controller's position previously held by **William B. Naryka**, who is now chief financial officer. Mr. Doyle began his career as a CPA with Peat, Marwick, Mitchell, and Company, and was manager of financial planning, reporting and taxation for Ellerbe, Inc. prior to joining Bremer.

Ms. Roth will develop and administer a group purchasing function for Bremer affiliates. She has held similar positions at Economics Laboratory, and at Comserve Corporation.

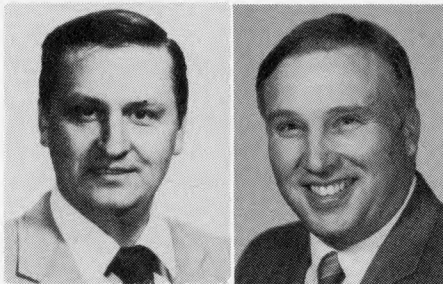
* * *

Norwest Corporation, Minneapolis, has announced that **Burl A. Leo** has been named client executive, based at Norwest Bank Rochester.

Mr. Leo started his career in 1959. He joined Norwest Bank Faribault in 1969 and was named senior vice president there in 1981.

South Dakota

C.W. Ekstrum, pres., Philip J.M. Schwartz, exec. mgr., Pierre



Norwest Plans to Consolidate All South Dakota Affiliates

NORWEST Corporation announced plans last month to consolidate its South Dakota banks into a single national banking association. The consolidated bank will be named Norwest Bank South Dakota, N.A., with existing Norwest banks will continue to operate as branches of the newly-chartered bank. Its formation is subject to the approval of regulatory authorities and bank shareholders.

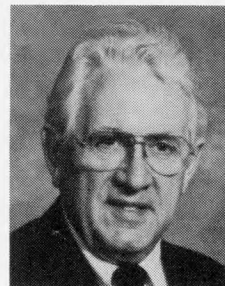
According to C.P. (Buck) Moore, president of Norwest Corporation's Region VI, the consolidation will be part of a major reorganization designed to streamline the company's

banking operation in South Dakota.

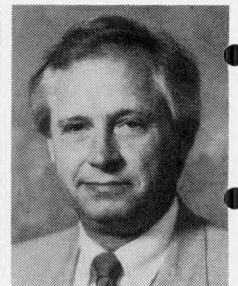
Under the reorganization, Mr. Moore will serve as chairman and chief executive officer of the consolidated bank. Management will be structured by business groups...agriculture and financial institutions (correspondent banking), retail and commercial. Three vice chairmen will manage these businesses for the region, which also includes banks in southwestern Minnesota.

Vice chairman of the agricultural and financial institutions group will be Gary G. Olson, currently president of Norwest Bank Aberdeen, N.A. Allan M. Severson, president

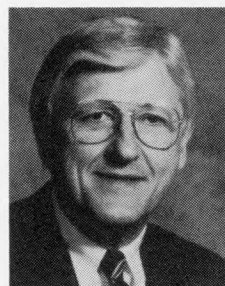
and chief executive officer of Norwest Bank Sioux Falls, N.A., will be vice chairman of the retail business group. Vice chairman of the commercial and business banking group will be Charles T. Undlin, now president of Norwest Bank Black Hills, N.A., Rapid City. The vice chairmen will continue to reside in their



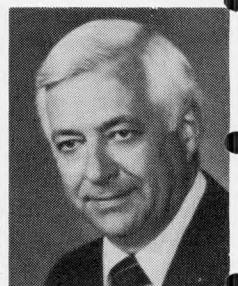
C.P. MOORE



G.G. OLSON



A.M. SEVERSON



C.T. UNDLIN

respective communities.

● A new board of directors, representing banking areas from across the state, will be formed. In addition, advisory boards consisting of business people, farmers and ranchers from communities throughout the state, will be established. Mr. Moore said, "These groups will ensure that we keep in touch with the pulse of the communities we serve."

● He pointed out that Norwest affiliate banks have been an active part of the communities of South Dakota since 1929. In that year, Northwest Bancorporation (Banco) was founded and banks in Aberdeen, Lead, Deadwood, Sioux Falls and Watertown joined the holding company. The corporation changed its name to Norwest last year.

● The consolidation involves Norwest Bank Aberdeen, N.A. and its branches at Bristol, Britton, Groton, Hecla, Milbank, Mobridge and Redfield; Norwest Bank Black Hills, N.A. at Rapid City, with branches at Belle Fourche, Deadwood, Hot Springs, Ellsworth Air Force Base, Lead, Newell, Spearfish and Sturgis; Norwest Bank Sioux Falls, N.A., with additional branches at Brookings, Chamberlain, Dell Rapids, Gregory Huron, Lake Preston, Madison, Mitchell, Parker and Springfield; and Norwest Bank Watertown, N.A. Approval of the application for consolidation by the Comptroller of the Currency is expected by early fall.

Nels Turnquist Retires After 33 Year Career

● Nels E. Turnquist retired July 1 as chairman of First Bank of South Dakota, Sioux Falls, after 33 years with First Bank System. He will continue to serve on the bank's board of directors.



N.E. TURNQUIST

● Mr. Turnquist started his banking career in 1951 at First Bank Helena, Montana, and was elected president in 1960. In 1968 he was named vice president and senior liaison officer of First Bank System, Inc., in Minneapolis. In 1972 he was elected president of First Bank of South Dakota and was named chairman in 1980.

Throughout his career, Turnquist has been involved in numerous civic and professional organizations including serving as a director of the Minneapolis Federal Reserve Bank, president of the South Dakota Bankers Association, South Dakota chairman of the National Alliance of Businessmen, and vice president of the University of Montana Foundation.

Two Elected to Head First Bank Aberdeen

Jack M. Thompson has been elected chairman and chief executive officer and Gary L. Scofield has been elected president and chief operating officer of First Bank Aberdeen.



J.M. THOMPSON

G.L. SCOFIELD

Mr. Thompson will continue his role as deputy chief executive officer of First Bank of South Dakota, Sioux Falls, and as head of its northeastern division which includes First Banks in Aberdeen, Redfield and Clark.

Mr. Scofield began his banking career in 1973 as an agricultural loan officer at First Bank Huron. In 1974 he moved to First Bank Aberdeen as an assistant cashier and ag loan officer. Mr. Scofield transferred to First Bank System, Inc., and served in the credit department from 1976 until 1978 when he was elected president of First Bank Park River, North Dakota. He joined First Bank of South Dakota in 1981 and was promoted to senior vice president in commercial and agricultural lending in 1982.

Two Promoted in Huron

Bruce L. Odson, president of the Farmers & Merchants Bank, Huron, has announced the promotion of Jim Hendricks and Lynn Schneider to senior vice president status.

Mr. Hendricks joined F&M in 1983 and heads the commercial and retail loan departments of the bank.

Mr. Schneider has been with F&M since 1981 and manages the agricultural loan department. He also serves

on the South Dakota Bankers Association Agricultural Loan Committee.

Elected in Gettysburg

First Bank of South Dakota has elected Byron M. Bennes, senior vice president and chief operating officer of First Bank Gettysburg. He succeeds Loren Miller who recently resigned.



B.M. BENNES

Mr. Bennes began his banking career in 1978 when he joined First Bank Miller as an agricultural trainee. He was promoted to agricultural loan officer in 1979. Mr. Bennes has held his current position of assistant vice president since September, 1983.

Rapid City Promotes Three

President Charles T. Undlin of Norwest Bank Black Hills, N.A., Rapid City, announced the following promotions after the May meeting of the board of directors:

Doug Peterson, assistant vice president, has been named manager of the Mt. View branch. Mr. Peterson graduated from South Dakota State College with a bachelor of science degree in economics and joined Norwest Bank in 1983 as a real estate officer.

Shirley Carlson has been named assistant vice president and manager of the North branch. She is a graduate of South Dakota State University and joined Norwest in 1980, serving as a personal loan officer since 1981.

John Hansen, who is an ag loan officer at the Belle Fourche office, has been named assistant vice president. A graduate of South Dakota State University, Mr. Hansen joined Norwest in 1976 as a field man, transferring to Belle Fourche as an ag loan officer in 1977.

The Dakota Centennial Convention was being held in Colorado Springs, Colorado, as this issue was being mailed.

A complete report with pictures and highlights of the convention will appear in the August NORTHWESTERN BANKER.

North Dakota

D. Petersen, pres., New Town
H.J. Argue, exec. dir., Bismarck



Glen Ullin Banker Named 1984 Banker of the Year

Edwin C. Richter, chairman of the First State Bank of Goodrich, president of the McVile State Bank, and cashier of the Bank of Glen Ullin, has been named North Dakota's 1984 Banker of the Year, announced Robert L. Pinkerton, district director of the Small Business Administration District Office.

To be a candidate for the award, you must be a banker who has made special efforts to assist deserving small businesses in obtaining financing or advocate a specific change within the financial services industry on efforts to assist small firms.

Mr. Richter has provided financial assistance and financial consultation to the Glen Ullin development company and has been instrumental in providing loans to the business community which resulted in providing vital services to the citizens of the area.

Four Elected in Wahpeton

W.M. Sanger, president of First Bank Wahpeton, has announced the election of Alex R. Zier as senior vice president and second officer; Bruce A. Heysse as vice president in commercial loans; Willard Strege as vice president in ag loans, and E. Justin Reynolds as assistant vice president in commercial loans.

Mr. Zier began his banking career in 1973 and joined the Wahpeton bank in 1981 as vice president and second officer.

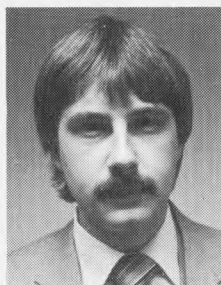
Mr. Heysse is a graduate of Moorhead State University and started his banking career in 1977.

Mr. Strege joined First Bank Wahpeton in 1968.

Mr. Reynolds joined First Bank Fargo in 1976 as an adjuster. In 1980 he joined the Wahpeton bank, moving into commercial lending in 1982.

Appointed in Minot

Steve Wangler has been appointed loan review officer at First American Bank & Trust of Minot, according to J.J. Vinstadt, president.



S. WANGLER

Mr. Wangler has served as a bank examiner for the State Department of Banking and Financial Institutions since 1980. He is a 1979 graduate of the University of North Dakota, with a degree in banking and finance.

Two Join Fargo Staff

Harlee Olafson and Mark Naumann have joined the staff of Norwest Bank Fargo, N.A. as commercial banking officers.

Mr. Olafson joins the staff from Norwest Bank Valley City, where he was a commercial loan officer.

Mr. Naumann previously was with Fargo National Bank and Trust Company.

Two Promoted in Grand Forks

Richard O. Wold, president of the First National Bank in Grand Forks, has announced that Lillian Ege and Douglas Carpenter have been promoted to officer positions.

Ms. Ege has been named pension benefits officer and is responsible for the administration of IRA and Keogh plans held by First National Bank's trust department. Prior to her employment at First National Bank, she worked as a tax consultant for H & R Block. A graduate of Aaker's Business College, Ms. Ege joined the staff at First National Bank in 1976.

Mr. Carpenter has been named trust tax officer. He joined the staff at First National Bank in 1983. A Certified Public Accountant, Mr.

Carpenter worked for accounting firms in Fargo, and Minneapolis, Minnesota, prior to his employment at First National Bank. His responsibilities as trust tax officer include the preparation of estate and income tax returns, estate planning and work on special tax related projects.

NDBA Workshop Set for Aug.

Plans have been completed for a special workshop on "Loan Documentation and Analysis of Article 9 of the Uniform Commercial Code," to be held Thursday, August 2 at the Kirkwood Motor Inn, Bismarck.

Sponsored by the North Dakota Bankers Association, this workshop is an updated version of the program offered in July, 1983, at Moorhead and cosponsored with the Minnesota Bankers Association.

A comprehensive manual will be utilized at the workshop, along with a presentation by John Moye, an attorney with national recognition and expertise on the Uniform Commercial Code.

Registration fee is the same as last year, \$90, which includes lunch, breaks and manual. Contact the Kirkwood Motor Inn direct (701-258-7700) for room reservations from the NDBA block.

Montana News

At the time this issue was going to press, the Montana Bankers Association was holding its Annual Convention at Big Sky, Montana.

Charles Pedersen, chairman and president of First Interstate Bank in Great Falls, was scheduled to advance as president of the association, succeeding Robert Sizemore, president of the Western Bank of Chinook.

A complete report of the convention with photos will appear in the August NORTHWESTERN BANKER.



HEADING the Colorado Bankers Association for 1984-85 will be, from left: Chmn.—**Norman Dean**, chmn. & pres., United Bank of Greeley; Pres.—**Conrad Kern**, chmn. & ceo, Omniban-corp, Denver; Vice Pres.—**Royce Clark**, chmn. & pres., IntraWest Bank, Greeley, and Exec. Mgr.—**Don A. Childears**, Denver.

Conrad Kern Heads Colorado Bankers

By **BEN HALLER, JR.**
Publisher

MEMBERS of the Colorado Bankers Association elected Conrad Kern as president of the CBA for the 1984-85 year at their 83rd annual convention last month at The Broadmoor in Colorado Springs. Mr. Kern is chairman and chief executive officer of Omniban-corp, Denver. He succeeds Norman Dean, who serves in the coming year as CBA chairman. He is chairman and chief executive officer of the United Bank of Greeley.

Seving with Mr. Kern as CBA vice president will be Royce Clark, chairman and chief executive officer of IntraWest Bank in Greeley.

Don A. Childears continues as executive manager at CBA headquarters in Denver.

Mr. Dean also was elected to a

two-year term on the ABA Council, commencing at the conclusion of the ABA convention this October in New York. He will succeed Peter Grant, president of Colorado National Bank, currently ABA vice president for Colorado. Mr. Grant was CBA president in 1981-82. The other current ABA Council member is Al Koeneke, CBA president in 1982-83, who has one more year to serve on the Council. Mr. Koeneke is chairman and president, First National Bank in Rifle.

Approximately 900 persons enjoyed the beautiful Broadmoor hotel, golf courses, tennis courts, grounds and surrounding mountains. One of the new features at The Broadmoor was completion of Colorado Hall, which provides excellent

convention and exhibit facilities under one roof. The CBA was able to offer a record number of exhibits — 37 in all — and scheduled two of its hospitality events in the spacious exhibit area.

President's Remarks

In his remarks as outgoing president, Mr. Dean said of the past association year, "We have matured further and we *do* have a professional association. For the first time, a group of Colorado bankers got together with the staff and prepared a long-range strategic plan. It was approved at a meeting of the CBA board on Wednesday of this week (June 6)."

Mr. Dean also recounted the meeting he called last fall with leaders of other Colorado financial groups to discuss in advance their areas of agreement, as well as areas where they would differ on legislation. "Each of us better understood the other," he stated, "and when we went into the legislature we didn't have any surprises, and there were better results for all.

Mr. Dean further announced, "We are asking for the first dues increase in 15 years to help implement the new long-range strategic plan, and to develop further as the premier financial association in Colorado."

That dues request was one of three CBA constitutional amendments passed unanimously by delegates at the first business session. The first amendment increases the board from 15 to 17 by adding two new board members from Denver. "Present Denver board members," Mr. Dean said, "represent about 45 banks each, while other board members represent about 29 each. This amendment remedies that imbalance." The amendment was ap-



LEFT—Discussing ABA affairs at the CBA meeting were, from left: **Al Koeneke** and **Peter Grant** CBA members of ABA Council; ABA Pres. **C. Robert Brenton**, and **Norman Dean**, who was elected to the ABA Council effective at conclusion of ABA convention this fall to succeed Mr. Grant. **RIGHT**—Hosts at Central Bank of Denver traditional Friday morning breakfast were: **Don Echtermeyer**, sr. v.p.; **Max Brooks**, ret. chmn.; **Don Hoffman**, chmn., and **Jim Osbourn**, exec. v.p.





LEFT—Lyle Wells, vice chmn., United Missouri Bk. of Kansas City, and his wife, Anne, with Margaret and Art Salberg, chmn., 1st Natl., Longmont. RIGHT—Dick Muir, v.p., United Mo. Bk., and his wife, Beverly; Claude and Pam Cage, Colorado Springs; Phil Straight, exec. v.p. United Mo. Bk., and his wife, Sandy.



proved without discussion or dissent. The second motion, also passed without discussion or dissent designates the CBA board of directors as the resolutions committee. Mr. Dean said this formalizes what has, in fact, been the custom the past few years. The third and final amendment was the one adopted for the dues increase.

ABA President Speaks

ABA President C. Robert Brenton was the keynote speaker at the first general session of the convention. His "Status of Banking" slide presentation was updated with the most recent legislative report from Washington. Mr. Brenton, who is president of Brenton Banks, Inc., Des Moines, Ia., gave delegates a first-hand report on the hearings in preceding days held by Senate and House banking committee leaders. In his final remarks he stated, "The number one asset of banking is confidence. The problems of Continental Bank are *not* the problem of a banking system in disarray. If anything, Continental has proven that banks must be given the means

to compete. Anyone who doesn't believe that is looking through the wrong end of the telescope."

Pricing Bank Services

Dr. William Wilsted, director of the Colorado Graduate School of Banking at the University of Colorado, Boulder, gave an outstanding presentation of his talk on "Pricing of Bank Services." After noting that "pricing philosophy has changed in light of regulations," Dr. Wilsted said "the pricing of services should be made on the value to customers. Too often, in today's deregulated market, we haven't done this."

A summary of Dr. Wilsted's talk was published in the July 18 *Weekly Newsletter*.

Other Speakers

An unscheduled speaker at the first general session was Colorado Treasurer Roy Romer, who discussed a proposition to borrow \$450 million by the state and invest it in market instruments in Colorado banks. He presented several different options and asked Colorado bankers for their feedback on the various options.

The concluding speaker the first morning was Meg Egginton, deputy to the chairman at the FDIC, who presented the legislative program urged by FDIC Chairman William Isaac. She also gave a report on the program being pursued since early this year that applies the risk factor to deposits over \$100,000 in banks that have failed, and the Chairman's intent to pursue this policy with other bank failures. However, this has not been done to date with the problem at Continental Bank of Chicago, where government officials made the public statement that no depositor would be allowed to lose money, counteracting what the FDIC chairman has proposed.

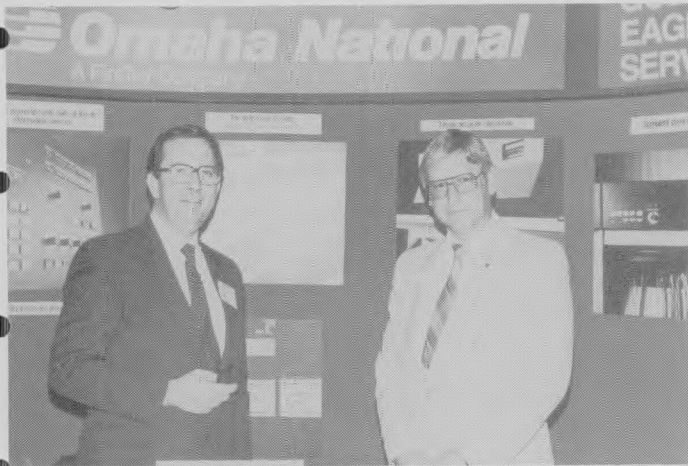
At the second general session Saturday morning, two controversial issues were discussed in panels of two. On the one for Bank Structure, George B. McKinley, Central Bancorporation, Inc., Denver, spoke for the proposition. William P. Johnson, FirstBank Holding Company, Lakewood, spoke for retention of existing law.

A second issue was Nonbank Ac-



LEFT—Tending chores at the CBA convention desk were: Pam Fretty, office mgr.; Carol Chabin, dir. of conferences; Rita Watson, adm. asst., and Fred Sindt, Sindt Adv. Co., Colo. Spgs., who handled all audio/visual needs. RIGHT—Enjoying the Rotten Log Hollow steak fry were: Bill MacMillan, v.p., Colorado Natl., Denver, and his wife, Lydia, with Sally and Steve Parker, pres., Burns Natl., Durango.





LEFT—Omaha Natl. Bk. (a FirstTier Co.) was represented at its booth by **Michael J. Baker**, Omaha, and **Tom Ryan**, Grand Island, Nebr. Both are reg. mgrs. for Golden Eagle Services of ONB. RIGHT—Monroe Systems representatives were: **Bruce Fields**, dist. mgr.-computers; **David Mallicote**, sales repr.; **Martha Garcia**, software support, and **James Pearce**, sales repr., all of Denver.



LEFT—TransAction Systems, Inc., a subsidiary of First InterState Bank of Denver, featured computer systems explained to CBA bankers by **Joseph P. Clark**, a.v.p.; **Joe Phernetton**, pres.; **Debbie Grossman**, business analyst, and **Sue Ingwersen**, product consultant. RIGHT—Rocky Mountain Bank Note sales reps. were **Milt Dudley**, Pueblo, and **Dan Robinette**, Colorado Springs.



LEFT—Staffing InnerLine booth were **Cas Obie**, product mgr.; **Ann Lark**, client support repr., and **Scott Martin**, product specialist. RIGHT—Greeting bankers at exhibit for Financial Proformas, Inc., of Mt. Diablo, Calif., were **Robert Pollack**, dir. of adv. and p.r.; **Rex Beach**, pres., and **Sue Dessayer**, v.p., mktg. div.

cess to CBA and the Colorado Graduate School of Banking. Favoring Nonbank Access was Richard A. Kirk, chief executive officer, United Bank of Denver. Favoring Bank Only Access was James J. O'Dell, president Platte Valley Bank, Brighton.

Earlier in the week at their board

meeting, CBA board members had voted, in effect, to veto the approval by Colorado School of Banking trustees to permit nonbanker enrollment in the school effective August 1, 1984. The CBA board action, which is superior to the trustees vote, was to take up the matter October 1, 1984, thus negating nonbanker en-

try this summer.

Final speakers were Colorado's popular Senator William L. Armstrong, a member of the Senate banking committee, and Dr. Barry Asmus, professor of economics at Boise State University, Boise Idaho, who gave his stirring address on "The Economics of Reality." □

Denver Promotion Told

Elizabeth Olson has been promoted to vice president of United Bank of Denver. In addition, Philip V. Hanel and Judy F. Reeves have been named officers.

Ms. Olson joined the bank in 1981 and is a manager in the bank's cash management area.

Mr. Hanel has been with the bank since May, 1982 and is a commercial banker in energy and minerals.

Ms. Reeves, a member of the marketing services component, joined in May of this year.

Elected to Board in Denver

Richard Grant Horn has been elected to the board of Denver National Bank, according to C. Gale Sellens, chairman and chief executive officer.

Mr. Horn is president and chief operating officer of Security Life of Denver, and has been in the insurance industry for 32 years.



R.G. HORN

Controller Named

Al Gonzales has been appointed controller for First Colorado Bank & Trust, Denver, according to J. Barclay Blue, president of the bank.

Previously assistant vice president and accounting department manager for over five years, Mr. Gonzales' primary responsibilities included supervising the accounting, wire transfer and internal control areas of the bank. Prior to joining First Colorado, he was with First Interstate Bank of Denver as a management trainee.

First Interstate Elects Five

The board of directors of First Interstate Bank of Denver recently elected two senior vice presidents and three vice presidents, according to Robert E. Lee, chairman and CEO.

The senior vice presidents, both in the treasury division, are Samuel C. Doyle and Walter C. Kane.

Mr. Doyle joined the bank in 1980 from Prescott Ball & Turbin, where he was head trader in the bond department.

Mr. Kane has also been with First

Interstate Bank since 1980. He was hired as a public finance officer in the investment department.

The new vice presidents are Mary K. Averill, corporate banking; Joseph M. Brady, treasury, and Mark A. Mischker, treasury.

Ms. Averill joined the bank in April, 1984, as group manager of the high tech department of corporate banking. Before that, she was an associate of the New Ventures Group in Boston.

Mr. Brady joined the bank's investment department in 1981. He was elected an officer in 1982, and an assistant vice president in 1983.

Mr. Mischker started with the bank in 1982 from Stein Brothers & Co., where he worked in the municipal finance area.

Alamosa President Named

E. Lavelle Craig has been promoted to president and chief executive officer of the Alamosa National Bank, Alamosa.

Mr. Craig joined the Alamosa National Bank in 1981 and has 11 years of banking experience in Colorado.

Robert Morris Associates Elects Officers/Directors

W. Nicholas V. Mathers, vice president of United Bank of Denver, recently was elected president of the Rocky Mountain chapter of Robert Morris Associates, the national association of commercial loan and credit officers.

Mr. Mathers, a graduate of the University of Denver, manages the bank's credit department. He was at Chemical Bank, New York, for 11 years prior to joining United Bank of Denver in 1978.

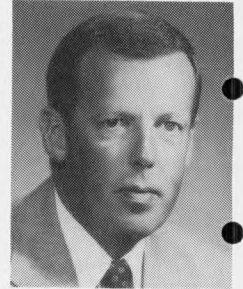
Also elected were: Charles B. Worthington, executive vice president at Denver National Bank, first vice president; John B. Harless Jr., president of Central Bank of Inverness, second vice president, and Paul Hutt, vice president at Metro National Bank, secretary/treasurer.

Elected director for a two-year term was R.K. McCoy, chairman of IntraWest Bank of Southglenn. He joins the following four directors who are continuing their terms: Roger D. Knight III, president, Metro National Bank; Robert L. Kropf, senior vice president, Colorado National Bank; David R. Pringle, vice president, Central Bank of Denver, and John G. Wilkinson, ex-

ecutive vice president, Colorado State Bank.

Parent Company Names Vice President

United Bank of Colorado, Inc. has announced the promotion of Richard B. Bottum to vice president of property management, responsible for all facilities owned by United Banks including its affiliate banks and subscribers.



R.B. BOTTUM

Mr. Bottum, previously senior vice president of United Bank of Denver, has had previous experience in data processing, programming, corporate planning, human resources, and long range facility planning. Most recently, Mr. Bottum has been responsible for the general management of United's facilities in United Bank Center.

Appointments Announced

William C. Neill, president of First Interstate Bank of Englewood, has assumed the additional title of chief executive officer. He succeeds Chairman Cletus A. Gasson, who retired March 31. He began his career at Wells Fargo in 1969 and is a graduate of the University of Nebraska.

Mr. Neill also announced several appointments and new additions to the bank's staff.

Al E. Pflaster, formerly cashier, has been appointed senior vice president and chief financial officer. He has been with First Interstate Bank of Englewood since 1976.

Other appointments include: Clarke Omdahl, formerly a commercial loan officer, as vice president; William Dunlap, formerly assistant vice president, as vice president and cashier; Karen Lind, formerly loan administration manager, as assistant vice president; Richard Page, formerly a commercial loan officer, to assistant vice president, and Sherry Hoerl, formerly instalment loan counselor, as instalment loan officer.

Mr. Neill also announced the recent addition to the staff of Bea Parkhouse as credit department manager; Bruce Riedmann as vice president and manager of commercial lending, and Diana Hays as real estate loan officer.



PICTURED are, from left: Immed. Past Pres.—**Don H. Babbitt**, pres., Stockgrowers State, Worland; New WBA Pres.—**Robert T. Noel**, pres. & ceo, Wyoming Natl., Casper; 1st Vice Pres.—**Hale Kreycik**, pres., Converse County Bk., Douglas; 2nd Vice Pres.—**N.P. Van Maren**, Jr., pres., Hilltop Natl., Casper, and Retiring Exec. V.P.—**M. Clare Mundell**, Laramie.

Bob Noel Heads Wyoming Bankers

By **BEN HALLER, JR.**
Publisher

WYOMING bankers, meeting last month at Jackson Lake Lodge, Moran, elected Robert T. Noel as president of the Wyoming Bankers Association for 1984-85. Mr. Noel is president and chief executive officer of Wyoming National Bank of Casper. He succeeds Don H. Babbitt, president of Stockgrowers State Bank of Worland.

Hale Kreycik, president of Converse County Bank, Douglas, was advanced to first vice president, succeeding Mr. Noel. The new second vice president is N.P. VanMaren, Jr., president of Hilltop National Bank, Casper.

The 1984 convention was the final one for M. Clare Mundell, who has served the past 12 years as WBA executive director. Mr. Mundell, as announced earlier, was succeeded on July 1 by Gretchen Tea, who will make her headquarters in Casper. Ms. Tea has worked for the Montana Bankers Association since 1978.

Mr. and Mrs. Mundell will continue making their home in Laramie, where they have lived for nearly 50 years. At the concluding business session of the convention last month, Mr. Mundell was elected honorary executive vice president of the WBA. E.J. "Woody" Haines, president of First Interstate Bank of Laramie, N.A., presented a gift to Mr. Mundell on behalf of the members. "Clare Mundell retires next month," he said, "after 12 years of faithful, dedicated service to our association as our executive director.

"In some respects, his service to banking really started in 1935 when he joined the faculty of the University of Wyoming, seeing to the education of many of us. He became Dean of the College of Commerce & Industry in 1949, a position he held for 22 years until his retirement in 1971. (The average tenure of college deans today is something less than five years.) His total years of service to the University spanned 36 years.

"One year after his retirement he was elected executive director of the

WBA in 1972. My career has been intertwined with Clare over the past 32 years as student, boss (WBA president 1978), employee, friend and confidante.

"Clare, as a token of our esteem for you, Wyoming banks have contributed over \$11,000 to fund a scholarship in your name. It is our intention to turn these funds over to the University of Wyoming Foundation for investment, the proceeds of which are to fund the Dean M. Clare Mundell Scholarship for Excellence in Banking at the College of Commerce & Industry at the University of Wyoming. It is further our desire that the selection criteria be left to your judgment, and that the scholarship remain in perpetuity.

Wyoming ABA members elected George W. McIlvaine to the ABA Council for a two-year term, beginning at the conclusion of the ABA convention in New York next October. Mr. McIlvaine, president of Saratoga State Bank, was WBA president in 1979. He will serve on the Council with Mr. Haines, who has one more year to go.

William H. Kennedy, Jr., immediate past president of the ABA and current chairman of the ABA Council, was the first convention speaker.

Referring to the ABA Leadership Conference of two months earlier that voted to support a balanced federal budget, Mr. Kennedy stated, "We're not going to be in really good shape in this country until Congress faces this issue and realizes the public wants it done. You must make up your mind that you'll probably have to bite the bullet of higher taxes to make this thing work and restore balance to our economy."

Richard Valeriani, NBC news correspondent, New York, gave an en-



LEFT—**Bob Bryans**, chmn., First Wyoming Bank, Casper, and **Tillie**; **M. Clare Mundell**, retiring WBA exec. v.p., and **Edith**; **Jack Pearson**, chmn., 1st Natl., Lovell, and **Lorry**, and **Buzz Wassenberg**, pres., First Wyoming Bank-Big Piney. All three men are past presidents of the WBA. RIGHT—**Bill Kennedy**, chmn. of the ABA Council, and **Marylena**, with **Sally** and **Don Babbitt**, retiring pres. of WBA and pres., Stockgrowers State, Worland.





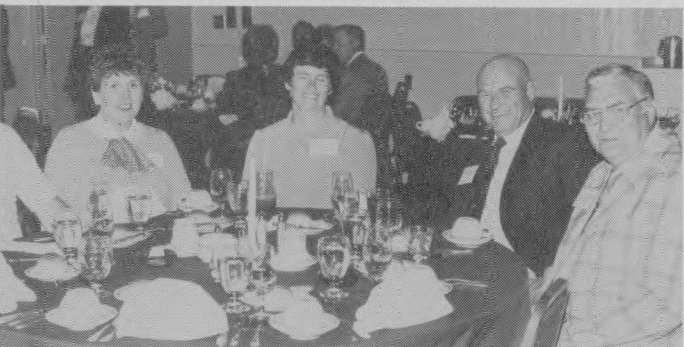
LEFT—**Dave Fowler**, v.p., Colorado Natl., Denver; **Mary** and **George McIlvaine**, pres., Saratoga State, and **Helen** and **Charles Kirk**, v.p., Colorado Natl. RIGHT—**Jay Bordewick**, exec. v.p., Wyoming Financial Services Inc., Casper, and his wife, **Margaret**, with **Larry Matthes**, v.p., Colorado Natl., Denver.



LEFT—**Bob Culver** and **Howard Nielsen**, v.p.s, Norwest Bank Omaha; **Chris Bunning**, pres., North Side State, Rock Springs, and **John Hay**, pres., Rock Springs Natl. RIGHT—**Sandy** and **Ed Kendig**, pres., 1st Natl., Wheatland, with **Jenny** and **Rick McElroy**, a.v.p., Central Bank Denver.



LEFT—**Linda** and **John Martin**, v.p., Omaha Natl., visit with **Doramay** and **Frank Blakeman**, pres., Sundance State. RIGHT—A surprise birthday cake was presented to a genuinely surprised **Jay Starr** (left), 2nd v.p. at Chase Manhattan Bank, New York, by his associate, **George Woodnorth**, v.p. at The Chase, while **Gus Scheele** (right), pres., Yellowstone State, enjoys the proceedings.



LEFT—**Karen Richins**, Minnehoma Ins. Co., Tulsa; **Peggy** and **Harold Biggerstaff**, dir., Stockmen's B&T, Gillette, and **Ralph Peterson**, v.p., 1st Natl., Omaha. RIGHT—A special tribute to **M. Clare Mundell** (left) retiring exec. v.p. of the WBA, was given on behalf of the assn. by **E.J. "Woody" Haines**, pres., First Interstate Bank of Laramie, N.A. Mr. Haines was WBA pres. in 1978-79, and also served several years as WBA secy. before Mr. Mundell joined the assn.

lightening and entertaining look at a newsman's insights from covering Presidential trips and the White House over an extended period of time.

Stan Smith, Wyoming state treasurer, explained the various programs of his office that deal directly with bankers and invited banker input into those future deliberations.

John Fisher, senior vice president of BANK ONE CORPORATION in Columbus, Ohio, and perhaps the most knowledgeable American banker in the area of electronic banking, delivered a most interesting presentation accompanied by slides to portray the continued decline of main office banking starting with the introduction in 1952 of drive-up offices, which have now peaked and are on a downward curve on his chart.

Mr. Fisher devoted the bulk of his remarks to the home banking evolution, the various banks and corporations who are in the forefront of development, and how they intend to expand the broad scope of financial and informational services inherent with home banking. Regarding brick and mortar installations, Mr. Fisher suggested "shared branches—that is, selling space to other financial entities such as insurance companies, brokers and others."

Wyoming Senator Al Simpson was scheduled to speak but had to remain in Washington, D.C., because he was needed there for the voting on the MX missile. It was announced that he was committed to support of the MX program and the vote late the night before was 48-48, with Vice President George Bush casting the deciding vote against a motion to table, and thus kill, the present MX bill. If Sen Simpson had not been present, it was noted, the motion to table could have prevailed. Sen. Simpson's speech was read by one of his Wyoming staff members. It reviewed the current status of banking legislation. Sen. Simpson was quoted in the talk as stating, "Congress must face up to the non-bank situation. But St Germain is committed to re-regulation and Garn to deregulation of the asset side, and this conflict may not leave enough time for full debate. That may lead us to the band-aid approach of perhaps a legislated moratorium. All House seats are up for reelection and St Germain's bill will prevail. Senator Garn will continue



Gretchen Tea, the new WBA exec. v.p., effective July 1, is welcomed by the newly-elected WBA president, Bob Noel, pres. Wyoming Natl., Casper.

his bill, so a compromise action will be needed."

Sen. Simpson's speech ended by asking, "How should I vote? What if the bill bans non-bank banks but allows interstate banking? Should we kill the interstate feature and allow non-bank banks or vice versa? Should we allow foreign banks to branch nationwide and remove deposits to Hong Kong and other foreign sites? I need your advice now on these banking bills."

As usual, the entertainment functions of the WBA convention had great participation—golf and tennis tournaments and the fishing derby. Ideal weather prevailed throughout most of the three-day period of the convention and all the prize winners were recognized at the concluding banquet the second night of the convention.

The 1985 convention will be changed by having the convention commence on Sunday, June 16, instead of Wednesday through Friday as has been the custom for many years. New WBA President Robert Noel said an interesting, new format will be offered in 1985. □

Casper Election Announced

First Interstate Bank of Casper recently announced the election of Cathy Sears to vice president and senior trust officer.

Formerly a vice president and trust officer, Ms. Sears has been with First Interstate Bank for the past 14 years. She has spent her entire career with the bank



C. SEARS

in the trust department, specializing in corporate trust and administration.

Casper Bank President Receives Service Award

The Wyoming Bankers Association last month honored Henry A. Hitch, president and chief executive officer of First Interstate Bank, Casper, for 25 years of service in the Wyoming banking industry.

Casper Bank V.P. Receives National Scholarship

Nina Woodard, vice president of marketing and personnel officer for First Interstate Bank, Casper, was recently named as a recipient of the prestigious Jean Arnot Reid Scholarship from the National Association of Bank Women in the amount of \$2,000.

Ms. Woodard tentatively plans to use the scholarship to obtain a Bachelor's Degree in Management from Mundelein College in Chicago.

Shoshone First Natl. Sold

Pending final details, Shoshone First National Bank has been purchased by United Bancorporation of Wyoming. The sale, subject to approval by shareholders and various regulatory authorities, is expected by the end of the year.

By the agreement, United Bancorporation, which owns Jackson State Bank, will purchase all of the stock of Shoshone First National, and R. Sam Allen, bank president, will remain with the bank until July 1. Mr. Allen, who has operated the bank for many years, will retire at year-end.

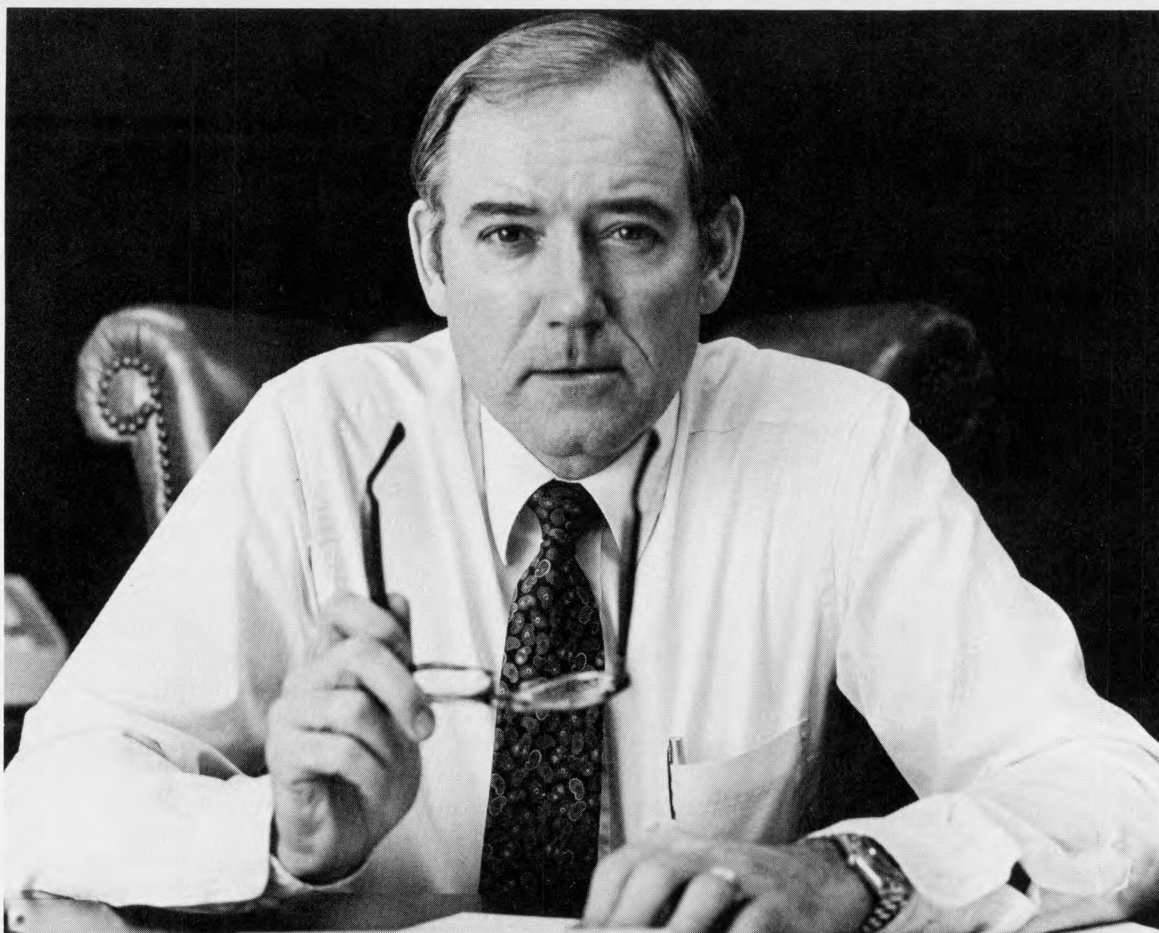
One Promoted in Casper

First Interstate Bank, Casper, has promoted Lester Hadrick to credit adjustment officer.

Named in Saratoga

John Kosmicki has been named senior loan officer at the Saratoga State Bank.

Mr. Kosmicki, who replaces Jim Elsensohn who recently resigned to accept a position out of state, has been at Saratoga State Bank since 1977 as a loan officer. He was named cashier in 1982 and also assumed the duties of bookkeeping and computer operations.



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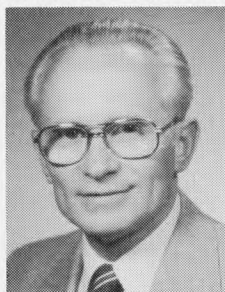
Nebraska

A.C. Hove, Jr., chmn., Minden
S. Matzke, Jr., exec. v.p., Lincoln



Financial Executives Group Elects New Officers

Elected president of the Nebraska Chapter of Financial Executives Institute was Ben W. Stanislav, senior vice president and secretary/treasurer of Norwest Capital Management & Trust Co., Omaha. Vice President is Robert G. Campney, treasurer of Pacesetter Corporation. Secretary/Treasurer is Dennis R. Morrison, regional vice president, controller of Norwest Corporation. New directors serving until 1985 are John W. Marcil, division manager/finance, Omaha Public Power District, and Charles W. Radda, vice president and controller of Northern Natural Gas Company. Serving until 1986 is Gary L. Crouch, chief financial officer of Gate City Steel Corporation, and serving until 1987 is Louis E. Million, assistant vice president/corporate accounts, Northwestern Bell Telephone Company.



B.W. STANISLAV

Financial Executives Institute is the recognized organization of top corporate financial management in the United States, Canada and Puerto Rico. Membership is on an individual basis and is open to those performing the duties of a financial executive, as defined by the Institute and serving companies of sufficient size to qualify.

Merger Completed—FirsTier a Reality

The merger of Omaha National Corporation and First National Lincoln Corp., with the surviving company being called FirsTier, Inc., became a reality June 1.

John D. Woods, formerly board chairman and CEO of Omaha Na-

tional Corporation, serves as board chairman and CEO of FirsTier. William C. Smith, formerly president and CEO of First National Lincoln Corp., serves as president and COO of FirsTier.

Other FirsTier officers elected June 1 by the board of directors were Howard H. Moldenhauer, vice president and secretary; Terry L. Ladman, treasurer, and Alan J. Rausch, assistant secretary and assistant treasurer.

Promoted in North Loup

Deloris Babcock has been promoted to cashier and Salina Jensen to assistant cashier of North Loup Valley Bank, North Loup.

Ms. Babcock has been with the bank since 1958, most recently as assistant cashier.

Ms. Jensen joined the bank in 1979.

Appointed in North Platte

Jim Mazour has been appointed vice president, agriculture loans, at American Security Bank, North Platte.

Mr. Mazour most recently was vice president and director of credit for the Production Credit Association in Clarinda, Iowa.

He is a graduate of the University of Nebraska Lincoln and has been associated with First National Bank of Grand Island and Bank of St. Edwards, before joining Farm Credit System six years ago.

Open House Honors Scottsbluff Banker

An open house was held May 18 at Scottsbluff National Bank for Jack Witters, honoring his 70 years of service to the financial community.

Mr. Witters joined Scottsbluff National Bank in 1914 as bookkeeper and steographer. He was later promoted to loan officer and eventually to executive vice president.

He retired in 1965 and now serves as a director and advisor to the bank.

Iowa-Nebraska Chapter of BMA Elects Officers

Fremont banker David N. Simmons has been elected to a one-year term as president of the Iowa-Nebraska Chapter of the Bank Marketing Association. Mr. Simmons is executive vice president of Fremont National Bank.

He succeeds Donald R. Peterson who is vice president and marketing director for Omaha National Bank.

The Iowa-Nebraska chapter conducted officer elections during its recent annual meeting at the Omaha Marriott Hotel.

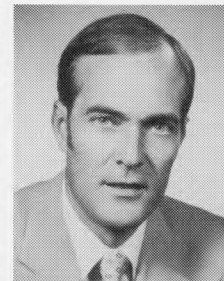
Other officers and directors of the chapter include: Donald J. Slifer, first vice president, Affiliated Midwest Bancs, Bellevue; Pam Hunzeker, second vice president, Bailey Lewis & Associates, Lincoln; Marlene Ahrenholtz, secretary, Bank of Norfolk, and Stan Wirth, treasurer, Beatrice National Bank.

Directors of the chapter are Larry Marik, First National Bank of Columbus; Michael Thompson, Citizens State Bank, Clarinda, Iowa; Randy Sheldon, First National Bank of York; Roberta Bar, First National Bank of David City; Vicki Clarke, Overland National Bank, Grand Island, and Harlan Falk, Douglas County Bank & Trust, Omaha.

Joins Wagner Banking Group

Lee Bachand has joined the Wagner Banking Group in the newly created position of chief executive officer. The Wagner Group, assembled by the late Kermit Wagner of Schuyler, has interest in 14 banks with total assets exceeding \$250 million.

Mr. Bachand is a graduate of the University of Nebraska at Lincoln and the Graduate School of Banking at Madison, Wisconsin. Prior to joining the Wagner Group, he was a senior vice president at Norwest Bank Omaha, N.A.



L. BACHAND



J.E. NAHAS

L. UEBNER



L.A. MAYHAN II

G. HUDSON

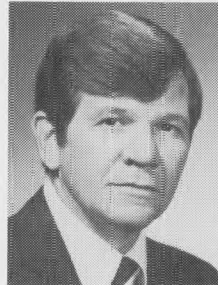
A NEW executive vice president and four new senior vice presidents are among the officer appointments at Omaha National Bank announced by **John D. Woods**, board chairman and chief executive officer.

Gary K. Thrasher has been named executive vice president. He will be responsible for commercial, agricultural, correspondent and consumer banking, real estate lending, leasing, investments, marketing, accounting and information systems.

Named senior vice presidents were **Michael L. Dahir**, who will serve as a division head in charge of commercial banking, leasing, investments and mortgage lending; **Melvin D. From**, who will be division head in charge of consumer banking and branch operations; **John E. Martin**, who will be division head in charge of financial institutions and agricultural lending; and **Christian B. Ott**, who will be division head in charge of controllers and information systems and payment services.

Mr. Thrasher joined Omaha National in 1970 as an administrative analyst in the controllers department. He became a commercial loan officer in 1972, was named a vice president in 1974 and head of the commercial banking department in

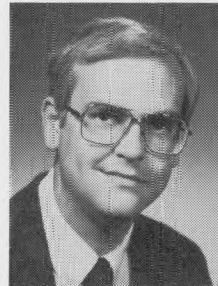
1976. Mr. Thrasher was named head of the resource management and credit review department in 1979 and was promoted to senior vice president in 1980.



M.D. FROM



J.E. MARTIN



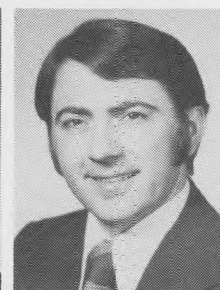
C.B. OTT



R.A. SUDDICK



P.J. BRADY



M.M. HALES

Mr. Dahir joined the bank in 1974 as a credit analyst and later served as a commercial loan officer. He was promoted to vice president in 1977 and was named head of the leasing department in 1980 and the investment department in 1982.

Mr. Ott, who joined the bank in 1971 as a research analyst in work measurement, later served as manager of financial accounting systems and manager of management information. He was promoted to vice president and controller in 1979.

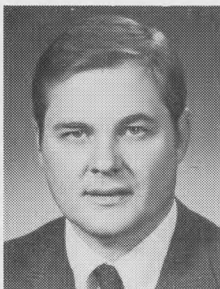
Robert A. Suddick will succeed Mr. Thrasher as head of the resource management and credit review department. He joined the bank in 1968 as a management trainee and later served as a team leader in commercial banking. He was promoted to vice president in 1974 and was named manager of the corporate group within the commercial banking department in 1983.

Patrick J. Brady has been named vice president in charge of the commercial lending department. He succeeds **Lawrence Comine, Jr.**, who is now handling special projects. Mr. Brady comes to Omaha National following an 18-year career with the Norwest Corporation. Most recently he served as a client executive at Norwest Bank Omaha.

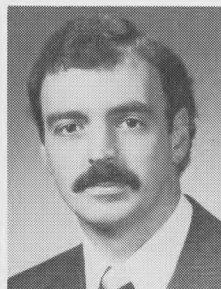
Merrill M. Hales and **John E. Nahas** have been named metropolitan team leaders in the commercial banking department. **Lawrence Uebner** has been named team leader of corporate banking within the department, handling national accounts.

Mr. Hales joined the bank in 1971 as an administrative assistant in operations and has served as a senior commercial loan officer since 1979.

Mr. Nahas joined the bank in 1975 as a work measurement ana-



G.K. THRASHER



M.L. DAHIR



Don Ostrand



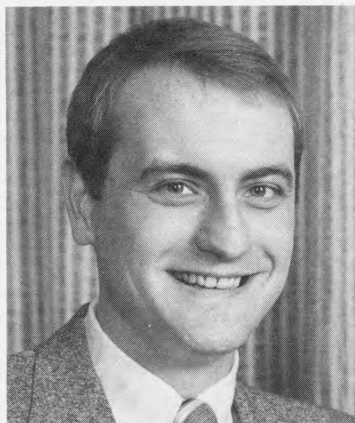
Ralph Peterson



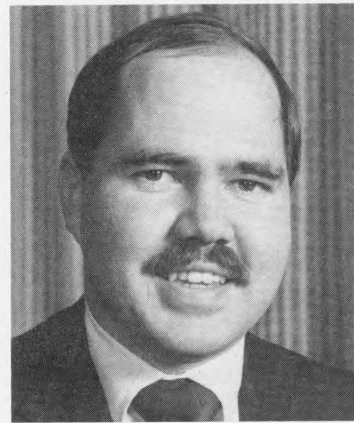
Jim Flodine



Fred Kuehl



Gerry Tomka



Tom Jensen

THE ANSWER MEN

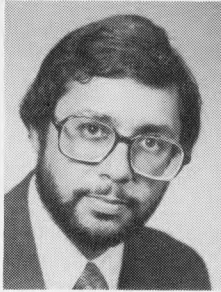
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J.C. WELLS



R.T. O'DONNELL



L.F. SCHEVE

lyst, and was named a second vice president and senior commercial banking officer in 1983.

Mr. Uebner came to Omaha National in 1970 as an administrative assistant and most recently was promoted to vice president and senior commercial banking officer in 1979.

Leo A. Mayhan II has been named head of the leasing department. He joined Omaha National in 1975 as a senior staff auditor and later transferred to the commercial banking department. He was named an assistant leasing officer in 1977, second vice president in 1980 and group manager in the leasing department in 1983.

Gail Hudson has been named group manager of the investment department. She joined the bank in 1979 as a senior investment representative.

Promoted to vice president in the legal department was **Melvin R. Katskee** and to vice president in the estate and trust division was **Jean C. Wells**.

Mr. Katskee joined the bank's legal department in 1974. Ms. Wells joined the bank as a trust administrator in 1973.

Named second vice presidents were **Robert T. O'Donnell** and **Lloyd F. Scheve**. Mr. O'Donnell joined the bank in 1957 as an assistant loan officer in consumer credit. Mr. Sheve joined in April, 1984, as manager of the bank's office in Blair, Nebraska. He previously was president of the former Blair Bank.

Other officer appointments in-

clude: **Douglas C. Grieb**, personnel officer; **Robin A. Sgroi**, operations officer; **Bruce W. Stacy**, leasing officer; **Merle D. Ashmore** and **Randy S. Knight**, assistant systems officers; and **Timothy C. Held**, **Robert J. Riley**, and **Jerry J. Syslo**, assistant officers.

* * *

Citicorp opened its first Citicorp Center to serve Citibank Financial Account holders in Omaha Wednesday, May 30 at 9:00 a.m. at Westwood Plaza, 120th & W. Center Road.

Richard L. Zerwas is assistant vice president and account director for the three Omaha Centers.

* * *

American National Bank Board Chairman **John M. Shonsey** recently announced the election of **John F. Kotouc** of Humboldt, to the board of directors. Mr. Kotouc is president of both the Home State Bank and Trust Company and the Financial Group Companies of Humboldt.

Active in the management of the State Bank of Elm Creek and the Dawson Bank, Mr. Kotouc also is a partner in the law firm of Kotouc, Kotouc, Fankhauser and Maschman in Humboldt.

* * *

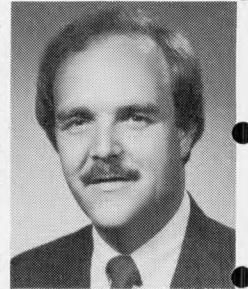
K.L. Bredensteiner has joined the Omaha office of Kirkpatrick, Pettis, Smith, Polian Inc. as vice president. KPSP, a Mutual of Omaha affiliate, is an investment banking and securi-

ties brokerage firm with offices in Omaha and Lincoln.

A graduate of the University of Iowa, Mr. Bredensteiner has been associated with another Omaha investment securities company for the past 11 years.

* * *

Stephen J. Hatz has joined Omaha National Bank as a second vice president and agricultural lending officer, according to **John D. Woods**, board chairman and chief executive officer.



S.J. HATZ

Mr. Hatz formerly managed the correspondent banking division of the Security National Bank of Sioux City, Iowa. Prior to joining Security National Bank, he was assistant cashier of the First Trust & Savings Bank of Remsen, Iowa.

Mr. Hatz is a graduate of Westmar College in LeMars, Iowa, and the University of Colorado's Graduate School of Banking.

Joins Wilcox as Cashier

Larry Wiederspan has joined The First National Bank of Wilcox as cashier.

Mr. Wiederspan previously served as cashier of Nebraska State Bank in South Sioux City where he has been the last seven years.

Ground is Broken for DeLay Bank



GROUND was broken recently for the new DeLay First National Bank & Trust Company, pictured above, to be located at the southeast corner of Fourth St. and Norfolk Ave. in Norfolk. Approximately 125 people were present for the ceremonies. DeLay Bank, with assets of \$140 million, was opened in 1930 by the late J.J. DeLay, father of B.M. DeLay, president of the bank.

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Lincoln

William C. Smith, president of First National Bank & Trust Company of Lincoln, has announced the promotion of **Tom Novotny** as installations officer in the automated customer service division, and **Eugene E. Oltman**, direct loan officer in installment lending.

Mr. Novotny joined First National Lincoln in 1981 as a credit analyst. He is a graduate of the University of Nebraska-Lincoln.

Mr. Oltman is also a UNL graduate. He joined the bank in 1980 as a Visa/MasterCard Field Representative.

Application Approved

Approval was recently given by the Comptroller of the Currency for the merger of First Savings Company of Grand Island and First Savings Company of Kearney into The First National Bank of Grand Island, under the charter and title of First National Bank of Grand Island.

North Platte State Bank has filed application with the Comptroller to convert to a national charter under the proposed title of North Platte National Bank.

An application was also filed May

30 with the Comptroller's office for a new bank in Bellevue. John R. Young, Jr. and a group of investors are seeking to organize the First United National Bank, to be located in Bellevue at the intersection of Highway 370 and Hillcrest Drive.

Proposed capital structure includes \$1 million capital and \$1 million in surplus, for a total capitalization of \$2 million. Other organizers include Shannon Lee Clatterback, Gale Larsen, Dr. James R. Morgan, Sally Millett Rau, Thomas L. Rozmarin and Wallace W. Tiller.

Commerce Savings Scottsbluff, Inc. and Commerce Savings Columbus, Inc., have filed application with the comptroller's office to convert their state industrial loan and investment company charters to national banks.

Also filed was the application for the proposed merger of First Savings Company of Fremont into First National Bank & Trust Co., Fremont.

Appointed in North Platte

Marcia L. Shanahan, credit control officer and analyst at the North Platte State Bank of North Platte, was recently appointed to the position of assistant vice president and credit analyst.

Board Votes For Common Management of Omaha Banks

THE FARM Credit Banks of Omaha District Board of Directors has taken action to develop a plan for common management of the three Omaha banks.

The banks—the Federal Land Bank of Omaha, the Federal Intermediate Credit Bank of Omaha and the Omaha Bank for Cooperatives—provides loans to farmers, ranchers and agricultural cooperatives in Iowa, Nebraska, South Dakota and Wyoming. While the banks are closely associated and have a common board of directors, they have operated under separate management since their inception more than 50 years ago.

"The board decided to pursue common management of the three banks in order to more efficiently provide credit and financially-related service to our borrowers,"

stated Melvin Todd Jr., chairman of the board. "We are certain this new structure will enable us to better meet the future needs of the bank and its borrowers."

The Bank for Cooperatives and the Federal Intermediate Credit Bank came under common management when the board recently named John Harling president of the two banks. Mr. Harling was president of the Bank for cooperatives prior to assuming the additional responsibility of heading the Credit Bank. Art Buffington is president of the Federal Land Bank.

Common management of the FICB and the OBC will begin immediately, and will involve the FLB later although no specific time frame has yet been determined.

In a related action, the board has also decided to pursue the imple-

mentation of common territories for Production Credit Associations and Federal Land Bank Associations. This will be accomplished on a separate timetable to be established later.

Five senior vice presidents were named to head divisions of the OCB and FICB, according to Mr. Harling. They are:

Eugene College, responsible for managing all credit operations.

Carroll Vaughn, treasurer-financial services, to manage all financial planning, financial operations and computer-related activities.

Ken Jasperson, supervision and review and audit activities and supervision of associations.

Dean Raber, corporate services, providing public and member relations, marketing and financially-related services, internal communications, governmental relations and consulting services.

Jerald Hurtz, human resources and administration.

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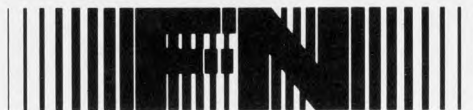
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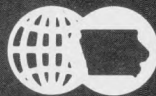
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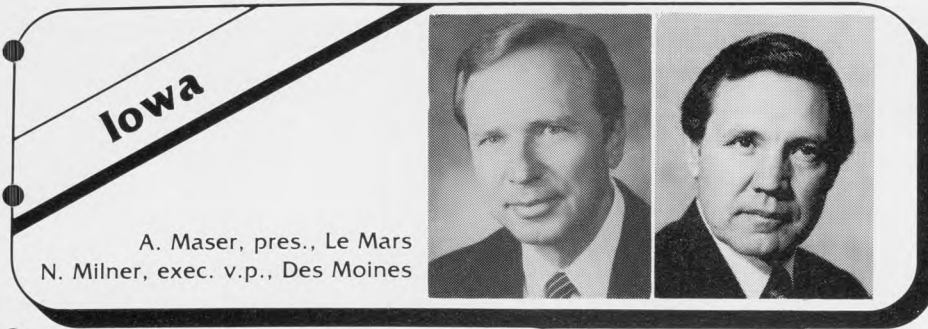
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A. Maser, pres., Le Mars
N. Milner, exec. v.p., Des Moines

Teleconferences Draw 1,300 Bankers

TWO Teleconferences conducted in late May by the Iowa Bankers Association for member banks around the state were termed a success by association officials. It was the first official use of this seminar technique by the IBA and attracted nearly 1,300 participants to the two different conferences.

The first, on May 29, was the Lien Law Workshop Teleconference, which was attended by more than 800 bankers at 10 locations in the state. The second, on May 31, was on Pledging of Assets for Public Funds, attended by approximately 450 registrants at the same 10 cities. Both Teleconferences were necessitated by the passage of bills by the legislature in late spring that directly affect banks.

The Lien Law, enacted as S.F. 510, resulted from efforts of ag suppliers to undermine the secured position of bank lenders. Pledging of assets for public funds resulted when the IBA prevailed on the legislature to discontinue the sinking fund which paid off public deposits by assessment of all banks in the event of failure of a bank. In its place, each bank accepting public deposits will pledge assets to cover those deposits.

Randy Steig, executive director of IBA, supervised details of the meetings, preparation of the necessary forms to comply with the new laws, introduced the conference speakers and fielded questions on the two-way audio system. Each of the two topics was covered with two Teleconferences, one in the afternoon and one in the evening, so registrants could choose their own time. Both were broadcast from a staff instruction room at United Central Bank of Des Moines. Speaker systems carried the broadcast to each of the 10 locations, and a two-way linkup offered participants in distant cities an opportunity to ask questions.

Thomas E. Salsbery, a senior partner in the Davis, Hockenberry, Wine, Brown & Kuehn law firm of Des Moines, was the speaker on the Lien Law. Each participant was provided a manual covering an outline of the presentation, discussion of the new statute, forms and an analysis. The new forms and procedures were to become effective July 1, so the IBA chose this method for quickest dissemination of information to help member banks prepare for implementation of the law.

Frank Camp of the same law firm

presented the Public Funds workshop, and it was handled in the same fashion with an afternoon and an evening conference to accommodate bankers.

In assessing results of these first Teleconferences, Mr. Salsbery said the questions asked were extremely good ones. He felt the Teleconference forced participants to think their questions through and, consequently, they expressed themselves much more clearly than is often the case where the speaker is present.

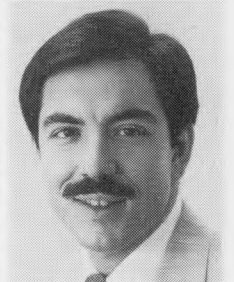
Mr. Steig said many bankers, although acknowledging they like to be able to see the speaker present, felt the sessions gave them precise information, as well as the chance to study the new materials in the company of their peers for exchange of viewpoints.

James Benda Joins Hartwick State Bank

James B. Benda has been named vice president and general counsel of the Hartwick State Bank. He was also elected to the board.

Mr. Benda has served as federal administrative counsel in the Washington, D.C. office of the Independent Bankers Association of America since 1980. Prior to joining the IBAA, he was an attorney with the Federal Reserve Bank of Kansas City.

Mr. Benda will also practice law in Victor, in the office of Orville W. Bloethe, to be known as the Bloethe-Benda Law Office. Mr. Benda practiced law in the Bloethe office from 1976-78.



J.B. BENDA



THE TELECONFERENCE on Iowa's new Lien Law was conducted by **Thomas E. Salsbery** (center), a Des Moines attorney, who is pictured with **Randy Steig** (left), IBA exec. dir., and **Neil Milner**, IBA exec. v.p. Two days later, the Teleconference on Public Funds was led by **Frank Camp** (right), one of Mr. Salsbery's law associates.

Ottumwa Banker Retires

Max von Schrader, long-time Ottumwa banker, has retired as chairman of Union Bank and Trust Company, Ottumwa. Mr. von Schrader was elected honorary chairman and will continue his duties as a director.

Max von Schrader, Jr., was elected chairman and will continue his duties as chief executive officer of the bank.

The board also elected Richard M. Ackley president. He previously served as executive vice president.



NEW OFFICERS were elected by Groups 2 and 12 during the second half of Iowa Bankers Association group meetings in the latter part of May. **TOP LEFT**—Gp. 2: Retiring Chmn. **Douglas McDermott**, pres., Home State, Jefferson, is pictured with new Chmn. **Norman D. Skaburg**, pres., First State, Webster City, and new Secy. **Joe E. Hutchinson**, pres., Union State, Rockwell City. **TOP RIGHT**—Gp. 12: Retiring Chmn. **Ed J. Leahy**, pres., Northwestern State, Orange City; new Chmn. **Stanley G. Smith**, chmn., Rock Rapids State, Rock Rapids, and new Secy. **David G. Vaselaar**, exec. v.p. & t.o., Sibley State, Sibley. Groups 3 and 5 also met and their officers continue until 1985 group meetings. **LOWER LEFT**—Gp. 5 Chmn. **Donald L. Curry**, pres. & cash., Farmers Savings, Massena, and Secy. **Thomas D. Whitson**, pres., Council Bluffs Savings, Council Bluffs. **LOWER RIGHT**—Gp. 3 Chmn. **Fred W. Hagemann** (left) pres., State Bank of Waverly, and Secy. **Donald E. Snyder**, pres., Manufacturers B&T, Forest City, are pictured with Iowa Bankers Assn. Pres. **Al Maser** (second from left), chmn. pres., 1st Natl., LeMars, and Minnesota Bankers Assn. Pres. **Herb Lund**, pres., Security State, Albert Lea, Minn.



Groups 2 and 12 Elect New Officers

THE LAST four of Iowa Bankers Association's 10 annual group meetings were held the second half of May and new officers were elected in two groups—2 and 12 (pictured above). By custom, the secretary serves in that post for two years, then is advanced to be chairman for two years. The group chairmen take office following the annual convention in September and serve for two years as members of the IBA board of directors. This year, however, it was necessary to elect new people to the Chairman and Secretary posts in Groups 2 and 12 because the previously elected secretaries in both groups have resigned from their banks in those areas.

Group 2 met at the Starlite Village in Ft. Dodge. Group 12 met at The Lodge at Okoboji. In addition, Group 5 held its meeting as usual at the Lake Manawa Country Club in Council Bluffs, and Group 3 met in

its traditional spot at The Surf ballroom in Clear Lake.

The programs were the same for the second half of May group meetings as for the first four meetings reported in the June issues. (Groups 1 and 11 meet in February each year in Sioux and Burlington respectively.) IBA Executive Vice President Neil Milner, in his association review, noted that ITS should hit one million switched transactions per month on the central switch either by the end of May or in June. He also reported the forthcoming publication by IBA of a Compliance magazine to assist member banks with that aspect of their work. He also stated that the contract to make IBA Securities operational was expected to be signed by late May.

Tom Huston, Iowa superintendent of banking, said his earlier estimate that Iowa state chartered banks may have 50% of their capital

tied up in classified loans apparently is too low, for the figure is still climbing, due primarily to continuing ag loan problems, and probably will get 60% this year. He also stated that two private banks, the Bank of Brooks at Corning and Farmers & Miners Bank in Lucas, have applied for state bank charters, and the third and remaining private bank in the state has applied for a national charter.

Regarding the continued deterioration of ag loan portfolios in banks in some areas of the state, Mr. Huston said, "Banks are financing an industry—farming—that traditionally has a low rate of return, and banks are financing a great share of it. Commodity prices have been subjected to political pressures to their detriment. High interest rates caught up expanding farmers and threw them into a downward thrust, and land prices have fallen."

IBA President Al Maser rounded out the list of meeting speakers. His

message to Iowa bankers continues to be an appeal to unite in seeking and farming the type of banking laws and structure for Iowa that will benefit banks and the public alike. He pointed to the incursions by major banks and the new non-banks alike, stating that the clock cannot be turned back and Iowa bankers must find ways to compete. □

Two Named in Sioux City

Edward W. Stern has been named commercial loan officer of First National Bank in Sioux City.



E.W. STERN

L.M. KELLING

A graduate of Morningside College with a BA degree in business administration, Mr. Stern recently moved to Sioux City from Ketchikan, Alaska, where he was assistant manager and assistant vice president of the Ketchikan branch of the National Bank of Alaska. He is also a former assistant vice president and branch manager of Brenton National Bank of Des Moines.

Lon M. Kelling has joined First National in Sioux City as an agricultural loan representative.

Mr. Kelling is a 1980 graduate of Iowa Central Community College in Fort Dodge and previously was associated for four years with the Burt Savings Bank in Burt in the agricultural loan department.

Elected in Vinton

Brenton Bank & Trust Company, Vinton, has elected Carolyn R. Humeston, assistant cashier.

Ms. Humeston previously had worked 14 years for the Farmers State Bank in Jesup and most recently was assistant vice president at Farmers State.



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Vice President and
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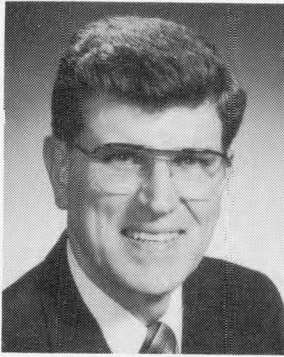
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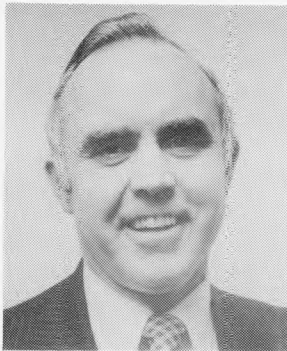
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Iowa Independent Bankers Annual Convention

July 19-21
The New Inn, Okoboji

THE ANNUAL Convention of the Iowa Independent Bankers will once again be held at The New Inn, Okoboji. July 19-21 are the dates for this year's convention at which Arnold Schultz, IIB president, and chairman and president of the Grundy National Bank, Grundy Center, will preside.

Assisting Mr. Schultz this past year as officers were David Taylor, IIB vice president, and president, Iowa Trust & Savings Bank, Centerville, and William P. Wilson, IIB treasurer, and president, Oelwein State Bank. Richard W. Berglund, a Des Moines attorney, continues as executive vice president of IIB.

As a special feature this year, five special concurrent sessions will be offered each afternoon of the three-day convention. Session topics are: IAC Credit Life & Credit Disability Plan; AFI Equipment Leasing Program; JORM Microfilm Package; InnerLine, and Community Bankers Insurance Agency.

A wide variety of social and business activities have also been planned at this year's convention for all ages. The program schedule follows:

P.M. Thursday, July 19

- Noon Registration—Lobby of The New Inn (until 6:00 p.m.).
Couple's Golf Tournament—Brooks Golf Course.
- 5:00 Young People's Gathering—Teen-Agers: Volleyball Tournament & Pizza Pork-Out! Little Ones: Treasure Village & Pizza.
Tournaments, Games & More! (Children have been divided into age groups for greater enjoyment of activities.)
- 5:30 Reception (adults only), The New Inn Poolside. The Ben Harrison Duo "Quiet Guitars" for your listening enjoyment.

A.M. Friday, July 20

- Young people's Third Annual Golf & Tennis Tournaments.
- 8:30 First general session—The New Inn Convention Center.
Call to Order—Arnold Schultz, IIB president, and chairman and president, The Grundy National Bank, Grundy Center.
Invocation.
- Keynote Address—President Schultz.
 - Report of the Executive Vice President & Legal Counsel—Richard W. Berglund.
 - The Public Funds Issue—J. Michael Deege, senior vice-president, Bankers Trust Company, Des Moines.
 - "What's Ahead for American Business & Financial Institutions."—Dr. William Freund, senior vice president and chief economist, New York Stock Exchange, Inc., New York. Question/answer session.
 - "Monetary Policy Objectives: Uncertainties or Misinterpretations"—Dr. Karl A. Scheld, senior vice president and director of research, Federal Reserve Bank of Chicago, Ill.

P.M.

- Noon Ladies luncheon—The New Inn Lakeview Dining Room.
"Today's Treasures, Tomorrow's Antiques"—Ruth Schuler, buyer Josephs Jewelry, Des Moines.
- 12:30 Golf tournament - shotgun start—Okoboji Vu Golf Course.

A.M.

Saturday, July 21

- 8:45 Second general session—The New Inn Convention Center.
Call to Order—Dave Taylor, IIB vice president, and president, Iowa Trust and Savings Bank, Centerville.
- "The Farm Economy in Congress"—The Honorable Berkley Bedell, U.S. House of Representatives, 6th District of Iowa, and The Honorable Cooper Evans, U.S. House of Representatives, 3rd District of Iowa. Question/answer session.
 - "Economic Choices - 1984"—Alice Rivlin, director of economic



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Top People Named at Polk City Savings Bank

Forest T. Lewis has been elected president of Polk City Savings Bank. He succeeds Robert J. Miller, who was elected chairman and chief executive officer. Mr. Miller's election follows the resignation of W.C. Miller as chairman of the bank.



F.T. LEWIS

R.J. MILLER

Mr. W.C. Miller was elected a director in 1928 and has served in that capacity for 56 years. He has been an active officer of the bank the last 45 years, serving as chairman since 1979. He will continue as vice president and consultant.

Mr. Lewis has been with the bank since July, 1983, and prior to that was president of Plaza State Bank in Des Moines.

Mr. Robert Miller has been a member of the board since 1969 and an active officer the past 12 years.

The bank also announced that Curtis Gressman has been named cashier, replacing Mark Smith who will be attending graduate school in Virginia.

Mr. Gressman formerly was vice president and cashier of Hawkeye Bank and Trust of Mount Ayr, where he has been the past five years.

David Scott has also recently joined the bank. He graduated from Iowa State University last July with a degree in banking and finance.

IBIS Offers Fall Seminars

Iowa Bankers Insurance and Services, Inc. has announced its fall schedule of Insurance Continuing Education Seminars to be offered at five locations during October and November. Dates and locations follow:

October 29—Howard Johnson, Des Moines;

October 31—Hilton Inn, Sioux City;

November 2—Holiday Inn, Red Oak;

November 13—Pzazz, Burlington, and

studies, Brookings Institute, Washington, D.C. Question/answer session.

• "A View from Washington"—Richard Scammon, director of Elections Research Center, and elections analyst for NBC Network News, Washington, D.C.

Annual business session—Arnold Schultz presiding.

Report of the resolutions committee—Chairman W.G. Herbrechtsmeyer, president, First Security Bank and Trust Co., Charles City.

Report of the nominating committee—Chairman Don W. Heinekling, president, Security State Bank, Hubbard.

Election of officers.

P.M.

Noon Registrants' luncheon (bank representatives)—The New Inn Lakeview Dining Room.

• The Honorable Thomas H. Huston, superintendent of banking, Iowa Banking Department, Des Moines.

• Roger G. Barnett, investments deputy treasurer, State of Iowa, Des Moines.

• O. Jay Tomson, director, Federal Reserve Bank of Chicago, and chairman and president, Citizens National Bank, Charles City.

• Jack King, president, Independent Bankers Association of America, and president, Valley Bank of Kalispell, Montana.

12:30 For the spouses—While the bankers are attending the registrants' luncheon and during your "Dutch Treat" luncheon, The New Inn Poolside.

"What Independent Banking Means For You and Yours"—Bonnie Peterson, president, Nebraska Independent Bankers Association, and president, Campbell State Bank, Campbell, Neb.

5:30 Social hour, The New Inn Beach.

6:30 Barbecue, The New Inn Beach.

November 15—Red Fox Inn, Waverly.

For more information contact Jeanette M. Ellington, Iowa Bankers Insurance and Services, Inc., 1-800-532-1423 or (515) 286-4371.

Named in Waterloo

Peoples Bank and Trust Company, Waterloo, has named Leone M. Harms as coordinator of the bank's 55 & Better Club, a specially designed checking account and social/educational club for customers over the age of 55.

Mrs. Harms joined the bank May 1 and recently retired as district manager of residence services for Northwestern Bell in Iowa.

Joins Waterloo Staff

David A. Fegley has joined The Waterloo Savings Bank as mortgage loan officer.

Mr. Fegley is a 1975 graduate of the University of Northern Iowa with a BA in business management.

Joins Onawa State Bank

David L. Swenning has joined the Onawa State Bank as senior loan officer, and Michael A. Tonner has accepted the position of assistant vice

president in charge of instalment loans.

Mr. Swenning has spent the last eight years with Union State Bank, Winterset as a commercial and agricultural loan officer.

Mr. Tonner has been with Hawkeye Bank & Trust, Sioux City, for the past two years.

Cleves Open House Held

An open house was held June 9 at the newly completed Cleves Office building of Peoples Savings Bank, Wellsburg. The new building replaces one erected in the early 1900s.

Frederick Frazell of Ackley has been hired to manage the Cleves Office. He replaces Norman Homeyer, who is now with the Hawkeye Bank and Trust Company in Eldora.

Also announced at Peoples Savings Bank, Wellsburg, was the promotion of Gary W. James to cashier and Eileen Murra to assistant cashier, and the hiring of Dan Nederhoff and Marlene Clawson as tellers and bookkeepers.

Peoples Savings Bank is also celebrating its 50th anniversary this year, having been chartered October 1, 1934. Plans are being made to commemorate this event later in the summer.

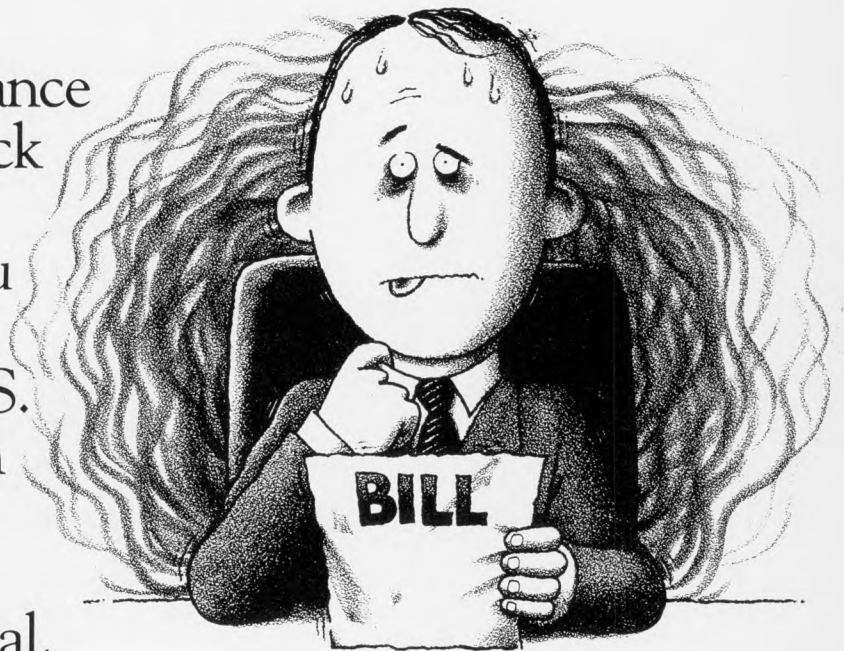
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ITS—CIRRUS Sign Mutual Contract

ROBERT G. Millen, ITS, Inc., board chairman and United Central Bank of Des Moines president, and Harry C. Benson, regional president of Norwest Corporation, signed an agreement May 17 that will allow cardholders of all financial institutions participating in ITS, Inc.'s network to use Norwest's Instant Cash network and nearly 4,500 CIRRUS System Inc. automated teller machines in more than 1,200 communities in 40 states.

Also present at the signing were Norwest Corporation Vice President Robert R. Lanzi; John Sikkink, executive vice president, Norwest Bank Des Moines, N.A.; Albert M. Lewison, assistant vice president, Norwest Bank Minneapolis, N.A.; Attorney Steven C. Goodrich, Davis, Hockenberg, Wine, Brown & Koehn, and ITS, Inc. President Dale A. Dooley.

Expected to become active October 1, 1984, the CIRRUS interface will bring to nearly 9,200 the number of ATMs in 41 states that can be accessed by cardholders of financial



TAKING PART in the contract signing that will give ITS cardholders access to Norwest's Instant Cash network and nearly 4,500 CIRRUS ATMs were, from left: Seated—**Harry C. Benson**, Norwest reg. v.p., Des Moines, and **Robert G. Millen**, ITS chmn., and pres. of United Central of Des Moines. Standing—**John Sikkink**, current board member of ITS and exec. v.p. at Norwest, and **Dale Dooley**, ITS pres.

institutions participating in the

ITS, Inc. shared electronic funds transfer network.

CIRRUS is the second national interchange to interface with ITS, Inc. ITS, Inc. processed the first live EFT transaction launching the Nationet nationwide EFT network on October 13, 1983. C. Robert Brenton, president of Brenton Banks, Inc. and the American Bankers Association, was among those participating in the Nationet launch. The 4,700 terminals available through Nationet to cardholders of financial institutions participating in the ITS, Inc. network, and the 4,500 CIRRUS terminals, constitute the reason why nearly 9,200 terminals will be available to ITS, Inc. cardholders.

The ITS, Inc. network consists of 243 participating financial institutions with 621 terminals in 113 communities in Iowa, Illinois, Missouri, Nebraska and South Dakota. The ITS, Inc. computer switch processed 940,960 transactions in April 1984, a 52 percent increase over April 1983. ITS, Inc. participating financial institutions processed more than 28 million EFT transactions in 1983.

ITS—First Sioux Falls Sign Agreement

MARGE G. Brady, assistant vice president of The First National Bank in Sioux Falls, South Dakota, and Dale A. Dooley, president, ITS, Inc., signed an agreement May 24 that will allow cardholders of all financial institutions participating in ITS, Inc.'s network to use the 13 automated teller machines (ATMs) presently active on the Advantage shared network as well as 6 additional ATMs expected to become active on the network during 1985.



ITS, Inc. President, **Dale Dooley** and First National Bank in Sioux Falls Assistant Vice President, **Marge Brady** sign an agreement linking the South Dakota based Advantage shared network to ITS.

Known as First Sioux Falls, The First National Bank in Sioux Falls is among the 23 financial institutions comprising the Advantage network. Network officials expect Advantage to grow as First Sioux Falls establishes more terminals and continues to offer support to additional financial institution terminal establishers in South Dakota and contiguous states. Expected to become active sometime in 1985, the interface is an extension of the sharing of ATMs in the state with the Valley banks of South Dakota and Norwest banks.

The agreement will add to approximately 9,200 ATMs that will be available to cardholders of ITS, Inc. participating financial institutions. Advantage is the third interchange to interface with ITS, Inc. ITS, Inc. recently announced the signing of an agreement whereby cardholders of all ITS, Inc. participating financial institutions will be able to use nearly 4,500 CIRRUS System Inc. ATMs in more than 1,200 communities in 40 states. The interface is expected to become active October 1.

This latest agreement is a continuation of ITS, Inc.'s efforts to broaden terminal access for cardholders of participating financial institutions in Iowa and surrounding states and to make available national access as well through participation in national shared networks.

Perry State Bank Honors Retiring Director

A \$500.00 gift to the McCreary Community Center has been made in honor of George Armstrong, a retiring director of Perry State Bank, announced Bank President Mel Shanda at an Open House honoring Mr. Armstrong. Over 150 people attended the afternoon reception to pay their respects to the former employee and director whose service to the bank exceeded 39 years.

Monticello Bank Holds Open House Honoring Chairman

Monticello State Bank will hold an open house Sunday, August 12, in honor of James A. Maurice, chairman, in recognition of his 50 years of service to the bank.

Orange City Expansion Completed



Ed Leahy, pres. of Northwestern State Bk. of Orange City, cuts the ribbon, signaling the opening of the recently remodeled main bank facility. Employees and members of the Chamber of Commerce look on for the event. An addition of 52'x90' was added to the existing building and will provide offices for each of the bank's lending personnel and an expanded work area for the operations department. The bank also provided for a community room and kitchen, located on the lower level, for use by the Orange City community for civic and social activities.

AIB Holds Annual Meeting

The Des Moines Chapter of the American Institute of Banking held its Annual Dinner Meeting May 24 at the Des Moines Golf and Country Club. Approximately 119 area bankers were in attendance at the meeting, which featured guest speaker Robert G. Millen, president of United Central Bank of Des Moines.

Newly-elected officers for the 1984-85 year are: Michael R. Carley, assistant branch manager, Hawkeye-Capital Bank & Trust, president; Mary Greco, documentation specialist, United Central Bank of Des Moines, vice president for education; Kay Riley, loan services assistant, Hawkeye-Capital Bank & Trust, vice president for marketing; Mark Kilian, staff auditor, Valley National Bank, vice president for finance; Terry Lydon, cash management clerk, Norwest Bank Des Moines, N.A., secretary; Sandra Lamb, customer support officer, UCB Systems, Inc., permanent secretary, and Beth McGeough, assis-



M.R. CARLEY

tant vice president, Warren County Brenton Bank and Trust, Indianola, chairperson and state committee

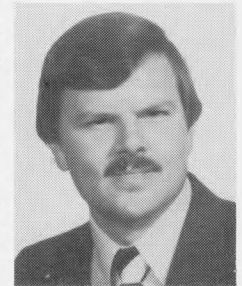
member.

Awards were presented to this past year's AIB instructors, as well as top students for the spring and fall sessions of 1983.

AIB Foundations of Banking diplomas were awarded to Rex A. Andersen and Kay E. Stevenson, both of Brenco Automation Center, and to Lois Kriebs of Valley National Bank.

Joins Estherville Staff

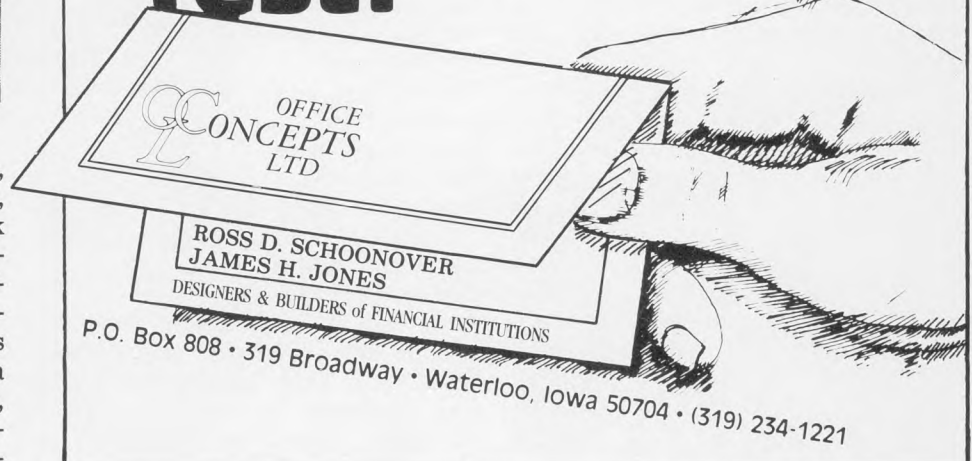
Daniel C. Beiningen has joined the staff of United Central Bank & Trust of Estherville as assistant vice president in retail banking. His primary responsibilities will be to administer the real estate and consumer loan portfolios.

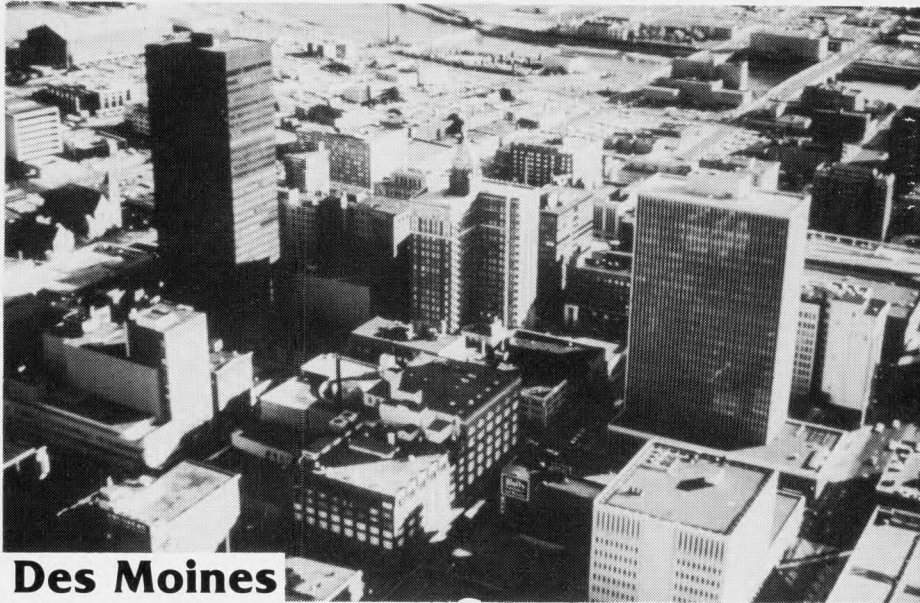


D.C. BEININGEN

Mr. Beiningen is a graduate of the University of Minnesota and has had 13 years of financial experience with First Federal of Minneapolis, Willmar branch, First Federal of Hastings and First Federal of Willmar, Minn.

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Des Moines

Voldemar S. Vanags, senior vice president, Norwest Bank Des Moines, N.A., has assumed responsibility for the financial institutions department of the bank. This is in addition to his responsibilities for construction and mortgage lending, investments and funds management.



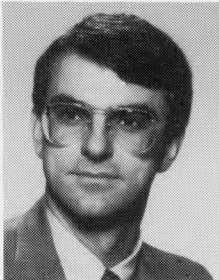
V.S. VANAGS

Mr. Vanags joined Norwest Bank Des Moines in 1972 and has held positions in computer services, correspondent banking and investment services. He was elected senior vice president and manager of investment services in September, 1981. He is a 1972 graduate of Drake University where he received a degree in business administration.

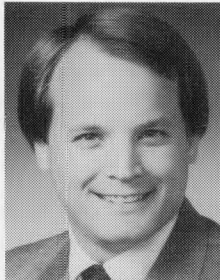
* * *

Herman Kilpper, president and CEO of Bankers Trust Company, recently announced the following promotions:

Kenneth H. Petersen has been promoted to senior vice president and senior operations officer. Re-



K.H. PETERSEN



R.C. GETTING

ponsible for all operations and data processing functions, Mr. Petersen replaces **Harold L. Gandy**, who resigned recently to pursue his career as president of Financial Services Network Corporation. Mr. Petersen, who most recently served as vice president and cashier, has been with Bankers Trust since January of 1983.

Ray C. Getting has been appointed vice president and director of data processing. In this capacity, he will be reporting directly to Mr. Petersen and will be responsible for all data processing areas, including programming, technical support and data center. Mr. Getting joined Bankers Trust in 1978 as a programmer, was named manager of systems and programming in 1979, and most recently was named assistant vice president in January, 1984.

* * *

Robert G. Millen, president and CEO of United Central Bank of Des Moines, N.A., has announced the appointment of **William J. Duma**, as vice president in the Iowa correspondent/corporate services division.

Mr. Duma came to United Central Bank from Barclay's American Business Credit, Inc. where he has worked since 1982. Prior to this Mr. Duma was employed as director of First National Bank in Minnetonka, Minn. He also held the position of



W.J. DUMA

president and chairman of the board.

Mr. Duma has an MBA from Marquette University and is an honor graduate of the University of Notre Dame with a BBA in accounting and finance.

* * *

David L. Miller, president and chairman of the Board of the West Des Moines State Bank, has announced the following promotions.

Dale L. Hilton, formerly an assistant vice president, has been elected vice president. Mr. Hilton whose banking career spans 33 years, was president of Morningside State Bank, Sioux City, before re-joining West Bank in 1980.

David R. Milligan has been elected first vice president/trust officer. After practicing law for five years, he joined West Bank in 1980 in the trust and lending areas and was soon elected assistant trust officer.

Steven F. Altheide has been elected second vice president in branch operations and lending. He attended Coe College and joined West Bank in 1981 after having served as an assistant branch office manager with Bankers Trust Company of Des Moines.

Debra C. Carter was elected second vice president of human resources. She graduated from the University of Georgia with a BS degree and spent five years with the Trust Company Bank of Georgia in loan administrative before joining West Bank in 1982 as an administrative assistant.

Cindy A. Hahn was elected second vice president, responsible for business development. She attended the University of Utah and holds a legal assistant degree. She has been with the bank since 1981.

Corinne Hanke has been elected assistant cashier in loan operations. She has spent over 20 years in banking. Prior to joining West Bank in 1982, she was supervisor of commercial loan operations at Bankers Trust Company of Des Moines.

* * *

Holmes Foster, president of Banks of Iowa, Inc., announced following the recent annual meeting of the corporation that stockholders had elected **Henry Royer** to the Board of directors. Mr. Royer is chairman, president and chief executive officer of The Merchants Na-

DES MOINES NEWS ...

(Turn to page 85, please)

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LEFT—Margo A. Hancock (left), NABW state awards & scholarship chairman, presents awards to Doris M. Hannan, a.c., Dubuque Bk. & Tr.; Evelyn M. Rank, v.p., Citizens State, Clarinda, and Andrea K. Possehl, Farmers Tr. & Sav. Bk., Williamsburg. **RIGHT**—Seated at the table (left to right) are: Southeast Iowa Group Chmn. Carol Petz, cust. serv. off., First Natl., Iowa City; North Central Iowa Group Chmn. Carol J. Pierce, tr. off., Natl. Bk. of Waterloo; State Membership Chmn. Darlys Hume, sr. v.p., Farmers Sav. Bk., Traer; Northeast Iowa Group Chmn. Elaine A. Ott, a.v.p., Peoples Bk. & Tr., Cedar Rapids, and South Central Iowa Group Chmn. Carolin Cain, a.c., Natl. Bk. & Tr., Chariton.

Emphasis on Education at NABW Conf.

THE 1984 NABW Iowa State Conference of the National Association of Bank Women was held May 15-18 in Dubuque. The first two days of the conference were devoted to training sessions for both present and incoming leaders on the state and group level. On Wednesday evening, May 16, a get-acquainted river boat cruise was held on the "Mississippi Belle," featuring a social hour and prime rib dinner.

With the emphasis on education, participants in the conference heard in-depth discussions on the human

effects of mergers, present and future regulation, current legislative issues and motivation as a management tool.

Featured speakers were Carole Harder, personal consultant, Cedar Rapids; Betty Wishard of Betty Wishard & Associate, Inc., New Orleans, La.; Neil Milner, executive vice president of the Iowa Bankers Association, and Dr. Donna Bauerly, Loras College, Dubuque.

Following the noon luncheon on Friday, May 18, group reports were given and scholarship awards presented. The Iowa NABW Scholar-

ship program consists of three scholarships which are given on an annual basis to qualified individuals desiring to further their education in the financial industry.

Presenting the awards was Margo A. Hancock, state awards & scholarship chairman. Winner of the Helen L. Rhinehart Scholarship was Andrea K. Possehl, Farmers Trust and Savings Bank in Williamsburg. Doris M. Hannan, assistant cashier of the Dubuque Bank & Trust Company received the Betty L. Steele Scholarship, and the Margaret I. Hendry Award went to Evelyn M. Rank, vice president of the Citizens State Bank in Clarinda.

IBA Convention Preview

Roy Clark, instrumentalist, singer and comic, will provide the entertainment Sunday evening, September 16, at the 98th Annual Iowa Bankers Association Convention in Des Moines. Roy Clark, a regular on "Hee Haw," has received numerous awards including entertainer of the year, best country guitarist, instrumentalist of the year and best comedy act.

In keeping with this year's convention theme, "New Banks — New Bankers," the IBA is developing an interesting program of innovative and knowledgeable speakers.

Scheduled to speak at the convention is Iowa native Jack A. McAllister, president and CEO of U S West, a regional telephone company. Iben Browning will discuss the "Changing Climate and Its Effect on Agriculture and Business." Mr. Browning has 66 patents to his credit and works as a consultant for major or-

ganizations on a wide variety of topics. Also scheduled to speak is Anne Bryant, director of the National Association of Bank Women's Educational Foundation, whose talk is entitled "Thinking About Leadership."

Cedar Rapids V.P. Named

Gary D. Peterson, president of City National Bank, Cedar Rapids, has announced the appointment of Rad T. Fish as vice president.

Mr. Fish will be responsible for expanding the consumer lending services that City National plans to offer. He previously was employed by an area bank for seven years, most recently as vice president in charge of consumer lending.



R.T. FISH

Two Elected in Mason City

Norwest Bank Mason City, N.A. has announced the election of Susan Orton and Norma Meyer as assistant vice presidents.

Ms. Orton began her banking career with Norwest Bank Mason City in 1981 as a personnel officer. She will coordinate the human resource functions in three Norwest Banks at Mason City, Albert Lea and Austin.

Mrs. Meyer started her banking career with First State Bank, Manly, and joined Norwest Bank Mason City as a teller in 1970. She transferred to the real estate loan department in 1975 and was elected real estate loan officer in 1980.

Wever Appointment Told

Daniel E. Jessen has been appointed executive vice president and managing officer of Farmers Savings Bank, Wever. He replaces Walter (Bud) Hayles, Jr. who recently retired.

Three Promoted At UCB of Mason City

Three promotions were recently announced by Bob Westbee, president of United Central Bank of Mason City.

James Vigars was elected vice president in the commercial loan department. He joined UCB in May of 1982 after spending 10 years with the Federal Deposit Insurance Corp., and is a graduate of the University of Northern Iowa and the Stonier



J. VIGARS



D. LINDELL



C. LEWIS

Graduate of Banking at Rutgers University.

Dennis Lindell was elected assistant vice president in the farm department. An Iowa State University graduate, he joined United Central Bank April 1.

Carol Lewis, the secretary to the board of directors, was elected compliance officer. She will also continue as board secretary. Ms. Lewis joined United Central in 1976 as secretary to the president and was elected secretary to the board in 1979.

Denison President Elected

Donald A. Sommerlot has been elected president of Norwest Bank Denison. He succeeds Joe Vaage, who retired June 1 after 34 years with Norwest Corporation.

Mr. Sommerlot had been serving as senior vice president of the Norwest State Bank of Atlantic, where he has been the past 13 years.

Joins Chariton Staff

Larry Rolfstad, president of National Bank & Trust Company, Chariton, has announced that James Kelly has joined the bank as assistant vice president in ag loans.

Mr. Kelly graduated cum laude from Northeast Missouri State University in 1974 and farmed near his hometown of Brashear, Missouri, until 1980.

Since that time he has held positions with the Farmers Home Administration in both Iowa and Missouri, and has served as a farm manager with the Farmers National Company. He most recently was loan officer with the First National Bank of Woodbine.

Brighton Open House Held

An open house was held June 2 and 3 for the Rubio Savings Bank of Brighton's new bank building.

One-hundred forty area bankers and spouses attended the Saturday evening open house and the public open house held on Sunday afternoon was also well-attended.

The Kirk-Gross Company of Waterloo was in charge of the building project.

Ankeny Chairman Elected

Duane W. Spicer has been elected chairman of Hawkeye-Ankeny Bank & Trust, Ankeny. He replaces Everett N. Sather, who resigned to devote more time to his CPA practice.



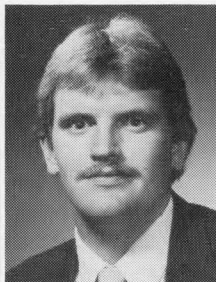
D.W. SPICER

Mr. Spicer has been associated with the bank since 1971 and was president prior to its purchase by Hawkeye Bancorporation in 1982. He is a graduate of the University of Iowa, and prior to joining the bank, Mr. Spicer was an examiner for the FDIC.

Also announced, Connie Figley has been promoted to accounting officer and Scott Huedephol has been promoted to instalment loan officer.



C. FIGLEY



S. HUEDEPHOL

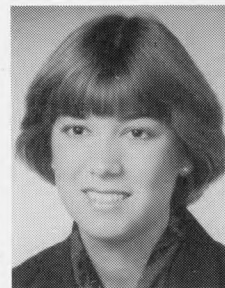
DES MOINES NEWS ... (Continued from page 82)

tional Bank of Cedar Rapids, the corporation's lead bank.

The board also honored James E. Coquillette, who retired January 1 from the board after having served Merchants National the past 36 years, most recently as president for a number of years.

Also at the meeting, the board of directors increased the regular quarterly dividend to \$.39 per share payable June 15, 1984, to stockholders of record May 25, 1984.

James E. Earley, president of Hawkeye Bank & Trust of Des Moines, recently announced the election of Paige E. Gerlach as accounting officer.



P.E. GERLACH

Ms. Gerlach joined Hawkeye Bank & Trust from a position as supervisor of operations analysis at the Federal Reserve Bank of Chicago. She obtained her bachelors degree from the University of Wisconsin.

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