

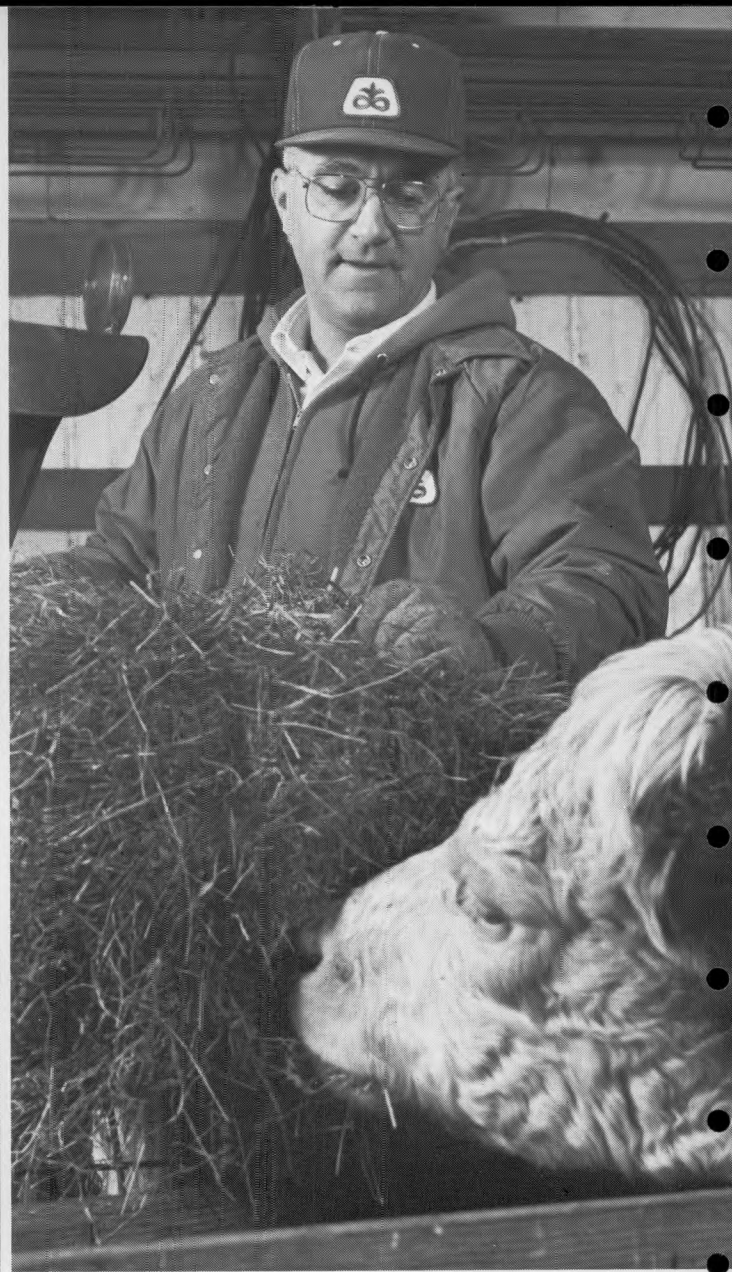
NORTHWESTERN Banker

FEBRUARY
1985



Loan Quality—Key to 1985 Mortgage Lending

- Lobby Manager Transfers Paperwork to Micro
- BMA Offers Financial Marketing Software Series
- Efficient Processing Key to Satisfied Commercial Customers
- IBAA Will Meet March 6-10 in San Antonio, Tex.



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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.

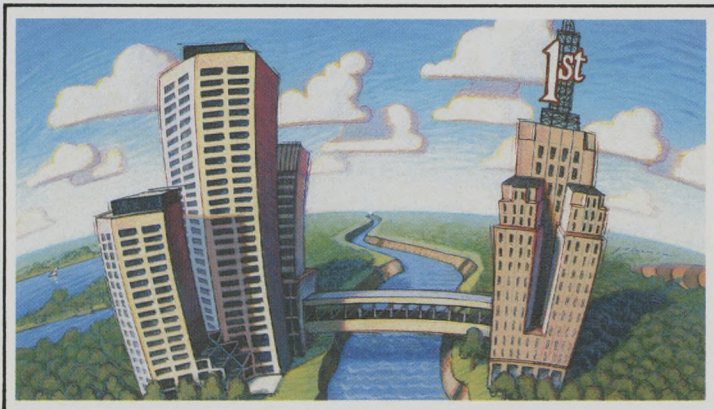
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ON THE COVER

Home ownership continues to be the American dream, but certainly a more difficult one to achieve for many younger families today. Two special articles in this issue look at the prospects for home building today and the financing of their purchase. Cover photo courtesy Mortgage Guaranty Insurance Corporation, Milwaukee.

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Daktronics Starburst Is New Year's Eve Hit

Daktronics embarked on a new era this New Year's Eve with the debut of a huge Daktronics Starburst™ four-color animation center for Caesars Palace in Las Vegas, Nev.

The countdown began at 11:00 p.m. with flashing messages and animated cartoons to the amusement of the gathering crowd. At midnight, the Starburst™ display erupted into a maze of color with New Years Greetings from Caesars Palace, Young Electronic Sign Company and Daktronics, Inc.



The Starburst™ animation center designed and manufactured by Daktronics, Inc. of Brookings, S.D., is one of the largest 4-color animation displays in the world. The display consists of two sides, each utilizing a matrix of lamps 64 high by 128 wide for a total of 16,384 lamps. The lamps are arranged in a quad pattern of red, blue, green and white, and, when combined, blend into 15 different shades of color.

The display is controlled by the Venus 5000 Color™ controller which utilizes an IBM personal computer as well as other electronic circuitry and software designed by Daktronics. The Venus 5000 design is state-of-the-art in the animation display technology with other units recently installed in Taipei, Taiwan and New South Wales, Australia.

Young Electric Sign Company (YESCO) of Las Vegas arranged the purchase and the installation of the Caesars Palace display system, which towers 88 feet over The Strip in Las Vegas.

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With Micro to Mainframe Link—

Community Banker Makes the Decisions, Investment Firm Manages Portfolio

FINANCIAL Institutions Investment Services, Inc., a registered investment advisor, has announced a new service designed to help the nation's smaller banks compete with major financial institutions in today's deregulated environment. Focusing on balance-sheet planning, the service is directed specifically toward meeting the smaller bank's funding needs and aggregating many of its investment portfolio activities with those of other client banks so as to achieve economies of scale impossible individually.

Located in Merriam, Kans., FIIS is a joint venture of Kemper Financial Services, Inc., the large Chicago asset-management firm, and five Kansas City-area businessmen.

According to Robert C. Colvin, president and chief executive officer of FIIS, who made the announcement, the service is customized to support all aspects of the community bank's investment needs. In addition to asset-and-liability planning,

investment planning, portfolio analysis, and portfolio accounting and record keeping, the service includes timely financial, market and economic information, execution services, cash management and custodial services.

Mr. Colvin explained that the heart of the service is an investment plan that meets balance-sheet problems head on. He said, "Drawn when our service is first installed, and updated monthly, the plan reviews the bottom-line effects of various loan, deposit and investment mixes under differing interest-rate assumptions. Considering the cash needs and tax situation of the bank, the plan will identify the best strategy to maximize earnings and reduce interest-rate risk within the balance sheet.

"Our service is important, therefore, to banks because it lets them concentrate on what they do best - serving their customers - and leaves the time-consuming complexities of asset and liability planning, invest-

ment planning, portfolio management, execution and documentation to us."

Mr. Colvin stressed that the final decision on all matters related to the FIIS service is left to the bank. He said, "We work for the bank. We do the legwork. We report regularly. We are a resource the community bank can use in evaluating alternatives. We become, in effect, a complete investment department of the bank."

Mr. Colvin said the entire program was successfully field-tested in a six-month pilot program with these banks—Union National Bank in Manhattan, Kan.; First National Bank in Mountain Home, Ark., and Hayesville Savings Bank in Hayesville, Ia.

All FIIS services are provided for an annual fee, paid quarterly, based on the client bank's investment assets at the beginning of each contract year.

Colvin added that the full array of FIIS services, which provide all the benefits of a professionally staffed in-house investment department, is far too costly to be borne by community banks individually.

Jeffrey L. Noyes, executive vice

Frank Jim

● president and chief operations officer of FIIS, said his firm has developed a state-of-the-art communications system that has turned the FIIS concept into a practical reality. Mr. Noyes said the system consists of microcomputer programs, a data transmission network and mainframe computer systems that enable client banks to communicate directly with FIIS's Merriam headquarters for order entries, portfolio market information and all other aspects of the service. It also enables client banks to communicate with each other, and FIIS to transmit information to particular customers, or to all customers, as required. In turn, the system allows any client investment department to expand its current capabilities to include the extensive resources available from FIIS. Importantly, since all information must pass through the system, everything concerning client activity is captured to provide an audit trail and documentation for client review.

● Included are these services: Investment planning, portfolio analysis; portfolio accounting and record-keeping; financial, market and economic information; execution ser-

vices; cash management, and custodial services.

Mr. Colvin explained that FIIS was formed on March 14, 1984, by five Kansas City-area businessmen, who hold 50% of the stock, and by KFS, which holds the other 50%. The five partners have broad experience in banking, accounting, operations and electronic communications. Mr. Colvin noted that the five formed a partnership in September of 1983 to provide a FIIS-type service. When they found the demand for their services greater than their resources, he said, they joined forces with KFS.

Mr. Colvin himself is an executive with investment, banking and accounting experience. He is responsible for the development of an asset and liability program, trademarked "A/L Monitor," now used in more than 250 banks nationwide. □

BMA Schedules Two Major Conferences March 3-6

Bank Marketing Association has scheduled two important conferences March 3-6. One is the annual Corporate Marketing Management Conference in Orlando, Fla., and the

other is the 1985 Electronic Banking Product Strategies Conference in New Orleans.

The three-day Corporate Marketing Conference will examine the effects of regionalization on bank sales performance, as well as take a look at middle market business development, incentive compensation, and new product development. Keynoter will be South Dakota Gov. William J. Janklow on "The Challenge of Change." Other general sessions and a series of workshops complete the program.

The Electronic Banking Conference in New Orleans will have "Moving Technology to The Market" as its theme at the Fairmont Hotel, helping bank marketers put together a strategic game plan that integrates the pricing, delivery, packaging and promotion of all electronic services. Keynoter will be Robert I. Lipp, president of Chemical Bank, New York, which has already pulled together its marketing strategies for various corporate and retail electronic services. Additional experienced general session speakers, three panels, exchange groups and an extensive electronic exhibit show complete the program.

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Homestead Management Now Marketing Its New Farm Financial Planner

A NEW microcomputer software program for agricultural credit analysis and farm financial planning has been released by Homestead Management Systems, Inc., Des Moines. The new software program titled **HOMESTEAD FARM FINANCIAL PLANNER** is "the most advanced ag-loan analysis tool available," according to Homestead President Glenn Burmeister.

Homestead, which has a solid track record since 1979 in the development of microcomputer ag software, has written **THE PLANNER** program, Mr. Burmeister says, "as a direct response to the large loan losses being experienced by farm lenders due to the poor agricultural economy." With the new program, he says, ag-lenders "can quickly and confidently project a farmer's ability to generate income and service debt." The program includes the ability to update the analysis at any time by the press of a button.

Mr. Burmeister attributes **THE PLANNER**'s uniqueness to the business-like approach taken by Homestead's programmers to generating financial projections. Homestead worked with ag lenders nationwide and identified their two major concerns as inadequate information and lack of time for analysis. **THE PLANNER** then was created to address those concerns in two ways:

1. Information. The farmer is asked to supply basic operating numbers (e.g., "How many acres of corn are you going to plant?") instead of a summary type of question (e.g., "What is your expected net income from crops over the year?"). **THE PLANNER**'s simulation of the farm operation then calculates the financial impact of those operating plans. This offers significant benefits to the ag lender, Mr. Burmeister states. He gets better information for **THE PLANNER** speaks the farmer's language and he can be more confident of results because he knows what operating assumptions went into creation of the projected financial statements. Since traditional lack of good records by the farmer can turn loan analysis into guesswork, Homestead has compensated for poor recordkeeping by including built-in data tables with average price/cost information into

every **PLANNER**. These can be utilized if the farmer's own information is lacking, and also offer a basis for comparison.

2. Time-Saving. Manual cash flow projections can take a full day or more, but with Homestead's simple input sheet, Mr. Burmeister notes, "a banker can enter the information and produce the projected reports much more quickly—frequently in less than an hour. And, instead of a single cash flow for the entire farm, **THE PLANNER** also produces a cash flow for each enterprise, projected income statements, balance sheets, statement of changes in financial position, and key financial ratios. If conditions change, altering a number once updates values throughout the system."

In 1979, Homestead began marketing its now well-known Homestead Farm Management System, the company's first product. It gives an individual farmer all tools necessary to manage his farm efficiently from both a financial and operating perspective. Major agribusinesses firms now have purchased the right to market this system under their own label.

Homestead also has developed an expertise in large turnkey projects for agribusiness. In 1980 the company designed and implemented the information handling system for the Winnipeg Commodity Exchange. Two years later a microcomputer-driven trading system was installed in the London International Financial Futures Exchange. Homestead also recently set-up an electronic marketing system for slaughter cattle in Ontario, Canada.

With the introduction of **THE PLANNER**, Homestead is bringing its technological expertise to agrifinance specialists. It was written for use on IBM microcomputers and operates on most MS-DOS based computers. It is available for immediate delivery. Homestead Management Systems is located at 2024 N.W. 92nd Court, Suite 1, Des Moines, Ia. 50322.

Daktronics Honors Two With Booster Awards

Two longtime Brookings County

residents have been honored by Daktronics, Inc. Brookings, S.D., by being presented the annual Daktronics' Booster Award Citations. The awards were given recently at the annual Daktronics Awards Dinner and Party.

The two recipients are John Bibby of Brookings and David Gilkerson of rural Brookings. The annual awards were presented by Dr. Aelred Kurtenbach, president of Daktronics, for outstanding contributions to the local manufacturing company.

Mr. Bibby, a longtime Brookings businessman, banker and state senator, was honored for his contributions to the growth and success of Daktronics. Mr. Gilkerson, a well-known Brookings County farmer, was honored for his continued support and cooperation with Daktronics in the years of the company's formation and growth.

Liquidation Report Helps Banks Sell Collateral

Bankers Liquidation Report was announced recently as a new tool to aid bankers in the commercial loan workout area. The *Liquidation Report* is published by James R. Kloster, president of Bankers Liquidation Report, Inc., of Eden Prairie, Minn.

Mr. Kloster says loan officers faced with disposing of business collateral may now list for sale such assets with the *Bankers Liquidation Report*. The readers who receive the monthly newsletter, he states, are a diverse group of businessmen and entrepreneurs. "This represents buying prospects otherwise hard to identify and reach," Mr. Kloster notes in describing the effectiveness of the newsletter. "the *Report* is especially viable for liquidating unique, specialized inventories, work in process, equipment or complete business assets," he states, "because of the broad, national reader base."

An optional service to the bank is the telephone reader inquiry system, which provides the bank with daily reports of interested buying prospects, while shielding the bank from unnecessary publicity and inconvenience.

More information may be obtained from Mr. Kloster at 6440 Flying Cloud Drive in Eden Prairie, Minn. 55344 (612 829-0213).

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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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Bank Promotions

PROMOTIONS and other changes have been announced by the following banks:

American National Bank, Chicago: Six men have been promoted to vice president: Scott M. Baranski, head of international banking since last July; Craig B. Collinson, asset based lending division; Guy W. Eisenhuth, a commercial division head; Donald E. Harris, service group manager; Joseph T. Keating, chief economist, and Brune J. Marczyk, service group manager.

Boatmen's Bancshares, Inc., St. Louis: Andrew B. Craig, III, has been elected president and a director, succeeding Ethan A.H. Shepley, Jr., who was named vice chairman. Mr. Shepley also is chairman of The Boatmen's National Bank.

Mr. Craig, 53, has been president of BancOhio National Bank in Columbus since August, 1983, having formerly been president of Manufac-

turers & Traders Trust Company of Buffalo, N.Y.

Centerre Bank N.A., St. Louis: Directors of the bank and Centerre Trust Company have elected the following:

John Peters MacCarthy to president and CEO of the bank and vice chairman of the Trust Company.

William G. Tull to vice chairman and chief operating officer of Centerre Bank.

John H. Biggs to president and CEO of Centerre Trust.

Continental Illinois Corporation, Chicago: Karl T. Barthelmess, Jr., has been appointed senior vice president and auditor to succeed William D. Plechaty. The latter resigned to join Southeast Banking Corporation in Miami.

Mr. Barthelmess, 44, has served as deputy auditor responsible for all internal auditing since 1983, following an eight-year assignment as

manager of international auditing. He joined Continental in 1970 and was elected a vice president in 1979.

First Interstate Bancorp, Los Angeles, Calif: A major realignment of senior management in the system and a substantial restructuring of its largest subsidiary, First Interstate Bank of California, was announced by Joseph J. Pinola, chairman and chief executive officer.

In the realignment of senior management, Edward M. Carson, 54, chairman and chief executive officer of First Interstate Bank of Arizona, moves to Los Angeles to become president of First Interstate Bancorp. He succeeds George R. Rothell, 54, who was named vice-chairman of the board with responsibility for subsidiary banks in the Rocky Mountain states.

At the California affiliate, the restructuring will take the form of segregating the two traditional lines of bank business — retail and wholesale — into two separate entities.

First Interstate Bank of California will focus on expanding and developing the California retail and corporate middle markets. William E.B. Siart, 38, chairman and chief executive officer of First Interstate Bank of Nevada, Reno, will become president and chief executive officer of First Interstate of California, the state's fifth largest bank with headquarters in Los Angeles. John King, 51, who currently serves as president, becomes chairman of the board.

A new bank, First Interstate Bank, Ltd., is being created to provide a broad range of wholesale-corporate banking, merchant banking, and financial advisory services. Bruce G. Willison, 36, currently executive vice president in charge of the World Banking Group at First Interstate of California, becomes president and chief executive officer of First Interstate Bank, Ltd. Norman Barker, Jr., 63, now serving as chairman and who has been chief executive of First Interstate of California since 1971, will be chairman of the new bank. He will continue as vice-chairman of First Interstate Bancorp and a director of First Interstate Bank of California until his retirement at year-end.

In Nevada, Gary W. Fiedler, 40, now executive vice president in charge of the branch bank system for First Interstate of California,



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Homestead Management Systems, Inc.

will become president and chief executive officer of First Interstate of Nevada, succeeding Mr. Siart. H.N. Gallues, 61, executive vice president, will be chairman of the board.

In Arizona, Robert H. Duckworth, 52, executive vice president, has been named chairman and chief executive officer, and Harry D. Johnston, 62, executive vice president, will become president of First Interstate of Arizona. Both titles were held by Mr. Carson.

First National Bank of St. Joseph, Mo.: Ramey E. Beachly has joined

the staff as senior vice president and will manage the correspondent banking and agricultural lending department. Mr. Beachly most recently served as senior vice president/loan administration, at the Security National Bank, Kansas City, Kan., where he had been employed since 1973. Prior to 1973, he served as executive vice president, Otoe County National Bank, Nebraska City, Nebr., vice president and branch manager, Security Pacific National Bank, Brawley, California; assistant vice president, Colorado National Bank, Denver, Colorado, and he also served on the staff of the Chemical Bank, New York City, New York.



R. BEACHLY

Mr. Beachly was born in Lincoln, Nebr. He holds several degrees from the University of Nebraska, including a Juris Doctorate Degree.

Mr. Beachly was born in Lincoln, Nebr. He holds several degrees from the University of Nebraska, including a Juris Doctorate Degree.

LaSalle National Bank, Chicago: Edward G. Plummer, Jr., has been promoted to senior vice president responsible for financial planning and control. Formerly with Maryland National Bank, he joined LaSalle National in 1981 as vice president and comptroller. He holds a BS degree from the University of Baltimore and an MBA from the University of Chicago.

Michael P. Mikesic has been promoted to vice president of trust services in the domestic financial services group. He joined LaSalle's trust division in 1977. He holds BS and MBA degrees from the University of Toledo.

Northern Trust Corporation, Chicago: Edward Bryon Smith has in-

formed the board of directors of his desire not to stand for reelection as a director of Northern Trust Corporation and The Northern Trust Company at the annual meeting on April 16, 1985. It is the corporation's intention to propose that Mr. Smith, who is age 75, be elected an honorary director at the 1985 annual meeting; he will continue as honorary chairman of the corporation.

Mr. Smith, who joined the bank in 1932, became president of The Northern Trust Company in 1957 and chairman of the board and chief executive officer in 1963. He also served as chairman and chief executive officer of Northern Trust Corporation from its inception in 1971 until March, 1979, when he became chairman of the executive committee. In January, 1981, he became honorary chairman of the board of the corporation.

As the former chairman of the bank, Mr. Smith was the third generation of his family to head The Northern Trust Company, and the fourth generation to serve as chief executive officer of a major Chicago bank. His father, the late Solomon A. Smith, was successively president and chairman of The Northern

Trust Company. His grandfather, Bryon L. Smith, founded the bank in 1889 and served as its first president. His great-grandfather, Solomon A. Smith, in 1857 was one of the founders of the Merchants' Savings, Loan and Trust Company, the original bank out of which the Continental Illinois National Bank and Trust Company has grown.

United Missouri Bank of Kansas City, N.A.: Byron G. Thompson has announced that he will retire March 1 as head of the investment banking division of the bank. He will then assume a consulting position with the company. Mr. Thompson also will continue as a director of United Missouri Bank and its holding company, United Missouri Bancshares, Inc. Mr. Thompson's career with the bank spans more than 30 years.

After his retirement, the following appointments will be effective within the investment division:

Lawrence E. Russell will become executive vice president and manager of the investment banking division. He has been with the bank since 1973.

Kirk W. Vaughan also has been elected executive vice president and

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*is pleased to announce
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Michael A. Parker

Manager, New Business Development

and

Michael S. Stern

Manager, Credit and Operations

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will continue to supervise new business development and customer service. He also joined the bank in 1973.

Harold R. Hollister will be assisting Mr. Russell in administration and will be working closely with the bank's portfolio and with affiliate banks.

Three newly-elected vice presidents at United Missouri Bank of Kansas City are Maria C. King, Michael Porter and Geoffrey Lind. Ms. King joined the bank in 1970 and is in the corporate services division where her duties include management of lockbox and bank-by-mail functions. Mr. Porter also joined the bank in 1970 and is in corporate services where he is responsible for marketing cash management services. Mr. Lind was in private law practice for 10 years prior to joining UMB-KC last month. He is in the commercial loan division.

New assistant vice presidents at United Missouri are Jeffrey T. Grasser, check processing department, and Mark Herman, employee benefit counsel in the employees benefit division of the trust department.

Edward Burns was elected a trust officer and employee benefit coun-

sel, and Pamela Carter was elected an assistant operations officer in the check processing department.

United Missouri Bank Launches DISCOVERY

United Missouri Bank of Kansas City, N.A., has announced the introduction of DISCOVERY, a workstation for corporate treasurers.

DISCOVERY allows treasurers to manage the company's cash flow more efficiently and in a more timely fashion. Primarily, the program offers sophisticated balance reporting that has manual or auto-dial access with multi-bank capabilities. Balance information is available at any time during the day, and multiple timeshare services may be accessed automatically at any time. Treasurers also receive disbursement and deposit information, which they can analyze and act upon immediately.

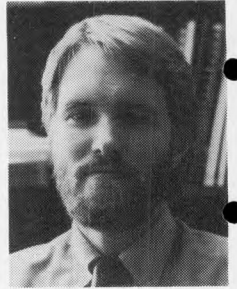
By joining the DISCOVERY system, treasurers lease software from United Missouri that is compatible with an IBM PC, XT or AT computer or comparable hardware that has a minimum 256 K memory and a Hayes smart modem or acoustical coupler. Since DISCOVERY is tied directly to United Missouri's wire transfer system, customers can analyze corporate needs for withdrawals or deposits and initiate transfers to or from United Missouri without phone calls or other transactions. The system also has forecasting capabilities to analyze hypothetical situations and financial options.

DISCOVERY's electronic services include Electronic Funds Transfer, Automatic Wire Transfer and Balance Reporting. United Missouri is also developing other DISCOVERY products to accelerate the

cash flow and increase its corporate customer's bottom-line profitability.

Saunders Joins IBAA Staff

George C. Saunders has joined IBAA headquarters in Washington as regulatory liaison and economist.



G. SAUNDERS

Prior to joining IBAA, Mr. Saunders served as finance specialist for the National Federation of Independent Business in Washington, where he was responsible for banking, long-term financing, and public initiatives in development finance as they related to small firms and their credit needs. He monitored federal legislation and regulatory changes in these areas, developed policy alternatives and assisted member firms with financing problems.

Earlier, he spent one year as a Presidential management intern with the Comptroller of the Currency, where he specialized in small business credit issues.

He received a B.A. degree in Political Science and History from Ohio Wesleyan University and an M.B.A. in finance from the University of California at Berkeley.

He succeeds James B. Benda in the regulatory area. Mr. Benda has joined Hartwick State Bank in his native Hartwick, Ia., as vice president and general counsel after serving as IBAA's federal administrative counsel since 1980. Mr. Benda will also practice law in Victor, Ia., and be associated at Hartwick State Bank with his father, Kenneth J. Benda, president.

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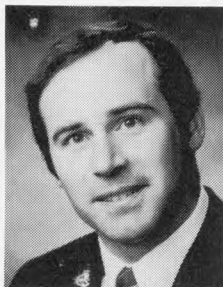
PROMOTIONS and other announcements have been made by the following firms:

Brandt, Inc., Watertown, Wis.: Brandt has established a new operating division in Atlanta, Ga. This division, named Brandt Business Systems Division, has the purpose of development and support of the company's software-controlled systems products.

Full support will be provided by Brandt's Business Systems Division to meet individual customer needs for such Brandt manufactured money processing systems as cash vault management systems and a variety of cash settlement systems.

The company expansion will also facilitate increased installation and training support of Brandt systems products.

Daktronics, Inc., Brookings, S.D.: James Spencer has joined the company as personnel manager. In the past 10 years Mr. Spencer has been in personnel work, most recently as personnel manager for K-Products, Inc. of Orange City, Ia. A native of Blue



J. SPENCER

Earth, Minn., he received his BA degree in Economics from St. Olaf College in Northfield, Minn., and his MBA degree in Industrial Relations from the University of Minnesota.

LeFebure, Cedar Rapids, Ia.: Charles Cox and Max Mason have been appointed sales engineers.

Mr. Cox will operate out of the Des Moines regional office, serving a territory that includes much of

southeast Iowa and named accounts in Polk County. He is a resident of Des Moines and has a wide background in sales work.

Mr. Mason is assigned to the St. Louis regional office, serving a territory that includes western Kentucky, southwestern Indiana and southeastern Illinois. He resides in Newburgh, Ind., and is a career salesman.

Piper, Jaffray & Hopwood, Minneapolis: The following officer elections were announced recently: Kenneth J. Wessels to executive vice president and manager of corporate headquarters' trading department; Allen R. Olsen to first vice president and manager of corporate headquarters' futures department, and Dennis E. Nelson, Wayne D. Schott, Carol A. Bertsch and Susan R. Pease to vice presidents. Mr. Nelson is in corporate bonds sales at Minneapolis headquarters. Mr. Schott is manager of the Grand Forks, N.D., sales office.



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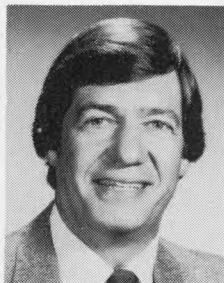
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the more you need
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Northern Trust Bank





Loan quality

Key to 1985 mortgage lending



Written Especially for
THE NORTHWESTERN BANKER
By **LEON T. KENDALL**
Chairman of the Board
Mortgage Guaranty Insurance
Corporation
Milwaukee, Wisc.

THE DECLINE in interest rates evident in the fourth quarter of 1984 should hold in early 1985, with mortgage rates moving toward the 12 percent level by mid-year. Contrary to what might normally be expected, however, single-family housing activity within that favorable rate environment will not be overly vigorous. Housing starts should approximate a rather modest 1.6 - 1.7 million units for the year.

What are the factors preventing a more bullish outlook for housing and mortgage lending? They are the legacies of the past two years, flowing from deregulation of mortgage finance and deterioration in the quality of mortgage credit. To understand their impact on the coming year, one must first look back to late 1983. Mortgage rates were on the upswing, moving from 12.5% to 13.1% for fixed rate loans, between November, 1983 and October, 1984, but housing starts showed no signs of faltering. In fact, they reached an annualized rate of 2.0 million units in some months. It appeared that the time-honored axiom of "higher rates produce lower starts" no longer applied.

Fundamental Law Still Prevails

That fundamental law of housing had not been repealed. The catalysts to continued strength in housing were new adjustable mortgage forms and the new freedom on the part of builders and lenders in pricing mortgage money. Alternative mortgage instruments featuring buydowns, teaser rates and unique sales incentives, plus bargain-priced ARM loans, became widespread tools of home affordability. The use of lower monthly payments and low initial year rates to qualify

buyers more than compensated for the loss of affordability caused by higher real interest rates.

Consumers were quick to embrace ARMs as a key to immediate ownership and they became the dominant loan form. The piper, however, was yet to be paid. Terms like payment shock, collateral shock and inflated value entered our vocabulary. Investors and mortgage insurers began to recognize that when interest rate risk was shifted to borrowers, it could come back in future years as credit risk, higher delinquencies, and losses. Major participants in mortgage lending, led by FNMA and FHLMC, recognized a need to develop new underwriting guidelines to avoid future problems.

Pendulum Now Swinging Back

The pendulum is swinging back. Sound underwriting of mortgage credit has risen to the fore, and quality of loans, a concept well understood by the banking community, appears to be the watchword for 1985. Appraisers will be seeking the true collateral value of a property, taking into account the value of financing and its effect on the sales price. The goal will be to originate high quality, albeit fewer loans, which is one reason for a more modest housing outlook this year.

Builders Have Oversold Markets

The other factor is that past excesses, particularly in certain Sun Belt markets, have, in effect, borrowed from future demand. By aggressively encouraging home purchasers through easy terms, builders have over-sold their markets. Speculative demand has subsided and house prices no longer are rising. In some markets values are down 10% and more.

Housing will face a year of adjustment in 1985. Homebuyers increasingly will look to housing for classic, time-honored reasons, rather than for speculative gains. With little or no inflation, homes will be purchased as basic shelter because of sound construction, good location, good schools, moderate taxes, lifestyle, and comfort. Home financing, which in the "how much down, how much a month" era became an end in itself rather than a means to an end, will return to its more natural role, that of facilitating home ownership for American families. □



1985 housing activity — down slightly, but stable



Written especially for
THE NORTHWESTERN BANKER
By **ROBERT L. WALDO**
President
Verex Corporation
Madison, Wis.

OVER the next two years, we expect general economic growth (and pressure on interest rates) to build and recede within relatively short time spans, much as experienced in 1984. Alternating periods of economic growth and sluggishness are likely to be much shorter and sharper than in past economic cycles, as consumers have responded strongly when rates generally drop to the 13% level, but withdraw almost as abruptly when rates exceed 14.5%.

Within this framework, housing activity in 1985 will be down slightly from 1984 levels, although relatively stable. Mortgage rates between 12.5% and 14.5% will tend to keep buyers in the market - more so, of course, at the lower end - and the expected 1.5 - 1.7 million new household formations should generate housing starts of 1.5 - 1.6 million (down from 1.8 million), new home sales of 3.2 - 3.4 million (down from 3.5 million) and mortgage originations of about \$200 billion (down from \$214 billion). We look for activity to be strongest in the first and second quarters, then plateauing and tailing off toward year end.

The Effect of ARMs

The availability of Adjustable Rate Mortgages, among other factors, caused conventional mortgages to dominate the market in 1984, with FHA and VA loans comprising only 16% of all originations. While ARMs comprised about 65% of all 1984 conventional loans, there are several currents at work which could reduce the volume of ARMs in 1985. (1) With secondary purchasers and mortgage insurers wary of deep discount ARMs, "teaser" rates are largely a thing of the past, and borrower qualification becomes more difficult when buy-downs are limited to 300 basic points

below the fully indexed ARM rate; (2) A generally improved interest rate environment will narrow the spread between ARMs and Fixed Rate Mortgages, so that consumers will more likely opt for an FRM if given the choice; (3) an improved regulatory climate for Collateralized Mortgage Obligations (CMOs) may increase investor demand for FRMs, putting further pressure on the FRM-ARM spread; and (4) a greater relative proportion of mortgage funds may be generated through Municipal Revenue Bonds in 1985, and to date MRBs have all been funded with FRMs.

We do not expect legislative or regulatory action to limit ARMs in 1985, as the perceived abuses which received widespread notoriety in early 1984 have been aggressively addressed and, for the most part, corrected through concerted action of lenders, builders, insurers and the secondary market agencies.

Delinquencies Remain High

The national unemployment rate will probably improve modestly, to 6.9% - 7.0%. However, historic correlations between the national unemployment rate and loan defaults are no longer reliable, since a number of specific-industry related economies (i.e. energy, agriculture and lumber) are still under stress; and technological changes in industries such as steel and automobiles have resulted in fewer present employees and the underemployment of many who previously worked in these industries. Thus, we expect mortgage delinquencies and foreclosures will remain relatively higher in 1985 than at comparable points in past economic cycles.

For the first time in the history of the mortgage insurance industry, companies were faced in 1984 with defining for themselves the risks they felt they could prudently assume. The major shock resulted not so much from the imposition of new underwriting standards by the insurers as from the realization that most companies would no longer accept just any business that came to the front door. The major "shake-out" is over, and we do not expect 1985 to produce further changes of major proportions.

In summary, 1985 may not be a growth year for housing, but it should be relatively stable with opportunities for lenders, builders, investors and insurers to consolidate after the gains of 1983 and 1984. □

The Lobby Manager...

...transfers paperwork to micro

Written especially for
THE NORTHWESTERN BANKER
By **K. MICHAEL PARRISH**
President

Advanced Resources Technologies, Inc.
Council Bluffs, Ia.

THE THOUGHT of applying for a loan these days makes the heads of customers and banking personnel spin. Involving anywhere from a few pages to manuscript size, the loan process, more times than not, turns into a time-consuming chore.

Our solution for the problem of mismanaged time for banking personnel is our newly designed computer software called The Lobby Manager.

The Lobby Manager does just what it describes—records installment, commercial and mortgage loan applications and new accounts. In addition, The Lobby Manager supports its usefulness by providing some of the more popular and/or useful computer functions applicable to banking services.

The software is designed especially so banking personnel can enter data onto forms which were already in use before the switch to the automated format. The computer can be programmed to apply its lobby management use to any bank's special needs, such as the multitude of different forms, no matter how unique.

Instead of handwriting data on the application, it is keyed directly into the computer at the time of the loan applicant's interview or from the applicant's filled-in form. We estimate the time to process the information using The Lobby Manager is 10 to 20 minutes for an installment loan, 20 to 30 minutes for a commercial loan or mortgage and 10 to 15 minutes for opening a new account—savings in time from 70 up to 400 percent when compared with manual transaction time. These estimates were compiled from the use of The Lobby Manager at the Commercial State Bank, in Phoenix, Ariz, since June, 1984. This \$20 million asset bank uses 4 microcomputers scattered throughout its facility.

When compiling platform applications using the manual method, the forms may change hands three to four times, compounding chances for error. The Lobby Manager simplifies the process by minimizing the handling of actual paper forms. Errors can be corrected on the spot on the microcomputer's video monitor long before the information eventually is recorded on paper via a computer printer. Selection of services, calculations and transactions are automatically produced on the microcomputer and readily available.

The Lobby Manager also is capable of direct contact via telephone modem with The Credit Bureau and Dun & Bradstreet for customer credit checks. Management reporting, documentation of the bank's policies and procedures, and many microcomputer-compatible programs such as spread sheet and word processing, also

are available to banks using this software.

What's interesting about The Lobby Manager is that all four of the Phoenix bank's microcomputers can call up the same information. They are interconnected via a hard disk drive storage unit. That enables one bank employee to draw information that was entered by another employee one day, one hour or one minute ago.

Another bank in St. Petersburg, Fla., with \$125 million in assets, just recently interconnected or networked 20 microcomputers.

North American Financial Services, a national bank servicer headquartered in Davenport, Ia., distributed and is installing the St. Petersburg bank's microcomputer hardware and software. Other distributors are International Communications Management headquartered in Seattle, Wash., and Unimark, Inc. based in Overland Park, Kan.

The distributors also train the banking personnel to use The Lobby Manager. Training and use of the software is aided by help windows shown on each video monitor screen, more or less replacing the need for the software manual. Each step of the process is detailed on the help panels, so memorizing functions is greatly reduced using The Lobby Manager.

Cost of The Lobby Manager software starts at approximately \$2000 for use with one microcomputer. This one-station minimum system requires two double-density floppy disk drives and 156K of random access memory (RAM). However, to get the best use of any microcomputer purchased for banking purposes, we recommend computer hardware with hard disk capability. If a bank does start with the minimum requirements, however, down the line the microcomputer can be upgraded into a system of microcomputers all networked into a hard disk drive which retains the information in a central location.

Our firm provides the interconnecting of microcomputers with a software program designed by Novell Network, Orchid Technologies or Sperry Usernet. The upgrading to a multiple microcomputer system takes as little as 15 minutes for the installation.

The Lobby Manager software is compatible with microcomputer hardware produced by IBM, NCR, Sperry and Columbia Data Products.

Through our distributors, we guarantee the software program. While Advanced Resource Technologies is now the only lobby management software producer listed in the Bank Administration Institute magazine, we are sure others are selling similar products.

When not in use for any of these above mentioned functions, The Lobby Manager can slip into its latest advertising campaign. The microcomputer can be programmed to display a "billboard" advertising some of the bank's offerings, from safe deposit box rentals to current interest rates. Even the bank's logo can be displayed—in living color! □

BMA Offers Financial Marketing Software Series

Written especially for
THE NORTHWESTERN BANKER
By BARBARA ROSS
Vice President and Director
Marketing Division
Bank Marketing Association

MARKETERS increasingly are being asked to play a major role in developing a balanced mix of profitable bank products. To help them perform this broader and more complex function in a cost-effective way, Bank Marketing Association, Chicago, has introduced the Financial Marketing Software Series (FMSS), a unique marketing-specific series designed by marketers for marketers.

Developed by the BMA Research and Planning Council and designed by J. McDuffie Brunson, founder of Brunson and Associates, Inc., and vice president, First National Bank of Louisville, Ky., the models in the series are:

- PVPrice — a perceived value pricing model
- CProfit — a deposit service profitability model
- DProfit — a customer profitability model
- MFile — a marketing customer information file
- MBudget — a marketing division budget model

The FMSS series operates on IBM or Apple computers working with existing software. Little start-up time is needed, and by using the editing commands of the host software, marketers can alter the formulas, print formats, reports and field contents to suit the needs of their institution without paying for custom programming. What's more, the series contains a tutorial feature at the beginning of each model that "walks" the user through the program.

• **PVPrice** applies to non-credit services. It takes an institution's cost and pricing data and combines them with volume estimates to compute the demand curve for the product, the optimum price to maximize gross revenue, the optimum price to maximize contribution to overhead, the break-even point in volume at each optimum price, and the profitability of any targeted price that an institution may set. The model can be used to price virtually the entire range of services.

• **DProfit** can analyze the profitability of demand, savings, time, certificates, and retirement accounts by minimum or average balance range and by type of account—simultaneously. For example, what would be the effect on the profitability of the demand portfolio of an increase in service charges on a regular demand account? By testing various scenarios of account loss and transfer, the range of magnitude of the possible

impact can be determined. The model can handle different types of deposit accounts simultaneously and can be used to test the earnings impact of changes in interest rates and other changes.

• **CProfit** and **MFile** work in tandem to analyze the profitability of relationships with retail or business customers.

• **MFile** creates a central information file that includes the following data: account ownership, classification data (retail and business), deposit account data, loan account data, and special services.

CProfit takes an institution's cost and earnings data and applies these factors to the total relationship contained in MFile to compute the profitability of the relationship.

The combination of these two programs aids in the development of long-term marketing and advertising plans aimed at increasing customer relationships. CProfit also provides the ability to measure the success of these long-term plans.

• **MBudget**, an internal control model, is available in addition to the product development tools.

The MBudget system enables marketing managers to budget at a department level, general ledger account level, project level, and/or vendor level and permits cross-budget between departments and within the division. For example, research, public relations, and advertising and product development could budget for their expenses associated with a project, and the system could then pyramid the departmental budgets into a project budget, while maintaining the expenses under the budget control of the area responsible for the expenditure.

MBudget, in addition to budgeting capabilities, can be used to track marketing expenditures and report variances throughout the year.

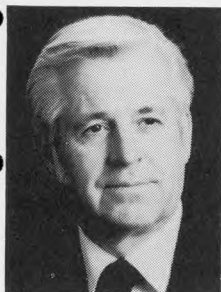
The FMSS series will be demonstrated at the BMA Research and Planning Conference to be held April 14-17 at the Boston Marriott Hotel.

For more details on any or all of the models in the FMSS series, contact our Research and Planning Department of BMA at 309 West Washington Street, Chicago, Ill. 60606.



 BANK MARKETING ASSOCIATION
309 WEST WASHINGTON STREET, CHICAGO, ILL. 60606

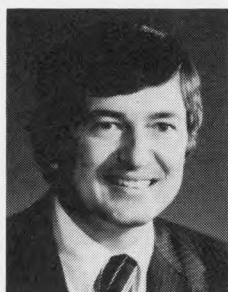
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T. SCHWINDEN



Meets Mar. 6-10 in San Antonio

MEMBERS of the Independent Bankers Association of America, their spouses and families will gather in historic San Antonio, Tex., March 6-10 for the 55th annual IBAA convention. Presiding will be IBAA President A.J. King, president, Valley Bank, Kalispell, Mont. Officers serving with him the past year are: 1st V.P.—B.F. “Chip” Backlund, president, Bartonville Bank, Bartonville, Ill.; 2nd V.P.—C.T. Doyle, CEO, Gulf National Bank, Texas City, Tex., and Treas.—C.L. VanArsdale, president, Bank of Castile, Castile, N.Y. The IBAA executive director is Kenneth A. Guenther, who heads the Washington headquarters staff. Meetings will be held in the San Antonio Convention Center.

Important highlights of the convention are:

General Session Speakers:

- Paul Volcker, chairman, Federal Reserve Board, Washington, D.C.
- Hon. James Wright, D-Tex., House Majority Leader.
- Hon. Thad Cochran, R-Mass., chairman of appropriations subcommittee of the Senate Agriculture Committee and secretary to the Republican Conference.
- Hon. Henry Cisneros, Mayor of San Antonio.
- Hon. Ted Schwinden, Governor of Montana.
- Charles Kuralt, CBS news correspondent.
- IBAA President A.J. King.

Special Interest Sessions and Leaders:

- The One-Bank Holding Company—William P. Johnson, Denver, and John J. Kendrick, Dallas, attorneys.

- Use of Microcomputers in Banks—M. Arthur Gillis, Atlanta, consultant.

- Commercial Lending—Allen R. Houk, president, Diversified Group, Houston.

- Special for Young Bankers—George Blanda, former NFL player.

Luncheons, Receptions, Banquet:

- Bankers—Friday, March 8 at 12:00 noon in EXPO Center for cocktails and lunch. Reception sponsored by John Hancock Insurance Co.

- Spouses—Friday, March 8 at 12:00 noon.

- Champagne Brunch.

- Reception—Thursday, March 7. “Festive Night in Olde San Antonio,” sponsored by Barclays/VISA Travelers Cheques, Innerline, and Travelers Express. Sombreros provided by St. Paul Companies.

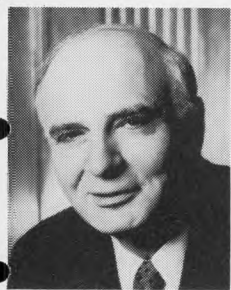
- Reception—Friday, March 8, “Moonlight Cabaret” at Hilton Palacio del Rio. Cocktail show featuring comedian/singers Danny Gans and Julie Dees, sponsored by Parker North American Corporation. Opens at 10:00 p.m.; entertainment begins at 10:30 p.m.

- Banquet—Saturday, March 9, at San Antonio Convention Center. Reception on the Riverwalk, hosted by IBAA. Annual Banquet follows, with country western singer Charlie Pride as entertainer.

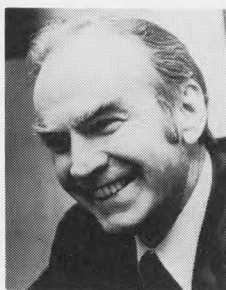
Tours:

- An afternoon in Alamo City—Museum of Art, 38-acre Botanical Center, Fort Sam Houston, Breckenridge Park.

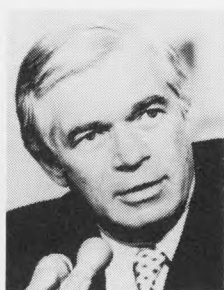
- San Antonio Tour—full day through history in old San Antonio, including King William District, McNay Art Institute, lunch at Los Patios, Mexican Market. □



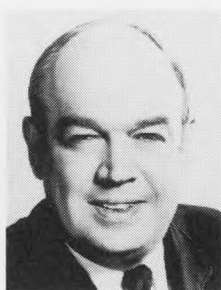
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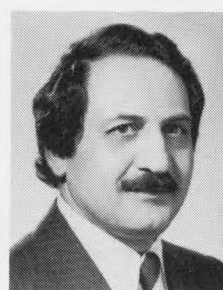
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A. GILLIS



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Beware the wolf in sheep's clothing

In today's competitive environment, we believe it is important for the independent community banker to closely evaluate his upstream correspondent relationships. Are you dealing with a partner that doesn't compete for your customers and is sincerely interested in helping you succeed, or are you dealing with another kind of animal that takes your money to Minneapolis and then uses it to steal your customers for its local affiliated bank?

At American, we have the resources to be your correspondent partner, and the desire to help you succeed. We do **not** use your money to compete for your customers.

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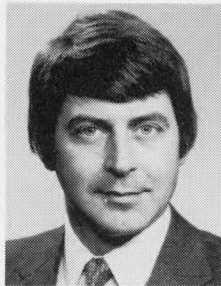
Minnesota

G.T. Pate, pres., West St. Paul
T.L. Jeffers, exec. v.p., Minneapolis



Burich Named President of Citizens Bank, Hutchinson

Thomas "Buzz" Burich has been elected president and chief administrative officer of Citizens Bank & Trust Co., Hutchinson. He also serves as a member of the board of directors and as chairman of the credit committee.



T.A. BURICH

Mr. Burich is a 1961 graduate of Hutchinson High School and received his bachelor of arts degree in 1965 from the College of St. Thomas. He joined First National Bank of Minneapolis in 1966 as a trainee. After transferring to the commercial lending department in 1971, he served as commercial loan officer, vice president and division head within the commercial banking group at First National.

Mr. Burich joined Citizens Bank in 1982 as executive vice president and chief operating officer. He serves on the board of Minnesota Mortgage Marketing Corporation, as a member of the commercial loan committee of the Minnesota Bankers Association and as an advisor to the council for community banks of the American Bankers Association.

Mr. Burich becomes the fourth president of Citizens Bank, which was founded in 1886. His father, Irvin Burich, who has been president since 1963, will continue as chairman of the board of directors and chief executive officer.

Waseca President Named

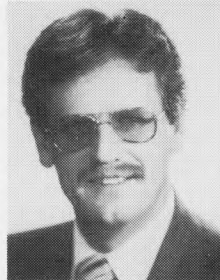
First Bank Waseca has elected Neil N. Fruechte president. He replaces William Draeger, who retired the end of this year.

Mr. Fruechte, a native of Caledonia, is a graduate of the Univer-

sity of Minnesota. He joined the Farm Credit System as a loan officer at the Production Credit Association of Juneau, later serving as manager of its West Bend branch before joining the Farm Credit Banks of St. Paul. He served as senior vice president in charge of operations, bank administration, and most recently, management services.

First Bank Northfield Elects New President

The board of directors of First Bank Northfield has elected F. Donovan Kuehnast president and a director. He succeeds the late Gordon F. Clarke.



F.D. KUEHNAST

Mr. Kuehnast most recently served as vice president and manager of the retail division of First Bank Edina, a position he has held since 1983. He began his career with First Bank System in 1967 when he joined First Bank Minneapolis as an internal auditor. He joined First Bank Edina in 1970 and was promoted to assistant cashier in 1972 and assistant vice president and manager of personal banking in 1976.

Mankato Director Elected

George W. Sugden, chairman and chief executive officer for Norwest Bank Mankato, N.A., has announced the election of Robert R. Bennett to the bank's board of directors.

Mr. Bennett is on the board for the Madelia-Lake Crystal Township and Mutual Fire Insurance Company and is involved with the Farm Bureau and the Minnesota Soybean Association.

Elected in Owatonna

Kenneth E. Wilcox, president of Norwest Bank Owatonna, N.A., recently announced that Timothy M. McManimon has been elected assistant vice president of the commercial loan department.

Mr. McManimon joined Norwest Bank in September, 1983, as commercial officer and prior to coming to Owatonna was employed for two years at the Norwest affiliate in Winona.

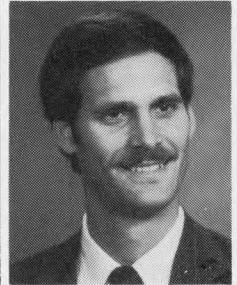
Hopkins Changes Announced

First Bank Hopkins has announced the following management changes:

Franklin L. Brosseau has been named executive vice president. He joined First Bank Minneapolis in 1972 as a conversion specialist. His most recent position was vice president in the metropolitan corporation division.



F.L. BROSSÉAU



B.H. SENSKE



J. SAN FELIPPO

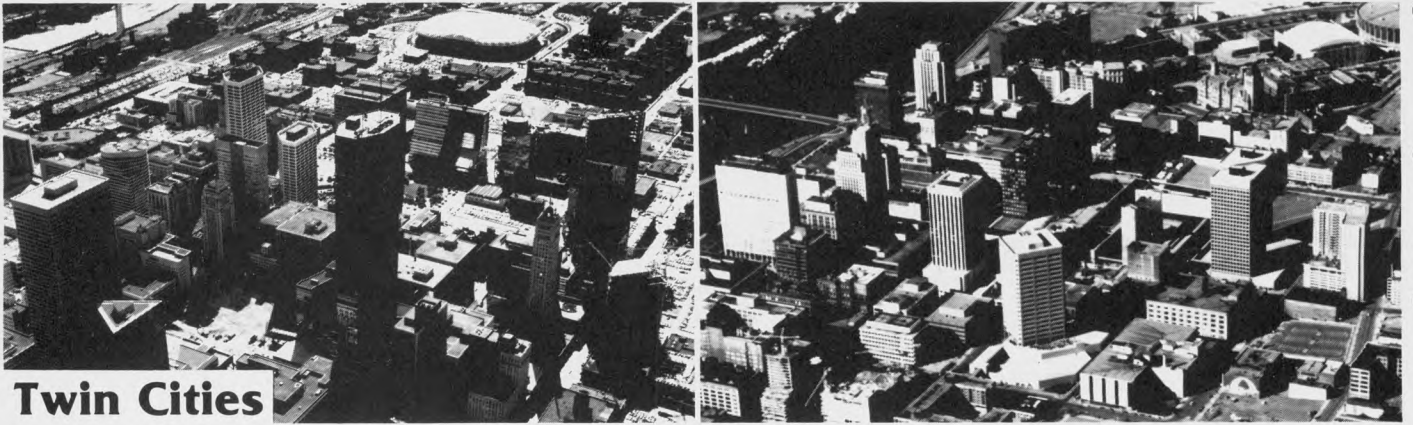


D. PUKALL

Bruce H. Senske has been named senior vice president/lending division head. He joined First Bank Hopkins in 1977 as a management associate, most recently serving as vice president in the commercial lending department.

Jack San Felippo has been named vice president/real estate. He joined First Bank Hopkins in 1976 as an adjuster. His most recent position has been assistant vice president in the real estate department.

Debra Pukall has been named executive banking officer. She joined in 1974 in the compensation department.



Twin Cities

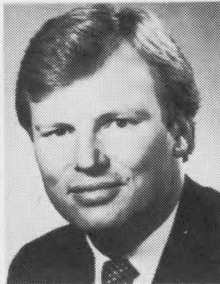
FIRST BANK System has restructured the organization of its Metropolitan Division effective February 1, 1985, according to an announcement by **George H. Dixon**, chairman of the board and chief executive officer and **D.H. (Pete) Ankeny, Jr.**, president and chief operating officer.



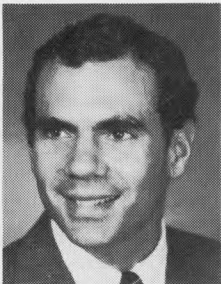
D.E. EVANS



R.W. SCHOENKE



W.F. FARLEY



R.L. SHEPLEY



J.L. REISSNER

Dennis E. Evans, vice chairman of First Bank System and chairman of First Bank Minneapolis and First Bank Saint Paul, has been named to the additional position of Chairman and chief executive officer of the Metropolitan Division.

Richard W. Schoenke, who has served as president of First Bank Minneapolis since 1980, will advance to president and manager of the Metropolitan Division. He will

also serve as vice chairman and director of both First Bank Minneapolis and First Bank Saint Paul.

Succeeding Mr. Schoenke will be **William F. Farley** who has been elected president and a director of First Bank Minneapolis. Mr. Farley has most recently served as executive vice president and chief financial officer for First Bank System. These duties will be assumed by Mr. Evans.

Prior to joining FBS in January, 1984, Mr. Farley had been chief financial officer of Alexander & Alexander since 1981. He began his career in 1966 at Citibank, New York, where his early positions included strategic planning and manager of the World Trade Center Office. Mr. Farley was appointed deputy manager of Citibank's Lower Manhattan Region in 1972, regional manager for Nassau County in 1973 and manager of the bank's Manhattan Region in 1974. He was elected President of Citibank New York State in 1975, a position he held until 1978 when he became a partner of KKB Bank, a Citicorp-owned bank in Dusseldorf. He is a graduate of Stanford University where he received a bachelor's degree in economics and an MBA with a concentration in finance.

Richard L. Shepley, executive vice president of the Corporate Group for First Bank Minneapolis, will become executive vice president and deputy manager of the Metropolitan Division. Mr. Shepley has also been elected to the board of directors at First Bank Minneapolis and First Bank Saint Paul.

James L. Reissner has been elected executive vice president of the Metropolitan Division responsible for consumer and small business banking.

* * *

The board of directors of First Bank Grand, St. Paul, has elected **David A. Zelinsky** president and a director. He succeeds **Donald G. Dirk**, who has retired.

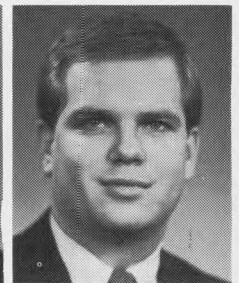
Mr. Zelinsky has been associated with First Bank System since 1976, when he joined the company as a compensation analyst. In 1977, he was appointed a financial analyst in the investor relations department and was promoted to financial analysis officer in 1978. Mr. Zelinsky became the assistant to the managing director of First Bank System's Metro bank affiliates in 1982 and was promoted to vice president earlier this year.

* * *

Norwest Bank St. Paul, N.A. recently announced the election of **R. Lee Brown** as vice president in the small business division and **Bradley G. Peterson** as commercial lending officer in the sales finance division.



R.L. BROWN



B.G. PETERSON

Mr. Brown joins the bank from Norwest Bank University-Midway. He attended the Wisconsin Graduate School of Banking and the National Commercial Lending Graduate School.

Mr. Peterson joined the bank



We extend more than credit. We extend ourselves.

As F&M Marquette's Correspondent Banking system continues to create new services to meet new demands, we're determined to keep our most valuable resource exactly as it's always been: quality services, delivered with personal commitment and care.

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 **F&M Marquette National Bank**
Correspondent Banking



from Norwest Bank Omaha, N.A., where he was a regional credit trainee.

* * *

More than \$4 million in student loan money will be available at F&M Marquette National Bank, Minneapolis, under an agreement made with the Student Loan Marketing Association (Sallie Mae). F&M Marquette officials estimate that the agreement could result in more than 1,700 loans for students.

Under the agreement, F&M Marquette will sell student loans it originates to Sallie Mae, an arrangement which will enable the bank to become more active in the Guaranteed Student Loan Program, according to **David Zimmer**, F&M Marquette assistant vice president and manager of the installment loan department.

F&M Marquette will keep student loans on its books for an initial period. Before each loan goes to the repayment stage, however, Sallie Mae will purchase it from the bank. This arrangement allows F&M Marquette to recycle its funds, Mr. Zimmer said. F&M Marquette sold \$389,000 in loans immediately after obtaining the commitment and will sell the remaining loans over the next four years.

* * *

Richard Reis has been elected senior vice president and mass market manager at Norwest Bank Midland according to Ernest C. Pierson, chairman and CEO.



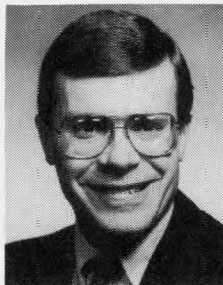
R.L. REIS

Mr. Reis began his Norwest career in 1963 at Norwest Bank South St. Paul where he served as a personal banker, installment lender and vice president of the real estate department. In 1982 he joined Norwest Bank Central as vice president of consumer lending and was named senior vice president and manager of retail banking in 1984.

* * *

F&M Marquette National Bank has appointed **William P. McKnight**

vice president of human resources. In this newly-created position, Mr. McKnight will be responsible for the bank's overall human resources policies and procedures. Most recently he served



W.P. MC KNIGHT



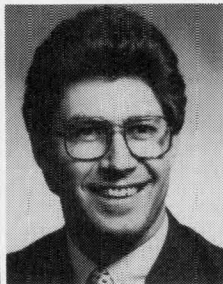
J.D. LA BRECHE



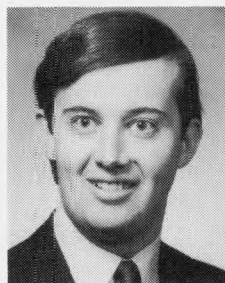
K.K. BALABAN



J.S. ROMLIN



K.W. SAYRE



J.G. COLYER



L.D. KARTHEISER



P.T. LARSON



V. ROLFSHUS

as vice president and director of administration for ITT Industrial Credit in St. Paul.

Several other promotions and additions to the staff have also been announced.

James D. LaBreche has been named vice president in the commercial banking department.

Previously assistant vice president, Mr. LaBreche joined the bank in 1982 and formerly was with Northwestern Bank West, Hopkins.

New assistant vice presidents are: **Kathleen K. Balaban**, bookkeeping; **Richard J. Carlson**, and **Judith S. Romlin**, commercial banking, and **Kevin W. Sayre**, private banking.

New officers include: **Jeffrey G. Colyer**, assistant trust officer; **Lori D. Kartheiser**, loan accounting officer in the commercial lending area; **Perry T. Larson**, correspondent loan servicing officer, and **Vicki Rolfshus**, operations officer.

Ms. Balaban has been with the operations department since 1968. Prior to joining the bank's commercial banking department, Mr. Carlson was with several banks in California. Ms. Romlin was with Northwestern National Bank of St. Paul, before joining F&M Marquette in 1982. Mr. Sayre previously served as client executive, financial institutions group for Norwest Bank in La Crosse, Wis.

* * *

James W. Shaw has joined First Bank Minneapolis as vice president and manager of the bank's regional loan office in Los Angeles, Calif. The new office was opened January 2, 1984. Mr. Shaw most recently managed the California regional office for the Bank of Montreal for two years.

First Bank Minneapolis also announced the promotion of **Levor (Bud) Garnass** to vice president. He joined the bank in January, 1984, and has been serving as assistant vice president in the government trading/sales division of the capital markets and treasury group.

* * *

Bruce W. Hebel, investment services group vice president for First Bank Saint Paul, has been elected president of the Twin Cities Bond Club at the organization's 63rd annual meeting held in December.



B.W. HEBEL

Mr. Hebel has belonged to the

Statement of Condition National City Bank

(in thousands)

	December 31	
	1984	1983
Assets		
Cash and Due from Banks	\$ 30,516	\$ 34,445
Interest Bearing Time Deposits with Foreign Banks	5,000	20,000
Investment Securities:		
U.S. Treasury	39,822	22,852
U.S. Government Agencies	30,934	13,058
Obligations of States and Political Subdivisions	29,198	39,083
Other Securities	721	721
Total Investment Securities	100,675	75,714
Trading Account Securities	220	1,246
Federal Funds Sold	33,850	15,000
Loans, Net of Reserve for Loan Losses		
1984 \$4,280; 1983 \$3,219 and Unearned Discount 1984 \$63; 1983 \$145	255,400	256,427
Leasehold Improvements and Equipment	3,458	3,144
Accrued Income Receivable	6,422	5,845
Customer Acceptance Liability	1,555	737
Other Assets	5,406	2,260
Total Assets	<u>\$442,502</u>	<u>\$414,818</u>
Liabilities & Stockholders' Equity		
Deposits:		
Non-Interest Bearing	115,128	\$ 78,307
Interest Bearing	222,678	242,201
Foreign Branch	10,299	12,555
Total Deposits	348,105	333,063
Federal Funds Purchased and Securities Sold		
Under Agreements to Repurchase	39,804	32,170
Other Borrowed Funds	4,999	2,735
Acceptances Outstanding	1,555	737
Other Liabilities	5,757	8,325
Subordinated Note	3,000	3,000
Total Liabilities	\$403,220	\$380,030
Stockholders' Equity:		
Common Stock, Par Value \$5.00		
Authorized 2,500,000 shares		
Issued 2,400,000 shares	12,000	12,000
Surplus	12,000	12,000
Undivided Profits	15,282	10,788
Total Stockholders' Equity	39,282	34,788
Total Liabilities and Stockholders' Equity	<u>\$442,502</u>	<u>\$414,818</u>

Directors of National City Bank of Minneapolis

James H. Hearon, III
Chairman of the Board
and Chief Executive Officer
National City Bank

David L. Andreas
Vice President
National City Bancorporation

Lowell W. Andreas
President and
Chairman of the Board
National City Bancorporation

**Sister Mary Madonna
Ashton, CSJ**
Commissioner of Health
State of Minnesota

Howard E. Barnhill
President,
Chairman of the Board
and Chief Executive Officer
North American Life
and Casualty Company

Marvin Borman
Partner
Maslon, Edelman, Borman,
and Brand

Kenneth H. Dahlberg
Chairman of the Board
and Chief Executive Officer
Dahlberg Incorporated

James B. Goetz
President,
Chairman of the Board
and Chief Executive Officer
Information Dialogues, Inc.

Walter W. Heller
Regents' Professor
of Economics
University of Minnesota

C. Bernard Jacobs
Retired Chairman of the Board
National City Bank
Retired President
National City Bancorporation

Walter E. Meadley, Jr.
President
and Chief Operating Officer
National City Bank

Ralph C. Turnquist
Chairman of the Board
and Chief Executive Officer
Turnquist Paper Company

NATIONAL CITY BANK

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* * *

Carl Pohlad was named Executive of the Year by Corporate Report Minnesota magazine. Mr. Pohlad is featured in the cover story of the business magazine's January issue. He is president of F&M Marquette National Bank, chairman of MEI Corporation, and owner of the Minnesota Twins.

Jay Novak, editor of Corporate Report Minnesota, said the selection of Mr. Pohlad as recipient of the Executive of the Year award was unanimous among the editorial staff of the magazine. The designation is based upon career accomplishments in business, achievements of the past 12 months, and commitment to social citizenry. Mr. Pohlad also was named to the Minnesota Business Hall of Fame in 1983.

* * *

At First Bank Lake, Minneapolis, Patricia A. Talbot has joined as manager of retail deposits. Cindy Cofer Reese has been elected training and marketing officer for the central cluster of First Bank System, which is comprised of First Bank Lake, First Bank Grand and First Bank Security.



P.A. TALBOT

C.C. REESE

Ms. Talbot has six years of experience in retail management, sales management and telemarketing.

Ms. Reese most recently served as credit review officer in the commercial lending department of First Bank Lake.

* * *

Norwest Mortgage last month announced it has discontinued its participation in two residential mortgage programs, which provide mortgages to relocating and other corporate employees.

A major insurance company, on

behalf of an affiliate, has agreed to acquire and continue these programs. Norwest Mortgage will provide administrative services during a transition period.

In addition, Norwest Mortgage sold its mortgage servicing rights associated with these programs. After giving effect to this sale, its servicing portfolio at year-end 1984 was approximately \$11 billion.

Robert V. Gorsche, president of Norwest Mortgage, also announced a subsidiary of the company has discontinued accepting applications for mortgages on manufactured housing.

The company also announced it has agreed to sell, subject to necessary board approvals, the assets of its subsidiary, Residential Funding Corporation, to Salomon Brothers Realty Corp. Residential Funding will continue to serve thrift institutions and other traditional originators, purchasing their mortgages and packaging them primarily as securities for sale in the secondary market. This transaction is expected to be finalized in the first quarter of 1985.

* * *

Barbara J. Lowell has been elected manager of the Apache Office of First Bank Security in Columbia Heights.

Ms. Lowell started with First Bloomington Lake National Bank in 1966 and has worked as a personal banker, marketing officer and business development and most recently as instalment loan officer.



B.J. LOWELL

* * *

Wayne Gjerde recently joined the retail banking department of St. Anthony National Bank, St. Anthony Village, as a retail banking officer. His primary duties are sales finance, instalment banking and customer service.



W. GJERDE

Mr. Gjerde is

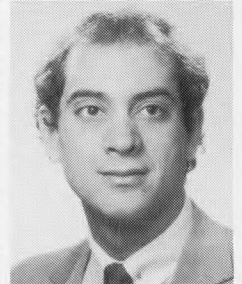
a graduate of St. Johns University and previously was employed by Household Finance and The First State Bank of Spring Lake Park.

* * *

Bradley M. Robinson has been elected to the board of First Bank Plymouth. Mr. Robinson is president of Robinson Rubber Products, Inc., a family owned business.

* * *

Peter A. Batinich has been elected manager of the Highland Office of First Bank Grand, St. Paul. Most recently he served as instalment loan officer at the main office of First Bank Lake in Minneapolis.

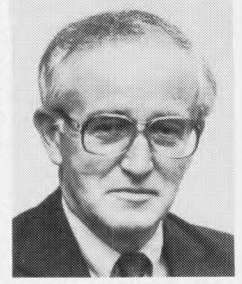


P.A. BATINICH

Mr. Batinich began his career with First Bank System in 1980 with First Bank Bloomington Lake National Bank.

* * *

Wallace V. Blomquist has been named senior vice president for First Bank Saint Paul and Angela M. Vikesland and Thomas W. Steele have been named assistant vice presidents.



W.V. BLOMQUIST

Mr. Blomquist, who joined First Bank Minneapolis in 1955, had been a senior



A.M. VIKESLAND

T.W. STEELE

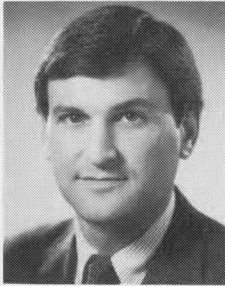
vice president for the special loans/commercial division for the bank. He now has responsibility for commercial loan workout activities at both First Bank Minneapolis and First Bank Saint Paul.

Ms. Vikesland joined the bank in 1982 as a financial systems officer.

- Her new responsibilities are for the planning and analysis division of First Bank Saint Paul and First Bank Minneapolis and for the Metro-wide Financial Planning Division.
- Mr. Steele had been with First Bank Milwaukee since 1976. Prior to that he held positions with Flagship Bank of Tampa, First National Bank of Tampa and the Thomson and McKinnon brokerage firm.

* * *

- **John Howell Bullion** has joined FBS Venture Capital Company of Minneapolis as a vice president and investment officer.
- Mr. Bullion joins FBS Venture Capital Company from Craig-Hallum, Inc. where he served as vice president of corporate finance. He also worked for International Multifoods Corp. from 1977-1982.



J.H. BULLION

- FBS Venture Capital Company, with offices in Minneapolis, Scottsdale, Ariz., and Denver, Colo., (early 1985), is a partnership between First Bank System, Inc. and Community Investment Enterprises, Inc. The company was founded in Minnesota and has 24 years experience in venture investing.

FBS Acquires Mankato Insurance Agency

- First Bank System, Inc. Minneapolis, has received approval from the Federal Reserve Bank of Minneapolis to acquire an insurance agency in Mankato. The agency, Orcutt, Sletta, Steiner Inc., which does business as The Insurance Center, will become part of FBS Insurance, the company's insurance brokerage subsidiary.

- The Insurance Center, established in 1967, will continue to operate from its current location until March. At that time it will be consolidated with the company's existing local agency, First Insurance Mankato.

- Vernon Orcutt and Conrad Sletta, former owners of the acquired agency, will join First Insurance Mankato as senior account executives.

William Steiner, a prior owner, will also join the agency as an agent. First Insurance Mankato will continue to be managed locally by Delvin Meyer.

Maple Grove Election Told

Timothy A. Verbrugge has been elected commercial banking officer at Norwest Bank Maple Grove.

Prior to joining the bank in 1983, Mr. Verbrugge was a senior analyst at Norwest Business Credit. He is a graduate of College of St. Thomas.

Three Advanced in Rochester

John Novotny has been promoted to vice president of Norwest Bank Rochester. Also, announced, Peg Mattke has been named manager of the personal asset management center and Beverly Simpson has assumed the added responsibility of managing the Northside Office.



J. NOVOTNY



P. MATTKE



B. SIMPSON

Mr. Novotny started with the bank in 1982 as commercial/agricultural lending officer. He is a graduate of the University of Nebraska at Lincoln with a bachelor's degree in agricultural economics and finance.

Ms. Mattke, currently vice president, joined the bank in 1978. Most recently she managed the Northside Office.

Ms. Simpson, vice president, most recently managed the Green Meadows Office. She joined the bank in 1956.

MBA Co-Sponsors Minnesota Business Venture

The Minnesota Bankers Association, in partnership with the Busi-

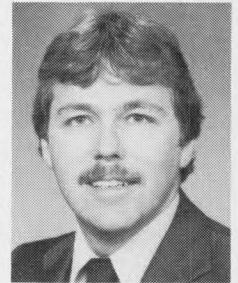
ness Economics Education Foundation (BEEF), will sponsor Minnesota Business Venture, a week-long summer program for high school students to learn more about business and economics.

According to Galen Pate, MBA president, the purpose of Minnesota Business Venture is to enable students and teachers to understand the private enterprise system and the role of business in society; to learn about state, national, and global economics, and to gain leadership skills and insight into career opportunities. Sophomore, junior or senior level students are eligible, and each student is sponsored through a scholarship program.

MBA member banks will help promote Minnesota Business Venture by providing scholarship funding and encouraging students from their communities to participate. Minnesota Business Venture will hold two one-week sessions this year, July 7-13 and July 21-27, 1985.

Marshall Addition Told

First American Bank & Trust of Marshall has announced the addition of Stephen A. Tornio as vice president, agricultural loans. He has also assumed responsibility as manager of the agricultural credit department.



S.A. TORNIO

Mr. Tornio has been associated with several Wisconsin banks the past ten years, most recently as vice president and senior loan officer of Mosinee Commercial Bank.

Merger Completed

Following approval from the Comptroller of the Currency, the merger of First American Bank of Crookston and State Bank of Shelly with and into the First National Bank of Crookston has been completed. The bank's new title is The First American National Bank of Crookston.

Hastings Banker to Head Cooperative Bank Office

Merle D. Borchers, Chairman and chief executive officer of Norwest

Bank Hastings, has been named vice president and regional manager of the National Cooperative Bank, Washington, D.C., according to Bank President Thomas S. Condit.

Mr. Borchers, 43, will head the bank's Minneapolis office which serves cooperatives throughout the central United States. The National Cooperative Bank provides commercial loan and corporate financial services to businesses organized as cooperatives and to cooperative residential real estate projects.

Mr. Borchers has 20 years of commercial banking experience beginning in 1964 when he joined Norwest Bank Omaha South, Omaha, an affiliate of the Minnesota based Norwest Corporation. A chartered financial analyst, his experience has also include portfolio planning, strategic and contingency planning and investment analysis.

Zapp National, St. Cloud Promotions Announced

The board of directors of Zapp National Bank, St. Cloud, recently announced the promotion of the following officers:

Gerald J. Plachecki has been named senior vice president, lending. He has been with the bank 28 years, most recently as vice president in the commercial lending department.

William Anderson has been named vice president, commercial lending. He joined in 1983 as assistant vice president, working in commercial and SBA lending operations.

Marcia L. Puls, promoted to vice president in marketing, has been responsible for marketing and advertising at Zapp National since joining the bank as an officer in 1983.

Bernie Gruenes, new vice president, will also serve as manager of the bank's newly opened Midtown Office. He joined the bank in 1983.

Harold Orcutt has been named vice president and cashier, in charge of investments and operations. He joined Zapp National in 1974.

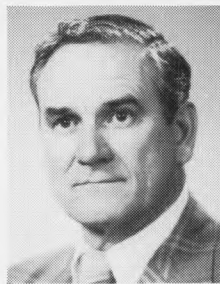
Other elections announced include: Alice Spadafore, assistant cashier; Elmer Dahl, security and purchasing officer; Carol Mick, teller supervisor; Judy Loehrer, real estate loan officer; Marly Gabbert, assistant operations officer; Susan Mohs, operations officer; Jean John-

son, director of teller operations; Geri Moshier, assistant director of teller operations; Mary Kay Pfannenstien, teller supervisor.

Four Elections Announced At Lake Crystal Natl. Bank

Lake Crystal National Bank recently announced the election of the following employees:

Roger Schmeising has been elected vice president and agricultural loan officer. He graduated from Mankato State University with a BS degree in economics. Prior to joining the Lake Crystal National Bank, he was engaged in farming in the St. James area since 1959.



R. SCHMEISING



P.J. CROWLEY



M. LANDKAMER



G. THOMPSON

Pat J. Crowley has been elected assistant vice president. She began her banking career in 1980 at First Bank Luverne. Mr. Crowley obtained her BS degree in business administration from Mankato State University.

Mary Landkamer has been appointed cashier of the bank. She joined in 1976 as secretary to the president, and is a graduate of the University of Minnesota with a BS degree in business administration.

Gail Thompson has been appointed as customer service officer. She has been associated with the Lake Crystal National Bank for 22 years. Her most recent position was that of cashier, which she held since 1975.

ILLINOIS NEWS...

(Continued from page 31)

will serve in commercial services. Mr. Edge, with American Bank for 14 years, will serve in retail banking.

McHenry Promotions Told

At the annual meeting of the McHenry State Bank, McHenry, the following officer personnel were promoted:

Donald H. Meyer, vice president; Keith Leathers, loan officer; Linda Wigman, assistant loan officer, and Kathleen Moehling and Chris Marke, assistant cashiers.

Wilmette President Named To Additional Post of CEO

The board of directors of First Illinois Bank of Wilmette has named its President, Dennis C. Mullen, 44, to the additional post of chief executive officer.

Mr. Mullen succeeds Carl S. Stanley as CEO. Mr. Stanley will continue as chairman of the Bank and chairman of First Illinois Corporation.

Announced in East Dubuque

At East Dubuque Savings Bank, Janet Owczarek, assistant cashier, has taken on the additional duties of coordinating electronic banking functions, and Linda Runde, a new officer of the bank, is taking on the responsibility of personnel officer.

Two Elected At First Illinois Corp.

Robert A. Lennox, Jr., has been elected a vice president of First Illinois Corporation, Evanston. In addition, Clifford R. Johnson has been elected to the corporation's board of directors.

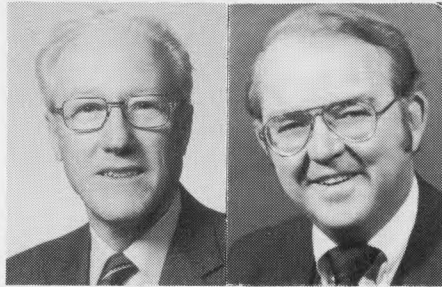
Prior to joining First Illinois, Mr. Lennox was vice president of the Chicago office of the European American Bank and Trust Company.

Mr. Johnson is executive vice president of Jewel Companies, Inc., Chicago.

Mid-City National Relocates Head Office

The Mid-City National Bank of Chicago has relocated its main office from 801 W. Madison to 303 E. Wacker Drive.


 Illinois

 James Forster, pres., DeKalb
 W.J. Hocter, exec. v.p., Chicago


CSBS Accredits Illinois Department

THE Illinois banking department is the first state banking department to be accredited by the Conference of State Bank Supervisors as part of its Accreditation Program. The Illinois department is headed by William C. Harris, Commissioner of Banks and Trust Companies of Illinois. The certification testifies that his department is conforming to the highest standards of bank supervision and regulation.

At the press conference unveiling the program, CSBS disclosed that the state of Iowa also has moved through several steps in the review process, while several other states are in the initial self-evaluation phases.

In announcing the program, Sidney A. Bailey, chairman of the CSBS Performance Standards Committee and Commissioner of Financial Institutions for the Commonwealth of Virginia, said "the core of effective duality lies in effective systems at both state and federal levels," which in turn mandates effective state banking departments. "We believe that this new CSBS program will demonstrate in the most concrete fashion that state banking departments are worthy of the new responsibilities being placed on them," including the new responsibilities recommended by Vice President Bush's Task Group on regulatory reform.

That Bush Task Force, as announced in its "Blueprint for Reform" in 1984, would remove the FDIC from day-to-day examination of banks; would form a new Federal Banking Agency to replace the Comptroller of the Currency, and the FBA then would examine all national banks, and would supervise each parent holding company in which the "lead" bank is a national bank. The Federal Reserve would govern the nation's 50 largest banks and holding companies, as well as

state-chartered banks. The FDIC would examine all troubled banks jointly with the primary supervisor.

Supervision of state banks then would be left by the Fed to individual state banking departments which are accredited by this CSBS certification program.

The Accreditation Program, Mr. Bailey states, involves a comprehensive review of the critical elements which assure a banking department's ability to discharge its responsibilities through investigation of a department's administration, finances, personnel policies and practices, training programs, examination and supervisory procedures and statutory powers. The process involves several steps:

First, a state banking department undergoes a self-evaluation based on criteria established by the CSBS Performance Standards Committee.

Second, at the department's request, an Accreditation Review team appointed by the Performance Standards Committee conducts a thorough on-site examination of the department and reports its findings to the Committee.

Third, those findings are reviewed thoroughly by an Audit group to assure a high level of discipline in each review, a consistency of discipline between reviews and compliance with standards and procedures required by the PSC.

Finally, if both groups report positively, the PSC recommends to the CSBS board of directors that a certificate of accreditation be issued.

Evanston President Named

Bruce I. McPhee, 40, has been promoted to president and chief executive officer of First Illinois Bank of Evanston.

Mr. McPhee is a graduate of Drake University and holds an MBA from Loyola University. He has been an

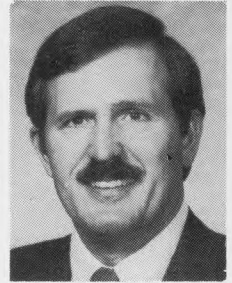
officer of the bank since joining the organization in 1978.

Howard B. Silverman, formerly president and chief executive officer, will continue as chairman of the bank, but will be devoting a majority of his time to the operation of First Illinois Corporation, where he serves as president and CEO.

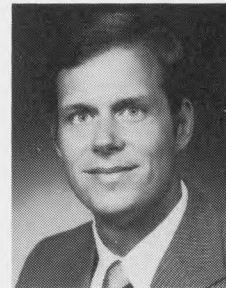
Three Advanced in Peoria

The Commercial National Bank, Peoria, board of directors has announced the election of Brock L. Hessing, R. Jeffrey Smith and Douglas S. Stewart to positions of senior vice president, effective January 1.

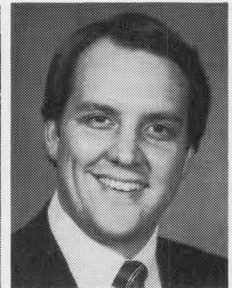
Mr. Hessing, 47, is responsible for the commer-



B.L. HESSING



R.J. SMITH



D.S. STEWART

cial division, which includes the metropolitan, correspondent bank, small business, loan recovery, loan review and dealer finance departments.

Mr. Smith, 35, is responsible for the retail division, which includes the executive and professional, real estate, personal banking, charge card and customer service departments.

Mr. Stewart, 33, will now become responsible for the trust division, which includes the trust and farm departments. He is succeeding Bruce F. Snyder, who has been promoted to executive vice president. As also announced last month, Robert T. Stevenson, Jr., became president on January 1.

The changes in senior management assignments will enable David E. Connor, chairman and CEO, to devote more time to overseeing Midwest Financial Group, Inc., the bank holding company owner of Commercial National Bank which Mr. Connor also leads.

Hayne Ellis, III will succeed Ste-

wart as deputy trust division head. Mr. Hessing joined the bank in the commercial loan department and was elected vice president in 1973. He was named to head the Illinois department in 1975 and the commercial banking division in 1983. A native Peorian, Mr. Hessing is a graduate of the University of Missouri and was with the Iowa Des Moines National Bank for ten years before returning to Peoria.

Mr. Smith is a 1971 Honors Graduate of Purdue University and received an MBA from Northwestern University in 1973. He was named commercial banking officer in 1975 and became head of the executive and professional department in 1976. He was elected a vice president in 1980 and named head of the retail banking division last year.

Mr. Stewart is an Honors Graduate of Illinois Wesleyan University and received an MBA from Bradley University in 1979. He is also a graduate of the National Graduate Trust School at Northwestern University and presently serves on its faculty.

Joining the bank in 1973, Mr. Stewart was named trust administrator in 1975 and trust officer in 1976. He was elected vice president in 1980 and was named deputy division head in 1984.

Roscoe President Elected

Dale L. Blachford was elected president and chief executive officer of First Bank of Roscoe on January 7.

Mr. Blachford holds a BS degree from Illinois State University at Normal and began his banking career in 1976 as a management



D.L. BLACHFORD

trainee at Belvidere National Bank. He joined First Community National Bank of Rockford in 1979 and after several promotions was named vice president/cashier in January, 1984.

Monmouth Trust Merges With Little York Bank

Mark D. Pingrey, president and CEO of the Monmouth Trust and Savings Bank, has announced the

merger of the Monmouth Bank with First State Bank of Little York. As a result of the merger which was effective in December, Monmouth Trust has expanded its marketing area, while the Little York Banking Center, is now offering a wider range of services and products.

Two promotions were recently announced at Monmouth Trust: James P. Betar to loan officer and Nancy Grisolano to customer service officer.

Mr. Betar joined the bank in 1984 with an extensive background in lending. Ms. Grisolano has been with the bank since 1983 as marketing representative.

Cole-Taylor V.P. Named

Karen A. Frankel, 25, has been named a vice president of Cole-Taylor Financial Group.



K.A. FRANKEL

Ms. Frankel has a BS degree from Indiana University and an MBA from Loyola University of Chicago. She will continue her duties as director of marketing for Cole-Taylor and its five community banks.

Commercial Credit Conf.—Feb. 20-21

THE ILLINOIS Bankers Association Commercial Credit Conference, slated for February 20-21, will be held at the Holiday Inn East in Springfield. Expanding Products and Services is the theme for this year's conference which will offer a variety of speakers and workshops. Ralph Egeland, Aurora National Bank, serves as chairman of the commercial credit committee and has announced the following agenda:

Wednesday, February 20

- A.M.
- 8:00 Registration.
- 9:00 First General Session.
 - "The Illinois Economy"—The Honorable Roland Burris, Comptroller of the State of Illinois, Springfield.
 - 9:45 "Specialized Lending"—John Curtis, vice president, First Chicago Credit Corp., Chicago.
 - 10:30 Break.
 - 10:45 "Think Client, Not Customer"—Robert D. Dye, senior vice president, Financial Shares Corporation, Chicago.
 - 11:30 Reception, Holidome.
 - P.M.
 - 12:00 Luncheon, Holidome. Remarks: James E. Forster, chairman of The DeKalb Bank and ABA president.
 - 1:15 Concurrent Workshop Sessions.
 - "An Internal Watch List"—John Kolp, Field Office Supervisor, FDIC, Jacksonville, and S. Michael Polanski, senior vice president,

- Loan administration, Pioneer Bank & Trust Co., Chicago.
- "Structuring a Credit Department & Credit File"—Melvin H. Buser, vice president, commercial lending department, American National Bank & Trust Co., Rockford.
- "Structuring a Small Business Administration Package"—Richard D. Turner, senior vice president, South Shore Bank, Chicago.
- 2:30 Break.
- 2:45 Concurrent workshops repeated.
- 5:00 Complimentary reception.
- 6:00 Banquet.
- "Sports, Family & Religion"—Pat McCaskey, director of community involvement, Chicago Bears.

Thursday, February 21

- A.M.
- 9:00 "Trends in Commercial Lending"—James J. Carmody, president, Drovers Bank of Chicago.
- 9:45 "Public and Private Lending Partnerships"—Thomas J. Ticknor, manager, division of business finance, Illinois Dept. of Commerce and Community Affairs.
- 10:30 Break.
- 10:45 "Legal Aspects of Loan Workouts: A Banker's Viewpoint"—Robert H. Behrens, vice president and senior loan officer, The Commercial Bank of Champaign.
- 11:30 Adjourn. □



Chicago

The Mid-City National Bank of Chicago has announced six promotions, according to President **Kenneth A. Skopec**.

John M. Blackburn has been elected assistant vice president. He previously served as administrative services officer.

Brian J. Griffin, who joined the bank in 1981, has been elected assistant vice president. He was promoted to assistant cashier in 1982.

William F. McCarty III also has been elected assistant vice president. He joined the bank in 1982 and was promoted to assistant cashier in 1984.

In addition, **D.A. McGraw** has been elected assistant cashier and new account officer; **Joseph R. Gotfryd**, assistant cashier, and **David E. Greiwe**, assistant cashier and assistant comptroller.

UnibancTrust Company, a subsidiary of Unibancorp, Inc., announced last month that it has signed a definitive agreement to sell its asset-based lending business to Marine Midland Bank, N.A. of New York. The transaction is subject to regulatory approval and is expected to be completed in early 1985. Financial terms were not announced.

Under terms of the agreement, UnibancTrust will sell approximately \$60 million of asset-based loans to Marine for cash. The asset-based lending operation will remain in Chicago under its current management.

UnibancTrust Company, with offices in Sears Tower, is the tenth largest commercial bank in Chicago.

Marine Midland Bank, N.A. is the

13th largest U.S. commercial bank, with headquarters in New York City and Buffalo.

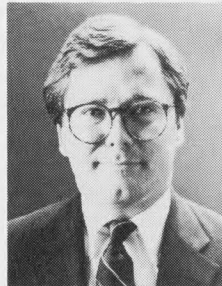
Joseph H. Martin, assistant vice president and trust officer of Drovers Bank of Chicago, retired December 21 from the bank.

Mr. Martin, a professional banker with 48 years of financial experience, joined Drovers Bank in 1937 as a messenger.

Lee M. Mitchell, president and CEO of the Field Corporation, was recently elected to the board of directors of National Boulevard Bank, Chicago, announced Bank President **Richard T. Schroeder**.

Joseph E. Hasten has joined Standard Chartered Bank as senior vice president and manager of the Chicago office.

Mr. Hasten holds a bachelor of arts degree from Fairfield University and a master of management degree from Northwestern University.



J.E. HASTEN

Lynn Feiger has been elected executive vice president of Affiliated Asset-Based Lending Services, Inc., a division of the Affiliated Bank Group. Ms. Feiger formerly was vice president of Affiliated Asset-Based Lending Services.

In addition, **David Augustyn** was elected vice president and trust officer, and **Dennis Motyka** was named vice president, Western National Bank, Cicero, one of the five member banks of the Affiliated Group.

Mr. Augustyn joined Western National in 1981 as a trust officer after serving in trust operations at Northern Trust and First National Bank of Skokie.

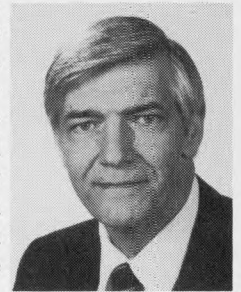
Mr. Motyka began his career in 1972 at Western National as a management trainee.

Rockford Addition, Advancements Announced

Frank C. Rubinic has joined American National Bank and Trust

Co., Rockford, as senior vice president in charge of operations and financial division, and **Melvin Buser** and **Kenneth Edge** have been named vice presidents.

Edward Bel-



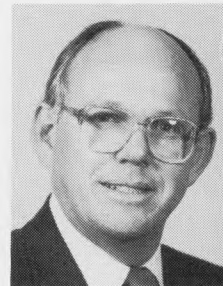
F.C. RUBINIC



M. BUSER



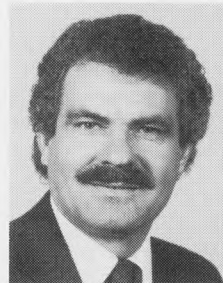
K. EDGE



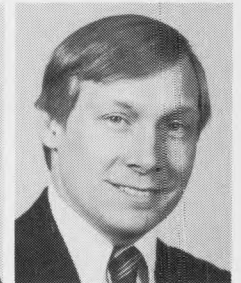
E. BELKEN



E. BUHRMAN



J. HODGES



W. FOOTE

ken, with the bank for 19 years, has been named assistant vice president for instalment loans, and **Edward Buhrman**, **Joseph Hodges** and **William Foote** have been promoted to assistant cashiers.

Mr. Rubinic, who had been serving as president and CEO for First National Bank of Wheeling, succeeds **Roger A. Reese**, named vice president - finance and treasurer of Americorp Financial, Inc., the bank's holding company.

Mr. Buser, who had been serving in a similar position at First of America Bank, Battle Creek, Mich.,

ILLINOIS NEWS...

(Turn to page 28, please)

Wisconsin

J.W. Johnson, pres., Spring Green
B.K. Koontz, exec. dir., Madison



Group 1 Meeting Set for St. Paul

THE 81ST ANNUAL Meeting of Group 1 of the Wisconsin Bankers Association will be held February 15-16 at the Radisson Hotel, St. Paul, Minnesota. Registration for the meeting will be from 3:00 to 8:00 p.m. on Friday, February 15, and from 7:30 a.m. to 12:30 p.m. on Saturday.

Glen D. Johnson, president of First Bank of Grantsburg, has served as group 1 president this past year. He has been assisted by Vice President Arne P. Stovring, executive vice president, Shell Lake State Bank, and Secretary-Treasurer John T. Midthun, executive vice president, Northern State Bank, Ashland. Past President is Kenneth A. Heiser, president, First National Bank, Hudson.

Friday evening there will be a get-together at The Garden Court of the Radisson Hotel from 9:00 to 12:30, featuring entertainment by "The Cat's Pajamas."

Saturday morning breakfast will be from 8:00 to 9:15 a.m. in the Garden Court, courtesy of: First Wisconsin national Banks in Milwaukee and Eau Claire. Saturday's luncheon, also held in the Garden Court will be at 12:45 p.m. and feature speaker Mike McKinley whose talk is entitled, "Staying Alive - Wait Until You're Dead Before You Die." A reception will be held that evening from 5:30 to 6:45 p.m. in the Garden Court, followed by a banquet at 7:00 in the Minnesota Ballroom. Glen D. Johnson, group 1 president, will preside. Entertainment will be provided by "The Swinging Ambassadors." The program for Saturday's business session follows:

A.M.

- 9:30 Business meeting.
Presiding, Glen D. Johnson, group 1 president.
Secretary-treasurer's report, John T. Midthun.

Nominating committee report, Duaine C. Espegard, chairman.

- 9:45 John (Jack) W. Johnson, president of Bank of Spring Green and president, Wisconsin Bankers Association.
10:00 Bryan Koontz, WBA executive director.
10:20 Kim Kindschi, WBA associate director-education.
10:35 "Wisbankpac"—Susan Linch, WBA deputy director.
10:45 Coffee.
11:00 "Perspectives on 1985-86 Legislature"—Richard A. Shoemaker, Wisconsin State Representative.
11:20 "Strategic Planning"—Robert E. Miller, partner, McGladrey, Hendrickson & Pullen.
11:45 "Problem Loan Workouts"—John Yilec, attorney, Doherty, Rumble and Butler. □

Affiliation Announced

J.A. Puelicher, chairman of Marshall & Ilsley Corporation announced last month that Bay View State Bank, Milwaukee, has agreed to affiliate with M&I.

Bay View State Bank has total assets of \$57,798,000 and total deposits of \$48,811,000 at September 30, 1984.

The transaction is subject to regulatory approval and approval of shareholders of Bay View State Bank.

Valley Bank of Shawano Elects Chairman & President

At the December meeting of the Valley Bank of Shawano's board of directors, William Blythin was elected chairman of the board and

John A. Hennessy was elected president and chief executive officer. Both actions became effective January 2, 1985.

Mr. Blythin is a native of Ohio and has been with Valley Bancorporation for the past nine years, serving in the capacity of president and CEO for Valley Bank of Shawano.

Mr. Hennessy is a native of Superior, and has been with the organization for 20 years. This summer he transferred to the Valley Bank of Shawano as executive vice president. Prior to being named to the position, he served as president of Valley Northern Bank, Appleton.

Ellsworth CEO Retires

Gerald L. Bryan has retired as chief executive officer of Pierce

County Bank & Trust Company, Ellsworth. He will continue as chairman of the board and continue to serve on various committees.

He is succeeded by Kenneth Palmerheim, president of Pierce County Bank & Trust.

Mr. Bryan joined the bank in 1967 as executive vice president and prior to that time served at the State Bank of Anoka, Minn., for 25 years.



G.L. BRYAN

La Crosse V.P. Named

Robert W. Burg has joined the Norwest Bank La Crosse, N.A. as a vice president of loan administration.

Mr. Burg is a 1973 graduate of Marquette University with a bachelor of science degree in economics. In 1976 he received a juris doctorate degree from Marquette University Law School. He has been in private law practice since that time and has been legal counsel for the bank since 1978.



R.W. BURG

Marine to Acquire Firststar And Independence Groups

Marine Corp., the state's third largest bank holding company, has taken action to acquire two separate holding companies.

At a meeting held in December, shareholders of Waukesha-based Independence Bank Group, Inc., approved the sale of the corporation to Marine Corp.

An agreement in principle has been reached, whereby Marine Corp would acquire Firststar Corp., an Appleton-based bank holding company, for approximately \$27.6 million.

Shareholders of the Independence Group voted by more than a two-thirds majority to accept the merger offer, under which Marine will pay more than \$23 million in cash for 43% or about 700,000 shares of Independence stock, with the remaining 850,000 shares to be converted to Marine shares at a dividend of more than \$3 a share.

Independence Bank President Donald G. Hayes stated after the vote that the four Waukesha County Independence banks would be folded into Marine Bank West, located at Brookfield. Independence Bank Wauwatosa will be merged into the Marine Bank, N.A., which is Marine's main bank in downtown Milwaukee. Independence Bank Madison will be merged into Marine Bank Dane County, and Independence Banks of Elkhorn and Kenosha will probably remain free standing banks.

Also, Independence's wholly owned mortgage company and trust company, both located in New Berlin, will be merged into Marine's wholly owned mortgage and trust companies.

According to Mr. Hayes, all Independence bank employees would be retained following the merger.

The agreement between Marine Corp and Firststar calls for shareholders of Firststar to receive either \$28 cash for each of 197,360 Firststar shares or 1.167 shares of Marine common stock for each of the remaining 789,438 Firststar shares. The agreement in principle is subject to the negotiation of a definitive agreement, approval of Firststar shareholders and regulatory approval.

The agreement has been approved by both firms' board of directors. George Slater, chairman, CEO and president of Marine, predicted that,

among other things, Marine National Bank of Neenah would probably become a branch of the Firststar bank in Appleton and that if past policy were followed, the Marine name would simply be added to each Firststar bank.

Acquisition Completed

First Interstate Corporation of Wisconsin has announced completion of the acquisition of the Gottsacker Insurance Agency by First Interstate Bank, headquartered in Sheboygan.

The Gottsacker firm, now a wholly-owned subsidiary of the bank, will continue to operate as an independent agency, specializing in property and casualty as well as health and life insurance. The agency is located in Sheboygan, with offices in Plymouth, Sheboygan Falls and Manitowoc.

WBA Coordinator Selected To Chair HERO Board

Donna Ray, assistant meetings coordinator at the Wisconsin Bankers Association has been elected to serve as chair of the Home Economics Related Occupations (HERO) advisory board for the Madison Metropolitan School District. Ms. Ray has served on the HERO advisory board since 1982.



D. RAY

A graduate of LaFollette High School Madison, she received the outstanding HERO graduate of the year award from MMSD in 1979 and helped organize the national HERO program for LaFollette.

F&M Bank Menomonee Falls Addition Announced

Don M. Edwardsen has joined F&M Bank Menomonee Falls as internal operations officer. He previously was with the Teutonia-Capitol Branch of First Wisconsin National Bank, Milwaukee.

Also announced at the bank was

the selection of Phyllis J. Weege, secretary/treasurer of Wisconsin Graphics Corp. located in Okauchee, to the Bank Advisory Council of Oconomowoc. The council is composed of business and civic leaders of the area and functions as advisors to the bank's board of directors and to the bank management.

Richard P. Klug, president and CEO of F&M Bank, along with Howard C. Wurst, chairman, recently presented service award pins to the following employees:

Geraldine E. Klinkert, accounts officer, 25 years; Paul E. Schmidt, vice president, personal banking manager, Sussex office, Judith A. Weber, commercial services officer, and Mariann R. Hauser, loan review analyst, 15 years; Eunice R. Reid, human resources assistant, Merry K. Riemer, new accounts representative, and Kim L. Reilly, teller trainer, 10 years; Sharon E. Johnson, customer records supervisor, Ruth A. Launer, programmer, data processing division, and Sandy L. Gasper, new accounts representative, Oconomowoc office, 5 years.

Director Elected

Raymond J. Esser has been elected to the board of directors of F&M Financial Services Corporation, Menomonee Falls.

Mr. Esser is chairman and treasurer of Universal Circuits, Inc. and chairman and president of Dielectric Corporation.

Rhineland Name Change

First National Bank of Rhineland has officially changed its name to Valley First National Bank of Rhineland, according to a recent announcement.

Send Us Your News

Please send us news of any promotions, elections or changes in personnel, following your bank's annual meeting.

NORTHWESTERN BANKER

306 - 15th St.

Des Moines, IA 50309

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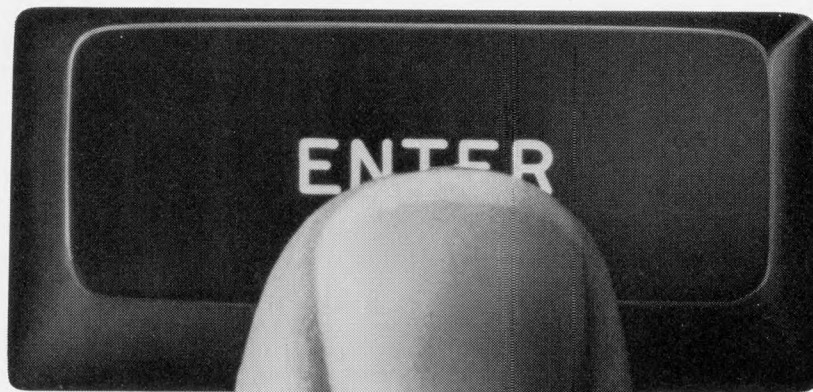
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South Dakota

J. Haerter, pres., Hosmer
J.M. Schwartz, exec. mgr., Pierre



SDBA Bank Management Conf.-Feb. 21

THE South Dakota Bankers Association 1985 Bank Management Conference will be held at the Holiday Inn, Mitchell, February 21. Registration and continental breakfast will start at 7:30 a.m. At 8:00, B. Michael Broderick, Jr., bank management committee chairman, SDBA vice president, and president, First American Bank, Canton, will call the meeting to order, followed by a Legislative Update by SDBA Executive Vice President J.I. Milton Schwartz.

The bulk of the day consists of four concurrent sessions, repeated during the rest of the day. Attendees will be able to attend three of the four workshops. They are:

"Bankruptcy: Chapter 11," offered by Vance Goldammer, attorney at law, Boyce, Murphy, McDowell and Greenfield in Sioux Falls;

"Asset-Liability Management," offered by Mark Bennett, vice president, Financial Education and Development, Madison, Wisconsin;

"Personnel Management, Self Improvement and Goal Setting and Stress Management," presented by Phil Sorentino, financial analyst, sales trainer and manager, business consultant, and founder of an investment company that traded only in bank stocks, Columbus, Ohio;

"Current Issues and Emerging Trends in Bank Supervision," a panel consisting of Melvin L. Burstein, Federal Reserve Bank of Minneapolis; David Peat, FDIC, and James J. Gartner, Office of the Comptroller of the Currency, Minneapolis Field Office.

Elected in Huron

David Karl Kessinger has been elected trust officer of Farmers & Merchants Bank, Huron, according to Bruce L. Odson, president.

Mr. Kessinger previously was em-

ployed as a financial planning consultant for Northern Iowa with the Federal Land Bank of Omaha.

Elected at Western Bank

Western Bank, Sioux Falls, recently announced the election of G. Kathy Anderson as administrative officer. She will be located at the corporate headquarters of the bank, downtown office.

A staff member since 1972, her most recent appointment was as corporate administrative assistant.

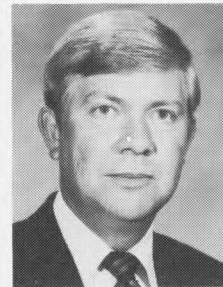


G.K. ANDERSON

First Bank Names President Of Northeastern Division

The board of directors of First Bank of South Dakota, N.A. has elected Gary L. Scofield president of the bank's northeastern division. The northeastern division is comprised of First Banks in Aberdeen, Redfield and Clark.

Mr. Scofield joined First Bank System, Inc., in 1973 as an agricultural loan officer at First Bank Huron. A year later, he moved to First Bank Aberdeen. Mr. Scofield transferred to the parent company, First Bank System, Inc. in Minneapolis, in 1976 and served as liaison credit officer in the credit review division. In 1979 he was named president of First Bank



G.L. SCOFIELD

Park River, North Dakota, and later assumed the position of chief executive officer and chief operating officer.

Mr. Scofield joined First Bank of South Dakota in April of 1981 as vice president and manager of the main office in Sioux Falls. He was promoted to senior vice president and head of the commercial lending division in 1982, and was elected president and chief operating officer of First Bank Aberdeen earlier this year.

Armour Bank Changes Hands New Officers Elected

On November 8, First State Bank of Armour was sold by the Winter family to Lauren Lewis of Sioux Falls and his two sons, Allen Lewis of Yankton and Paul Lewis of Palm Desert, California. Lauren Lewis serves as chairman of the bank and Allen Lewis as vice chairman.

Newly-elected officers of the bank include: LeRoy Hofer, president and chief executive officer; Gerald M. Wenzel, vice president second officer of the bank and manager of the Delmont Branch; Jerry Altenburg, assistant vice president, cashier and assistant manager of the Armour Bank, and Merlin Goehring, assistant cashier and assistant manager of the Delmont Branch.

Mr. Hofer joined the bank in 1979 and since 1981 has served as executive vice president and CEO. Prior to that time he served 15 years at a bank in Hot Springs and six years in Rapid City.

Mr. Wenzel joined the Delmont Branch in 1966. Mr. Altenburg joined the bank in 1976. Mr. Goehring previously was with Beneficial Finance Co. for four years.

Directors of First State Bank are: Lauren Lewis, Allen Lewis, Paul Lewis, LeRoy Hofer, Gerald M. Wenzel and Jerry Altenburg.

Senior V.P. Joins Norwest Bank South Dakota

Hurley Wilson has joined Norwest Bank South Dakota, N.A. as a senior vice-president in credit administration. Mr. Wilson's duties will include credit administration, the development of loan officers and support to the overall Region VI credit function.

Mr. Wilson initially was em-

ployed by Norwest Corporation in 1955 in Malta, Montana. In 1963 he transferred to Norwest's Rapid City affiliate and in 1965 he relocated to Hot Springs. He became branch manager there in 1969 and served in that capacity until 1976 when he moved back to Rapid City as the senior vice president of branch administration. Mr. Wilson left Norwest Corporation in 1980 and was elected president of The United National Bank in Sioux Falls. He remained in that capacity until December 1, 1984. Mr. Wilson will be officed in Sioux Falls at the downtown location of Norwest Bank South Dakota.

Branch Managers Named At Norwest Bank South Dakota

C.P. "Buck" Moore, chairman and CEO of Norwest Bank South Dakota, N.A., has announced the appointment of branch managers for the bank's locations at Aberdeen, Rapid City and Sioux Falls.

Terry Baloun, senior vice president and ag business district manager, will serve as manager of the Aberdeen branch.

Sid Bostic, manager of the Financial Institutions Group and commercial middle market business for Norwest's Region VI, has been named manager of the Sioux Falls Branch.

Kirk Dean, senior vice president and district manager of retail business will serve as the branch manager at Rapid City.

According to Mr. Moore, the managers will coordinate the branch and community activities of the bank's district business managers, monitor the delivery of products and services in the marketplace and coordinate and make final decisions on community activities.

Mr. Baloun joined Norwest Bank South Dakota, Aberdeen at the Grotton Branch in 1974. He was elected senior vice president and Downtown Branch manager at Aberdeen in 1982, and in 1983 became senior vice president/Aberdeen Branch administrator.

Mr. Bostic has been with Norwest Bank South Dakota since 1964. In 1980 he moved to Sioux Falls, from Brookings, as senior vice president and manager of the Downtown Branch and in 1983 he was named manager of the financial institutions group for Region VI.

Mr. Dean joined Norwest Bank

Minneapolis in 1969. In 1970 he moved to Norwest Bank South Dakota, Rapid City. In 1977 he was named assistant manager of the Robbinsdale Branch and in 1978 was named manager of the North Branch. In 1980 he returned to the Rapid City Branch where he served as senior vice president and branch administrator.

First Bank of South Dakota Officers Elected

The board of directors of First Bank of South Dakota, N.A., has elected John B. Tibbetts senior credit officer of the bank.

Mr. Tibbetts joined the Office of the Comptroller of the Currency as an assistant national bank examiner in Bismarck,



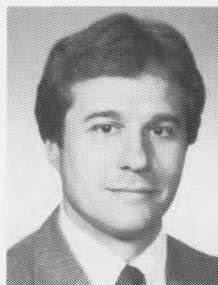
J.B. TIBBETTS



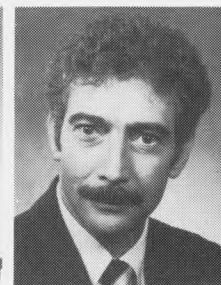
J. LORENZEN



J. DUNLEAVY



M. MAC KAY



K. WILLERT

North Dakota, in 1966. He transferred to Minneapolis in 1968 and was later appointed a national bank examiner in 1971. In 1980, Mr. Tibbetts was promoted to the OCC's Minneapolis Regional Office where he worked in the regional problem bank section.

Mr. Tibbetts, a native of Esterville, Iowa, is a graduate of Iowa State University and the Herbert Prochnow School of Banking in

Madison, Wisconsin.

First Bank of South Dakota has also announced the promotion of one officer and election of four officers, according to an announcement by David S. Birkeland, president and CEO.

Judy Lorenzen has been promoted to assistant vice president in Rapid City. Officer elections include John Dunleavy, vice president and trust officer, Rapid City Trust Administration Center; Jerome Fagerland, vice president, Sturgis; Marshall MacKay, vice president-operations manager, administrative services-Sioux Falls, and Ken Willert, agricultural loan officer, Miller.

Ms. Lorenzen joined First Bank of South Dakota in 1963 in Sioux Falls. After working briefly for First Bank Minneapolis, she transferred to First Bank Rapid City in 1975. She was elected real estate officer in 1977.

Mr. Dunleavy joins First Bank of South Dakota from First American State Bank in Fort Dodge, Iowa where he has served as vice president and managing trust officer for the past two years.

For the past six years, Mr. Fagerland has been employed by Norwest Bank in Aberdeen/Milbank, serving most recently as the agricultural loan department manager.

Mr. MacKay joined First Bank System in 1973 as regional audit supervisor for First System Services. Since 1983, he has been employed as assistant vice president-planning and support, also with First System Services.

Mr. Willert has been employed as a loan officer with the Production Credit Association in northeastern South Dakota for the past two-and-a-half years.

Two Promoted in Pierre

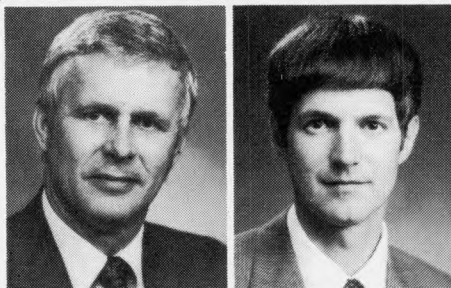
Following the annual meeting of First National Bank in Pierre, Dennis Fargen, president, announced the promotion of William Fuchs to vice president and cashier and Jennie Weingart to vice president.

Mr. Fuchs, a CPA, joined the bank in December, 1983. He graduated from the University of South Dakota with a BS degree in accounting.

Ms. Weingart joined the bank in 1973 and coordinates the electronic data processing function.

North Dakota

L. Nesvig, pres., LaMoure
H.J. Argue, exec. dir., Bismarck



Minot Promotions and Additions Announced

First American Bank & Trust of Minot recently announced several promotions and additions to the staff.

Todd Vangsness has been promoted to vice president. He joined the bank in 1977 as ag loan representative and most recently served as assistant vice president and ag loan officer.

John T. Scott has been appointed auditor and compliance officer. His most recent experience includes his position as financial examiner for the North Dakota Department of Banking. Prior to that he was with Merchants National Bank of Cedar Rapids, Iowa, as compliance officer and assistant auditor.

Christa M. Titus has been promoted to assistant controller. Ms. Titus has been with the bank since 1983 and most recently was auditor.

W. Dan Korgel has been promoted to trust officer. He started in 1976 as a trust operations supervisor and had been serving as assistant trust officer.

Ralph I. Schreiner has joined the bank's staff as public relations officer. Mr. Schreiner joins the bank with 30 years of banking experience.

10th Year for Mid-Winter Break

BANK OF North Dakota's Annual Mid-Winter Break has been planned for February 20-22 at the Kirkwood Motor Inn, Bismarck. An extra special program has been planned for this year's conference in honor of its 10th anniversary. In addition to the conference program, a special program for spouses has also been planned. The main conference agenda follows:

Wednesday, February 20

A.M.

- 10:30 Registration.
- 11:45 Call or order.
- 11:50 Welcome - Governor George Sinner, State of North Dakota.

11:55 Adjourn.

P.M.

- 12:00 Lunch.
- 1:15 Call to order—R.E. "Bob" Caudel, senior vice president, Bank of North Dakota.
- 1:20 "How To Be Twice As Effective With Half The Work!"—Somers H. White, Phoenix, Ariz.
- 2:30 Coffee break.
- 2:50 "Political And Economic Realities Of The 1983 Farm Bill"—Kenneth R. Farrell, Washington, D.C.
- 4:05 Adjourn.
- 6:00 Attitude adjustment period. Entertainment by: German Whoopee Band, Bismarck Junior College.

Thursday, February 21

A.M.

- 8:15 Continental breakfast.
- 9:00 Call to order.
- 9:05 "News Of The Day And Comments"—Mary Mar-

shall, News Director, KFYP Radio & TV, Bismarck.

9:25 "Understanding Your Own Humanity"—Janie Jasin, Minnetonka, Minn.

10:30 Coffee break.

10:50 "Handwriting - The Key To Your Personality"—Patricia McCandless, HuVista Inc.

P.M.

12:15 Lunch.

1:15 Call to order.

1:20 "Where's The Beef"—Lee Pitts, Livestock Digest, Morro Bay, Calif.

2:30 "The Ag Bankers Options For Survival"—Boyd Hopkins, president, Livestock State Bank, Mitchell, S.D.

3:30 Coffee break.

3:50 "The Approach Of The Regulators In This Time Of Stress"—Marilyn Foss, Commissioner of Banking, State of North Dakota.

4:45 Adjourn.

6:00 Attitude adjustment period.

6:45 Banquet.

7:30 Entertainment by BJC Tuesday Night Jazz Ensemble with bassist Larry Ridley and pianist Jaki Byard. Floor Show by Big Sky Mudflaps of Missoula, Mont.

Friday, February 22,

A.M.

- 8:15 Buffet breakfast.
- 9:00 Call to order.
- 9:05 News Of The Day And Comments.
- 9:25 "You Can't Lead A Cavalry Charge If You Think You Look Funny Sitting On A Horse!"—J.N. "Chris" Christianson, Idea Mountain Inc., Scottsdale, Ariz.
- 11:45 Closing remarks and adjourn, —Ruben Sailer, senior vice president, Bank of North Dakota. □

New President Named At First Bank Grand Forks

The board of directors of First Bank Grand Forks has elected Arnold L. Braaten chairman, president, and chief executive officer effective February 1. Mr. Braaten succeeds Francis M. Schreder, who will retire June 30, 1985. Mr. Schreder will continue to serve as a director of the bank until then. Besides his new responsibilities with First Bank Grand Forks, Mr. Braaten was appointed division director for First Bank System's northern North Dakota region and will assume Mr. Schreder's responsibilities for the coordination of the First Banks in Cando, Cavalier, Grand Forks, Langdon, Park River and Rolla, and East Grand Forks, Minnesota. Mr. Braaten currently serves as president of First Bank Minot. His successor at that bank will be announced at a later date.

Also effective February 1, Donald R. Mengedoth, who has served as managing director for First Bank

Bank of North Dakota

STATEMENT OF CONDITION

December 31, 1984

RESOURCES

Cash and Due from Bank	\$ 55,948,813.60
U.S. Government Securities	160,028,034.29
Federal Agencies Securities	63,511,309.77
Bankers Acceptances and Other Investments	3,152,004.54
State and Municipal Securities	8,897,717.56
Federal Funds Sold	262,355,000.00

Loans

FmHA Business & Industry Guaranty	5,212,068.92
FmHA Housing Guaranty	1,040,666.04
FHA and GI Home Loans	153,625,101.42
Farm R.E. Loans	2,185,693.78
R.E. Contracts	141,430.50
Loans to State Institutions	288,792.00
Bank Stock Loans	5,268,633.70
SBA Participation Loans	7,877,658.47
N.D. Bank Participation Loans	65,942,224.81
Federally Insured Student Loans	27,676,356.32
Other Loans	887,284.24
TOTAL LOANS	270,145,910.20

Accrued Interest Receivable	8,298,556.39
Bank Building and Equipment	1,360,950.16
Unamortized Bond Issue Costs	225,678.90
Other Assets	1,276,323.05
TOTAL RESOURCES	\$835,200,298.46

LIABILITIES

Demand Deposits:	
Individuals, Partnerships and Corporations	\$ 5,577,949.92
Now Accounts - Individuals	1,179,758.23
Now Accounts - Public	12,625,489.84
Deposit of Banks	38,959,011.65
State and Political Subdivisions	53,749,811.41
Official Checks, etc.	1,886,753.91
	\$113,978,774.96

Time and Savings Deposits:	
Individuals, Partnerships and Corporations	35,576,832.10
State and Political Subdivisions	453,097,453.65
	488,674,285.75

TOTAL DEPOSITS	602,653,060.71
Fed. Fds. Purch. & Sec. Sold	
Under Agreement to Repurchase	133,145,000.00
Accrued Interest Payable	3,620,621.38
Other Liabilities	4,399,305.77
Long-Term Debt - Mtg. Bonds	30,108,000.00
Reserves	9,185,592.78
Capital	18,000,000.00
Surplus	20,000,000.00
Undivided Profits	14,088,717.82
	61,274,310.60

TOTAL LIABILITIES, RESERVE & CAPITAL	\$835,200,298.46
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700 EAST MAIN, P.O. BOX 1657
BISMARCK, NORTH DAKOTA 58502

The Nation's Only State Owned Bank North Dakota Industrial Commission

George A. Sinner, Governor
Chairman

Nicholas J. Spaeth, Attorney General
Member

H. Kent Jones, Agriculture Commissioner
Member

H.L. Thorndal, President

System's nine banking affiliates in the southern North Dakota region since 1984, will now serve in that capacity for all FBS banks in North Dakota and two in Minnesota, according to Darrell G. Knudson, vice chairman of First Bank System's regional division.

Mr. Braaten began his banking career in 1953 at First Bank Grand Forks. He was elected president of First Bank Rolla in 1963 and executive vice president of First Bank Bozeman, Montana, in 1964. He has served in his current position as president of First Bank Minot since 1970.

Mr. Mengedoth previously served as senior vice president of marketing and operations for First Bank System's regional division and has been associated with the company since 1977.

Mr. Schreder, who has been associated with First Bank System for 26 years, began his career at First Bank Rolla as a loan officer and was elected president of the bank in 1968. In 1976, he was elected president and CEO of First Bank Worthington, Minnesota, a position he held until 1980 when he was elected president of First Bank Grand Forks. He has served as managing director for the northern North Dakota region since 1982 and was elected chairman of First Bank Grand Forks in 1983.

NABW State Conference To Be Held in Minot

The National Association of Bank Women will hold its annual North Dakota State Conference at the Sheraton-Riverside, Minot, on April 24-26. Theme for the 1985 conference is "The Challenge of Change,"

Barb Fairbanks Eide, Austin, Texas, will be the primary speaker, presenting "The Ultimate Professional." This will include techniques for personal and professional development, including communication, time management and public speaking.

Management and directors of North Dakota banks are invited to attend this presentation as well as the entire conference. Bankers desiring more information on the conference may contact Gloria Hultberg at First Bank Minot, 857-0336, or Carol Shirley at Norwest Bank Minot, 857-1753.

Ag Lenders to Meet in Mandan

THE 1985 CONFERENCE of the Upper Midwest Agricultural Credit Council is scheduled for July 10-12 at the Seven Seas Motel, Mandan, North Dakota. UMACC, a 200-member organization, strives to keep ag bankers from rural communities in the Upper Midwest abreast of the latest developments in ag credit and management. Annual conference sites rotate from state to state; the 1984 meeting was in Minnesota.

"Picking and Developing Winners: Successful Enterprises, Profitable Managers, Healthy Banks" is the theme for the 1985 conference. Featured sessions will include "Farm Enterprise Analysis"; "How Bankers Can Wisely Allocate Credit: Helping Farmers Become Winners," and "Analyzing the Current

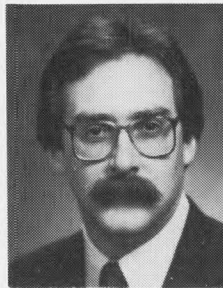
Changes in Business or Organization Procedures for Farmers and Credit Advisors."

"Mandan, which serves many ranchers and farmers, is an ideal location for the conference on ag management," said Ken Trom, UMACC president. "Plans call for a family picnic and barbecue, plus tours of the USDA Grasslands Research Station-Mandan and Milton R. Young Coal Generated Power Plant. The combination of tours, a timely and informative program, and tourist attractions in and around Mandan will make the 1985 convention a 'must' for ag lenders in the Upper Midwest.

Persons interested in attending the conference may contact UMACC Treasurer Lowell Anderson at (701) 547-3191.

Bank of North Dakota Promotes Seven

At the Bank of North Dakota, Bismarck, Gary Bauer has been promoted to assistant counsel; Mary Wiegel Davison to legal assistant; Karen Eisenbeis to assistant operations officer; Betty Becker to assistant cashier, and Julie Kubisiak, Kathy



G. BAUER



K. KNUDSON



T. MOSZER

Knudson and Tanya Moszer to loan officers in student loans.

Mr. Bauer joined the bank in 1981 and was promoted to attorney II in the legal department in 1983.

Ms. Davison joined in 1979 and has since worked in the investment and trust, commercial and correspondent and legal departments.

Ms. Eisenbeis joined in 1974 and has been working in the operations department.

Ms. Becker joined in 1978 and most recently was a teller III.

Ms. Kubisiak, Ms. Knudson and Ms. Moszer all joined the bank in 1979.



M.W. DAVISON



K. EISENBEIS



B. BECKER



J. KUBISIAK

Send Us Your News

Please send us news of any promotions, elections or changes in personnel, following your bank's annual meeting.

NORTHWESTERN BANKER

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Des Moines, IA 50309

Montana

C. Pedersen, pres., Great Falls
J.T. Cadby, exec. v.p., Helena



Three Advanced in Billings

First Interstate Bank of Billings recently announced the promotion and election of three assistant vice presidents: John H. Evans, sales and marketing; Helen Robinson, escrow, and Keith D. Cook, commercial loans.

Prior to joining the bank in 1984, Mr. Evans was district manager for F.W. Woolworth Company in the Billings area.

Ms. Robinson joined the bank in 1964 and has served in the escrow department since 1977.

Prior to joining First Interstate Bank, Mr. Cook served as an officer of Montana Bank of Billings and of Montana Bank of Great Falls. He also previously was employed by Burroughs Corporation as an account executive.

Joins Bozeman Staff

Christopher Reiquam has joined the staff of First Bank Bozeman as an agricultural loan officer.

Mr. Reiquam graduated from Montana State University in 1980 and since that time has been with Metropolitan Insurance Company, first in Carrol, Iowa, and later in Great Falls.

Dates Set in May For MBA Trust Conference

Early announcement is being made for the 1985 Montana Bankers Association 38th Annual Trust Conference and Meeting on May 16 and 17. The conference will be held at the Colonial Inn in Helena.

Registration will begin on Thursday, May 16 at 12:30 p.m. The meeting will begin at 1:00, with social hour at 5:15 and dinner at 6:30.

On Friday, May 17, the morning business session will begin at 8:30 a.m. and adjourn at noon. More information and a complete agenda will be forthcoming.

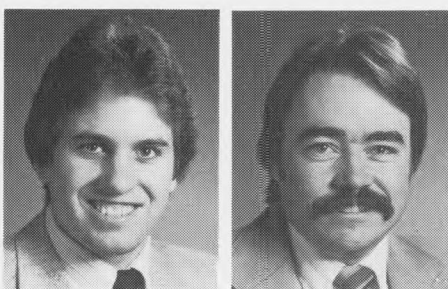
Promoted in Helena

First Bank Helena recently announced the following promotions: Jerry Overmier, vice president, cashier and chief administrative officer; Steve Louttit, commercial loan; John McLaughlin, real estate loan officer, and Steve Tubbs, installment loan officer.



J. OVERMIER

S. LOUITTIT



J. MC LAUGHLIN

S. TUBBS

Mr. Overmier joined the bank in 1973 and was elected to his most recent post of assistant vice president of personnel and operations in 1979.

Prior to joining the bank in 1979, Mr. Louttit was with the Montana State Department of business regulations as a state bank examiner.

Mr. McLaughlin joined the bank in 1983 as an adjustor for the consumer finance department, a position he has held until present.

Mr. Tubbs also joined as an adjustor in 1979, the position he has held until this time.

Helena Officer Retires

Marilyn Brenden, installment loan officer at First Bank Helena, retired December 31 after 14 years of ser-

vice, according to Earl Johnson, president.

Ms. Benden joined the bank in 1970 and has held her most recent position since 1982.

Promoted in Glasgow

Russell Dahl was recently promoted to assistant vice president and cashier of Treasure State Bank, Glasgow. He has served as cashier of the bank since 1981.

Mr. Dahl worked for the Federal Reserve Bank in Helena while attending college and prior to joining the Glasgow bank was with State Bank of Dillon.

Fort Benton President Named

Harold A. Brown, senior vice president, First State Bank of Fort Benton, has been elected president and managing officer of the bank, effective January 1. He is a graduate of Montana State University.

Mr. Brown joined the Fort Benton bank in 1972 and has served as agricultural loan officer, vice president and second officer.

Richland Promotion Told

Robert J. Goss, president of Richland National Bank & Trust, has announced the promotion of Diane G. Ford to vice president and cashier.

Ms. Ford has been with Richland National since 1973, when she joined as a bookkeeper. Most recently she served as cashier.

First Bank Havre Past President Dies

Gordon F. Clark, 56, died recently of a heart attack in Elko, Minnesota. Mr. Clark served as president of First Bank Havre for seven years before transferring to Elko in July of last year to become president of First Bank Burnsville, Minnesota.

Send Us Your News

Please send us news of any promotions, elections or changes in personnel, following your bank's annual meeting.

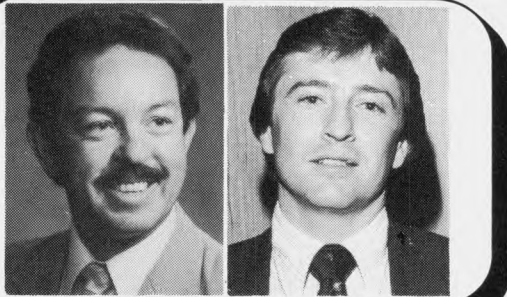
NORTHWESTERN BANKER

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Colorado

C. Kern, pres., Denver
D.A. Childears, exec. mgr., Denver



First National, Grand Junction Elects President

Terrance Farina has been elected president of First National Bank in Grand Junction as announced by George B. McKinley, president and CEO of Central Bancorporation, Inc. He will assume the new position as soon as a successor is named to his current post as district attorney for the 21st Judicial District of Colorado.

H. Lee Fetters, Western region vice president for CBI, had been acting as interim president for the bank.

Mr. Farina has been an active member of the bank's board of directors since 1974. He is also a founding member of the board of Central Bancorporation.

Mr. Farina is a practicing attorney. He was first elected to the district attorney post in 1972 and was successfully re-elected for two succeeding four-year terms.

Elected in Denver

United Banks of Colorado, Inc., Denver, has announced the election of Tucker Hart Adams as vice president, economics and planning, in the parent corporation. Ms. Adams will be responsible for the organization's economic analysis and forecasting, strategic planning and communications.

Ms. Adams joined United Banks in 1978.

Seven Promoted, One Appointed in Boulder

The board of directors of First National Bank in Boulder has announced the promotion of J. Wayne Hutchens to executive vice president and Bruce K. Alexander to senior vice president and retail services division head. Also promoted were John Layman, vice president and trust officer; Vicki McEvoy, vice

president and loan operations manager; Lola Hess, assistant vice president in accounting; Betty Sue Taylor, assistant vice president and supervisor in the bookkeeping department, and Joan Tallman to operations officer for the drive-up facility. In addition, Donatella Scanniello has been appointed assistant vice president in commercial lending.

Mr. Hutchens, a graduate of the University of Colorado, joined First National in 1980. Prior to that time he was personnel director of Affiliated Bankshares.

Mr. Alexander formerly was a vice president in commercial lending and joined the staff of First National in 1977.

Mr. Layman joined the bank in 1982 and prior to that time worked for First National Bank in Longmont as senior trust officer.

Ms. McEvoy joined in 1973 from First National Bank in Grand Junction.

Ms. Hess joined the bank in 1966 and most recently was accounting officer and accounting operations supervisor.

Ms. Taylor has been with First National since 1983, previously serving at First National Bank in Colorado Springs.

Ms. Tallman, with the bank since 1975, most recently was drive-up manager.

Ms. Scanniello has had six years of banking experience in her previous position at the Colorado National Bank in Denver.

Officers Appointed At United Bank of Littleton

United Bank of Littleton has announced the appointment of Jo Everett to assistant vice president and Donna Sullivan to executive banking officer.

A 25-year banking veteran, Ms. Everett joined the bank in Decem-

ber, 1984, as assistant vice president. She was employed by Intra-West Bank of Bear Valley as vice president for 19 years.

Previously employed by United Bank of Greeley as real estate lender, Ms. Sullivan joined United Bank of Littleton in December, 1984. She is currently pursuing an accounting degree at the University of Northern Colorado.

Promoted in Boulder

Paul Mangan has been promoted to assistant vice president of operations of Colorado National Bank -Boulder.

Mr. Mangan joined the bank in 1977 as bookkeeper, most recently serving as assistant cashier.

Pueblo President Named

United Banks of Colorado, Inc. has announced that Craig A. Ockers has been named president and chief executive of United Bank of Pueblo. He succeeds Arlo Bemon, who has retired.

Mr. Ockers joined United Bank in 1981. His most recent position was as president of United Bank of Academy Place in Colorado Springs, where he served as that bank's first president. Mr. Ockers is a graduate of the University of Wyoming.

Frontier Bank Appoints One

Richard M. Kuna was recently named vice president and cashier of Frontier Bank of Denver. Mr. Kuna previously was senior vice president and controller of Dominion National Bank. Prior to that, he was with Aurora National Bank as financial officer and auditor.

Four Officers Promoted At Cherry Creek National Bank

M. Kent Winker, president and CEO of Cherry Creek National Bank, Denver, has announced the promotion of four officers at the bank. Edward N. Leachman was named vice president and controller, and Edie Edelstein, Carol Jordaens and Louise Korneffel have all been advanced to assistant vice president.

Mr. Leachman joined the bank in 1983 as controller. Prior to that he was with Central Bank of Chatfield

and First National Bank of Englewood.

Six Promoted At United Bank of Skyline

United Bank of Skyline, Denver, announced recently that Thomas V. Hornbacher, Oren "Wade" G. Moore, III, Taylor M. Owen and Ken Rogers were appointed assistant vice presidents. Joanne Mace was named an executive banking officer and Susan K. Petri was promoted to a commercial banking officer.

Mr. Hornbacher joined United Banks in 1982 as a loan administrator. As a commercial banker, Mr. Moore joined United Banks in 1981. Mr. Owen, commercial banker, joined in 1982. Mr. Rogers, a commercial banker, started with the organization in 1981.

Orchard Mesa Addition Told

Roger L. Schow has joined Colorado National Bank - Orchard Mesa, Grand Junction, as marketing officer.

Prior to joining the bank, Mr. Schow held key management positions with Employee Benefit Specialists, Inc. and Blue Cross - Blue Shield.

Parent Company Names Vice President

United Banks of Colorado, Inc., Denver has announced the election of Tucker Hart Adams to the position of vice president, economics and planning, in the parent corporation. Ms. Adams will be responsible for the organization's economic analysis and forecasting, strategic planning and communications.

Ms. Adams joined United Banks in 1978.

Real Estate Developer Named to Glendale Board

Citizens Bank in Glendale recently elected John P. Dikeou to the board of directors.

A native of Denver, Mr. Dikeou graduated from the University of Colorado in 1959. Mr. Dikeou, who has been active in real estate development and in bringing major league baseball to Denver, is in the process of purchasing the Denver Bears, which will be operated under a new name, The Denver Zephyrs Baseball Club.

Mr. Dikeou owns the land currently occupied by the bank and will be developing a multi-story office

building on the site. The bank will occupy a portion of the first floor.

CBA Awards Grant to Economic Education Council

The Colorado Council on Economic Education (CCEE), the non-profit, private association in Colorado which promotes economic education in elementary and secondary schools, has been awarded a \$10,000 grant by The Colorado Bankers Association for support and expansion of current programs.

The CBA made the award on the basis of the CCEE's continuing sponsorship of general economic education programs for teachers and students, grades kindergarten through 12, and for the organization's plan to expand the use of banking curriculum materials. Affiliated nationally, the CCEE also offers credits at the college educational level for teacher and education programs, and provides special resources for all teachers, including videotapes, films and teacher guides. The grant money will be used to sponsor two one-day seminars on money and banking, probably in the Denver and/or Colorado Springs areas.

Wyoming

R.T. Noel, pres., Casper
G. Tea, exec. dir., Casper



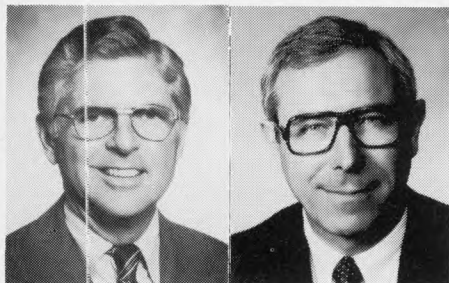
Henry Hitch to Retire as President and CEO July 1

Henry A. Hitch, president and chief executive officer of First Interstate Bank of Casper, has announced

he will retire July 1, 1985, after a 26-year career with the bank. Charles E. Pedersen, president and chief executive officer of First Interstate Bank of Great Falls, Montana, has been named to succeed Mr. Hitch as chief executive officer.

Mr. Pedersen has been president of First Interstate Bank of Great Falls since 1974 and CEO since 1976. He began his banking career at First Interstate Bank of Oregon in 1948.

At the time of his retirement, Mr. Hitch will have served as president and CEO of First Interstate Bank of Casper for more than ten years.



H.A. HITCH

C.E. PEDERSEN

Hulett Elections Announced

Hulett National Bank President James O. Aplan has announced the election of Catherine M. Hattan as vice president and cashier. Ms. Hattan, who previously was with First Wyoming Bank, Wheatland, for 19 years, replaces Lynn N. Nash, who resigned to accept a similar position in Denver, Colorado.

Also announced was the promotion of Shirley M. Force to head teller and bookkeeper and Beverly I. Deutsch has joined the bank as bookkeeper and computer operator.

Two Advanced in Dubois

At Dubois National Bank, Linda Burton, assistant vice president and cashier, has been promoted to vice president.

Also announced was the advancement of Bonnie Rice from operations officer to assistant vice president and cashier.



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Nebraska

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



Bank President's Conference-Feb. 20-23

PROVIDING the "Best in Work and Play," as this year's theme boasts, is indeed what bankers and their spouses will experience at the 1985 Nebraska Bankers Association Bank President's Conference set for February 20-23 at the Rancho Bernardo Inn, San Diego, California. Some of the optional activities to be offered are the annual golf tournament and coed tennis tournament; tours of the San Diego Zoo or Sea World, and sightseeing and shopping in Tijuana.

The following advance program schedule has been released by Bank Management Committee Chairman Chuck Leffler, chairman, Sioux National Bank, Harrison.

Wednesday, February 20

P.M.

7:00 "Welcome to San Diego"—Opening night reception.

Thursday, February 21

A.M.

8:30 Continental breakfast.

9:00 "The Outlook for the (Political) Economy"—Robert G. Dederick, executive vice president and chief economist, The Northern Trust Company, Chicago, Ill.

10:15 "Developing Your Bank's Image"—Bobbie Gee, Bobbie Gee Enterprises, Laguna Niguel Calif.

P.M.

1:00 Bankers golf tournament.
Coed tennis tournament.

7:00 Awards reception/dinner & cruise. San Diego Harbor Excursion.

Friday, February 22

A.M.

8:30 Continental breakfast.

9:00 "How to Avoid Falling Face Down on the Bottom Line"—(Banker/spouse) Jim Cathcart, Cathcart Alessandra & Assoc., Inc., La Jolla, Calif.

P.M.

1:00 Optional tours bankers/

spouse.

Behind-the-scenes tour at the San Diego Zoo or Sea World Aquatic Park.

Saturday, February 23

A.M.

8:30 Continental breakfast.

9:00 "Washington Scene"—The Honorable Douglas Bereuter, U.S. House of Representatives.

9:45 "Nebraska Update"—Roger M. Beverage, director of banking & finance.

10:45 "ABA View From The Hill"—Gary W. Fields, ABA government relations rep., Washington, D.C.

11:30 Questions and answers.

P.M.

1:00 Optional tour bankers/spouses.
Tijuana sightseeing and shopping.

6:30 Reception/dinner. □

North Platte State Bank Converts Charter

North Platte State Bank recently converted to a federally-chartered bank. Effective January 2, the bank is now known as North Platte National Bank, according to Richard Coleman, president.

Two Promoted in Wilber

Two promotions were recently announced at Saline State Bank in Wilber: David Stubbs to senior vice president, and Al Skrabal to vice president.

Mr. Stubbs, previously vice president, has been with the bank four years. Prior to that time he was a bank examiner.

In addition to continuing to serve as manager of Saline State Insurance Agency/Inc., Mr. Skrabal's expanded responsibilities include handling customers' financial and investment needs.

Schools of Banking Offers Seven Schools For 1985

1985 marks the 20th anniversary for The Schools of Banking, Inc., sponsored by the Kansas, Missouri and Nebraska Banking Associations. The Iowa Trust Department joins in sponsorship of the Trust School.

Schools of Banking offers seven one-week schools open to all employees of member banks of the sponsoring banking associations and regulatory people. Iowa bankers participate only in the Trust School. The schedule of schools offered can be found under Nebraska in the convention calendar at the front of this issue.

NBA University Foundation Awards \$78,380 in Grants

The Nebraska Bankers Association University of Nebraska Foundation fund, which consists of contributions from banks across the state, recently awarded grants totaling \$78,380 to the University.

Chaired by Richard Armstrong, Sr. of the Minden Exchange Bank, the NBA University Foundation Allocation Committee recently announced the awarding of the following grants:

- \$6,000 to the University of Nebraska, Omaha, to purchase a personal computer fully-equipped to process many banking-related software packages, a modem to interconnect with mainframe computer and software;

- \$10,780 to the University of Nebraska Medical Center to be used for the purchase of a microcentrifuge, a "Vibratome tissue sectioning system," and a polyamine post column reaction system;

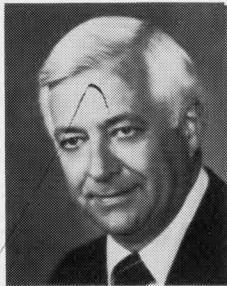
- \$61,600 to the University of Nebraska, Lincoln, to be allocated among the following: UNL Food Processing Center for food marketing program assistance; curriculum-strengthening; agricultural career counseling series; publication and revision of Groundwater Atlas of Nebraska; "Meet the University" program for the Lincoln campus; elementary school economics program using microcomputers; and strategic planning for banks.

Last year's grant award totalled \$38,950, and this year's grants bring the total amount awarded from the banks' contribution to the Foundation to \$117,330 for the two years allocations have been made.



Omaha

NORWEST Corporation announced last month that **Charles T. Undlin** was named president and chief executive officer of Norwest Bank Omaha, N.A., effective February 1.



C.T. UNDLIN

Mr. Undlin succeeds John R. Cochran who has been serving in a dual role since he became president of the corporation's Region V in October 1984. Mr. Cochran, whose principal duties will continue to be as president of Region V, also continues as chairman of Norwest Bank Omaha.

Mr. Undlin, a former president of Norwest Bank Black Hills, N.A. in Rapid City, S.D., currently is one of three vice chairmen of Norwest Bank South Dakota, N.A. When all of Norwest's South Dakota banks were consolidated into one bank last year, Mr. Undlin also became business manager of the commercial and business banking groups throughout Region VI, which includes the state of South Dakota and part of southwestern Minnesota.

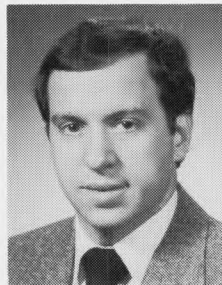
Mr. Undlin has been with Norwest since his graduation from St. Olaf College, Northfield, Minn., in 1950. He began his banking career at Norwest Bank Maple Grove in Osseo, Minn., served as a credit analyst in the corporate office and as assistant cashier at Norwest Bank Owatonna (Minnesota).

In 1959, he moved to Rapid City, South Dakota, and held various positions at Norwest Bank Black Hills

before becoming president, director and chief executive officer in 1967.

Mr. Undlin currently serves on the board of Norwest Capital Management and Trust Company of South Dakota; Norwest Bank South Dakota, N.A.; Black Hills Power and Light Co.; Homestake Mining Company and the American Bankers' Association Governing Council. He was president in 1977-78 of the South Dakota Bankers Association and most recently was state vice president of the American Bankers Association.

Eric S. Turille has been promoted to division head, corporate administration division, for First National Bank of Omaha.



E.S. TURILLE

Mr. Turille, a graduate of the University of Nebraska at Lincoln, joined the bank in January, 1973, as a management trainee. Having had experience in several bank departments, Mr. Turille's last assignment has been in the credit card division in charge of operations.

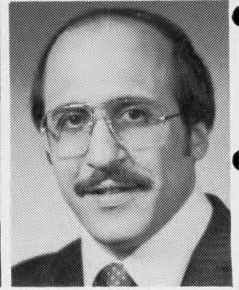
* * *

Several officer appointments have been announced by John D. Woods, chairman of the board and chief executive officer of Omaha National Bank.

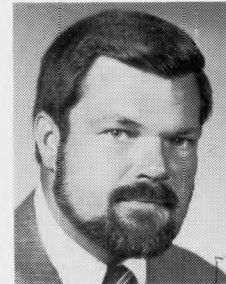
Named vice presidents were **Leo A. Mayhan**, **John E. Nahas**, **Michael R. O'Malley** and **Donald R. Politano**. Mr. Mayhan joined the bank in



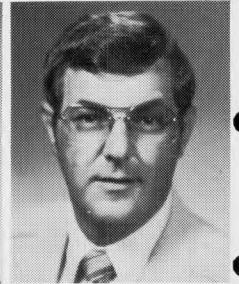
L.A. MAYHAN



J.E. NAHAS



M.R. O'MALLEY



D.R. POLITANO

1975 as a senior staff auditor, was named an assistant leasing officer in 1977 and a second vice president in 1980. Earlier this year he was named head of the leasing department. Mr. Nahas, who joined Omaha National in 1975 as a work measurement analyst, moved to the commercial loan department in 1980. He was named a second vice president in 1983 and currently is a commercial team leader.

Mr. O'Malley joined the bank's estate and trust division in 1974, was promoted to trust officer in 1976 and second vice president in 1979. He currently is a senior trust administrator. Mr. Politano, who came to Omaha National's credit card area in 1974, was named a loan officer in 1976 and second vice president in 1979. He presently is manager of consumer loans.

Named second vice presidents were **Virginia L. Nelson**, **Gary J. Rowe**, **Alice H. Skultety**, and **James J. Conway**. Ms. Nelson joined the bank in 1966 as a teller and currently is section head of securities. Mr. Rowe was named assistant manager of credit card credit in 1979 and currently is manager of credit card credit and marketing.



V.L. NELSON



G.J. ROWE



Don Ostrand



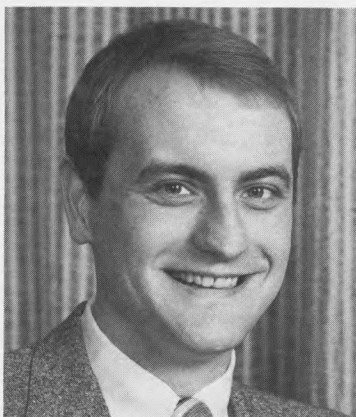
Ralph Peterson



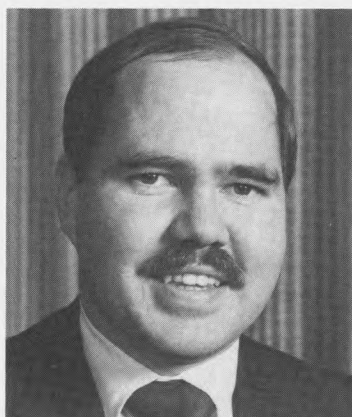
Jim Flodine



Fred Kuehl



Gerry Tomka



Tom Jensen

THE ANSWER MEN

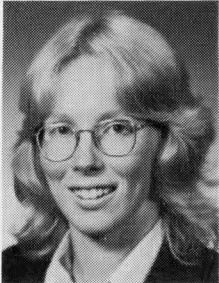
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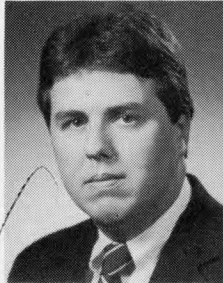
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A.H. SKULTETY



J.J. CONWAY

Mr. Skultety joined Omaha National in 1979 as a trust administrator in the estate and trust division and was named a trust officer in 1981. Mr. Conway, who will manage new product planning for Omaha National, formerly was a senior consultant for Trinet Corporation, Parsippany, New Jersey.

Other officer appointments include: **John M. Carmichael**, **Patrick L. Mategrano** and **Charles E. Polk**, officers; **Linda D. King**, loan operations; **Nancy L. O'Brien**, personnel; **Janice A. Panning**, operations; **Nancy Pratt**, loans; **Steve A. Scanlon**, investments; **Jerry E. Simmons**, agricultural loans, and **Douglas L. Taylor**, auditing.

Other appointments are: **Diane S. Chauche**, assistant investment officer; **Robert H. Copeland**, assistant systems officer; **Kathleen A. Gilstad** and **Randolf F. Kassmeier**, assistant officers; **David R. Parker** and **Thompson H. Rogers**, assistant commercial banking officers, and **Candace A. Pedersen**, assistant international officer.

Mr. Carmichael came to the bank in 1979 as a project planning manager in the information systems and payment services department and currently is manager of the department's information center. Mr. Mategrano joined Omaha National in 1969 as a messenger and now is assistant manager of the bank's Empire Park branch office. Mr. Polk has been with Omaha National since 1979 and currently is manager of graphics and distribution.

Ms. King was named a service representative in loan operations in 1977 and now is supervisor of the loan service center. Ms. O'Brien joined the bank in 1981 as manager of training and development and currently is manager of employment and training. Ms. Panning came to the bank in 1972, was named supervisor of check collections in 1980 and currently is manager of cash management operations.

Ms. Pratt joined the bank in 1983 and is a junior mortgage banking officer. Mr. Scanlan came to the bank in 1982 as an investment representative in bond sales. Mr. Simmons joined Omaha National earlier this year in its agricultural loan production office in Garden City, Kansas. Mr. Taylor, who joined the bank in 1974 as a utility auditor, has been manager of auditing operations since 1980.

Ms. Chauche joined the bank's estate and trust division in 1974 as a securities clerk, later became a se-

curities trader and presently is a securities analyst/portfolio manager. Mr. Copeland joined the bank in 1980 as a senior product programmer analyst and currently is a project manager. Ms. Gilstad came to the bank in 1978 as advertising coordinator and now is retirement plans coordinator.

Mr. Kassmeier joined the bank earlier this year as an attorney in loan collections. Mr. Parker joined the bank in 1983 as a credit analyst and was named a junior commercial banking officer later that year. Mr. Rogers joined Omaha National in 1983 as a credit analyst and currently is a junior commercial banking officer. Ms. Pedersen came to the bank as an international service representative in 1978 and currently is manager of the international banking area.

* * *

Following the monthly meeting of the board of American National Bank, Omaha, President **John F. Kotouc** announced the election of **Sharon Huey** as cashier of the bank.

A 10-year veteran of the bank, Mrs. Huey had been the bank's internal auditor for five years prior to her promotion.

In addition to an associate degree in business administration in her native state of Missouri, she has pursued additional training through the Bank Administration Institute, among other professional schools.

* * *

An application has been filed with the Federal Reserve Bank of Kansas City to purchase First Westside Bank, Omaha, from **John Lauritzen**, founder and major stockholder of First Westside Bank, and other stockholders including **Tom Davis** of San Francisco and **Carol Davis Wells** of St. Louis. The application lists a group of current First Westside executive officers, including First Westside Bank President **M. David Klipsch**, as the majority purchasers of the bank. A group of Omaha investors will own the balance of the stock.

According to Mr. Klipsch, the purchase process may take between three to four months, with closing date for the sale expected around March 31. First Westside Bank was chartered in 1955 and had assets of \$115 million at the end of the third quarter, 1984.

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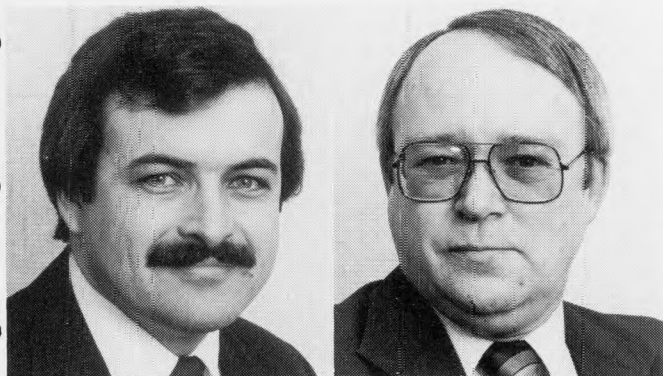


Steve W. Sutton
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Lincoln

FIRST NATIONAL Lincoln President **William C. Smith** has announced that **Rod Johnson** has joined First National as a vice president in the metropolitan banking division.

A native of Tekamah, Mr. Johnson is a former president of Lincoln Bank South and was associated with the National Bank of Commerce for several years. He is a graduate of the American Bankers Association Commercial Lending School and is an instructor for the American Institute of Banking.

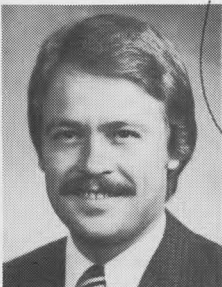
The First National Lincoln board of directors also elected three new vice presidents: **Mark Hahn** and **Marv Hefti** in the correspondent banking division, and **James M. Williams** in the national/international banking division.



R. JOHNSON



M. HAHN



M. HEFTI



J.M. WILLIAMS

A native of Auburn, Mr. Hahn attended the University of Nebraska-Lincoln and Peru State College. He

joined First National Lincoln in 1980, and was named assistant vice president in 1984.

Mr. Hefti is a graduate of Washburn University and a native of Alliance. A member of the Robert Morris Associates and American Institute of Banking, Mr. Hefti began his First National career in 1976 and was named assistant vice president in 1984.

Mr. Williams is a graduate of Nebraska Wesleyan University. He joined First Lincoln in 1978 and worked in the customer service, installment lending and central credit areas before joining the national/international division.

Other recently announced promotions include: **Jay D. Callahan**, assistant vice president-investments, municipal and government bonds; **Charles Greenway**, assistant vice president, correspondent banking; **Elizabeth A. Morgan**, assistant vice president and manager, central credit; **Mary A. Ulmer**, assistant vice president and operations officer, municipal and government bonds; **Michael G. Harlander**, personal financial officer, customer service division; **L.G. Searcey**, metropolitan banking officer; metropolitan banking division; **Bill VanLent**, government bond trader, municipal and government bonds, and **Eugene Wagenknecht**, EDP auditing officer, auditing.

Havelock Breakfast 32-Year Success

FOR THE past 32 years, state, county and city officials have met with members of the Havelock business community for a breakfast of ham and eggs. On December 11, 1984, the tradition continued.

The annual breakfast is sponsored by the Havelock Business Association, but the cost of the event is borne by Havelock Bank.

Nebraska Secretary of State Allen Beermann has attended the Havelock Holiday Breakfast for 20 years. "I wouldn't miss this Havelock breakfast," said Mr. Beermann. "Believe me, I attend all kinds of nice events all over Nebraska, but this one is unique because the Havelock business community is so cohe-

sive and yet they do not isolate themselves from the larger Lincoln community."

Mr. John Hobbs, co-founder of the event, always serves as the Master of Ceremonies. Some attendees say they come every year because one never knows what John Hobbs is going to say. But, whatever Mr. Hobbs says, it is sure to be humorous and this year was no exception.

Terry L. King, president of Havelock Bank, said, "Havelock Bank is proud to host this Havelock Holiday tradition. Our roots are here in Havelock and this is just another way for Havelock Bank to say "thank you" to our business associates and customers in Havelock."



Terry L. King (second from left) chats with (left-to-right) State Senator **Don Wesely**, Public Service Commissioner **Harold Simpson**, and Lincoln Mayor **Roland Luedtke**, at the Havelock Holiday Breakfast.

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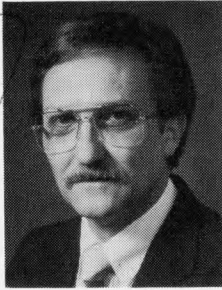


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**Consumer Loan Office
Established at Mall Office**

First National Bank and Trust Company, North Platte, has established a consumer loan office at its South Facility at the Mall. Effective February 4, Virgil L. Scott, consumer loan officer, will staff the loan office.



V.L. SCOTT

The loan department will be open during the South Bank's regular hours.

Superior V.P. Retires

Mitch Moret, vice president and cashier of Farmers State Bank & Trust Co., Superior, retired January 1 after 42 years of banking in Iowa and Nebraska.

Mr. Moret joined the staff at Farmers State Bank in 1958, moving to Superior with his family from Orange City, Iowa. Prior to coming to Superior, he was associated with his father from 1945 to 1958 in the

Northwestern State Bank of Orange City as cashier.

Advanced in Bennington

M. Leslie Nelson has been advanced from vice president and cashier to executive vice president and cashier of Bank of Bennington.

In addition, Jean Olsen has been promoted from assistant vice president to vice president.

**North Platte State Bank
Converts to National**

The Comptroller of the Currency approved, effective January 2, 1985, the chartering of the former North Platte State Bank to North Platte National Bank. The bank and all its personnel will continue as before.

**Banking Department Rules
On Citicorp Service Centers**

In an announcement made earlier last month, The State Banking Department ruled that operations of Citicorp Credit Services, Inc., (CCSI) in Omaha are not in violation of state law except in the area of

CCSI's ownership of automatic teller machines by which customers of Citibank South Dakota N.A. in Sioux Falls may conduct banking transactions.

This decision, handed down by Banking Director Roger Beverage, is the official ruling on information obtained in a hearing conducted by the department last July. Citicorp, through its wholly-owned subsidiary CCSI, has established two Citicorp Financial Service Centers at which CCSI account executives assist customers in opening financial accounts with Citibank South Dakota and provide collection services on credit card debt.

The violation cited by the banking department involves Section 8-157(6) which the department interpreted to mean that only banks chartered by the state and all national banking associations located in Nebraska may establish such electronic banking facilities. Since CCSI is not a bank, ownership of ATMs by CCSI "is in violation of Section 8-157 since cash withdrawals are performed through the ATMs."

The Nebraska Bankers Association is currently looking into the ruling and was to discuss further action at a meeting held later in January.

**3 New Regents at College
For Financial Planning**

The College of Financial Planning in Denver has announced the election of three new members to its board of regents at a meeting held recently in Denver.

The three include: O. Whitfield Broome, PhD., CPA, professor of financial accounting and analysis at the McIntire School of Commerce, University of Virginia in Charlottesville; Raymond A. Parkins, PhD., CFP, CLU, president, The Parkins Investment Companies, Inc., Orlando, Fla., and Gene D. Reifsnider, LLB, JD, vice president, Bankers Life of Iowa, in Des Moines.

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Convention Calendar

State Conventions & Schools

Colorado:

- Feb. 17-19—CBA Retail Banking Conference, Colorado Springs.
- Mar. 10-13—CBA Washington Visit, Washington, D.C.
- Apr. 11—CBA/BAI Annual Spring Conference, Denver.
- Apr. 21-23—CBA Ag Banking Conference, Colorado Springs.
- June 6-8—CBA Annual Convention, Broadmoor Hotel, Colorado Springs.
- June 13-15—NABW State Conference, Sheraton Hotel, Steamboat Springs.
- Sept. 14-17—IBC Annual Convention, Keystone.

Illinois:

- Feb. 20-21—IBA Commercial Credit Conference, Holiday Inn East, Springfield.
- Mar. 13-14—IBA Bank Operations Conference, Hotel Pere Marquette, Peoria.
- Mar. 27, 28—IBA Asset/Liability Management Conference, Holiday Inn, Decatur, and Sheraton Hotel, Naperville.
- May 4-6—NABW State Conference, Clocktower, Rockford Area.
- May 6-7—IBA Trust Conference, Arlington Heights Hilton, Arlington Park.
- May 20-31—Illinois Bankers School, Southern Illinois University, Carbondale.
- June 5-7—IBA Annual Convention, Marriott Chicago Hotel.
- Sept. 11-12—IBA Retail Banking Conference, Clarion Hotel, St. Louis.
- Sept. 25-26—IBA Agricultural Credit Conference, Holiday Inn, Decatur.
- Oct. 9-10—IBA Marketing Conference, Ramada Renaissance Hotel, Springfield.
- Nov. 20-21—IBA Bank Management Conference, Holiday Inn, Decatur.

Iowa:

- Feb. 17-18—Group 11, Burlington.
- Feb. 24-Mar. 2—IBA Commercial Lending School, Scheman Center, Iowa State University, Ames.
- Feb. 27-Mar. 1—IBA Mid-Winter Management Conference, Keystone, Colorado.
- Mar. 3-5—IBA Marketing Conference, Marriott Hotel, Des Moines.
- Mar. 13—IBA State Legislative Reception, Hotel Fort Des Moines.
- Mar. 18-20—IBA Ag Credit Conference, Scheman Center, Iowa State University, Ames.
- Apr. 12—IIB Spring Seminar, Cedar Rapids.
- Apr. 13-17—IBA Washington D.C. Trip.
- Apr. 16—IIB Spring Seminar, Denison.
- Apr. 18—IIB Spring Seminar, Des Moines.
- Apr. 29-30—IBA CEO Conference, Hotel Fort Des Moines.
- May 8-10—NABW State Conference, The Savery, Des Moines.
- May 20-21—Iowa Young Bankers Conference, Des Moines.
- June 10-21—IBA Ag Credit School, Ames.
- June 23-28—Iowa School of Banking, Iowa City.
- July 18-20—IIB Annual Convention, The New Inn, Lake Okoboji.
- Sept. 22-24—IBA 99th Annual Convention,

- Des Moines.
- Nov. 13-14—IBA Consumer Lending/Retail Banking Conference.

Minnesota:

- Mar. 4-5—MBA Senior Bank Management Conference, Radisson St. Paul Hotel.
- Mar. 10-14—MBA/ABA Community Bank Executive Development Program, Hyatt Regency, Minneapolis.
- Mar. 27-28—MBA Agricultural Conference.
- Apr. 17-18—MBA Operations Conference.
- May 2-4—NABW State Conference, Duluth Radisson, Duluth.
- May 7-10—MBA Washington Legislative Conference, Washington, D.C.
- June 10-12—MBA Annual Convention, Amfac Hotel, Minneapolis.
- June 23-28—Minnesota School of Banking, St. Olaf College, Northfield.
- July 21-26—Midwest Banking Institute, University of Minnesota, Morris.
- Aug. 11-16—MBA Commercial Lending School, St. Olaf College, Northfield.
- Aug. 22-25—Independent Bankers of Minnesota Annual Convention, Breezy Point Resort, Brainerd.

Montana:

- Feb. 25—MBA Compliance Seminar, Big Sky.
- Apr. 4-5—MBA Marketing Conference, Holiday Inn, Great Falls.
- May 1-3—MBA Retail Bankers Conference, Sheraton Hotel, Missoula.
- May 8-10—NABW State Conference, Heritage Inn, Great Falls.
- May 16-17—MBA Trust Conference, Helena.
- May 23-24—MBA Commercial Bankers Conference, Great Falls.
- June 13-14—MBA Real Estate Conference, Outlaw Inn, Kalispell.
- June 25-28—MBA 82nd Annual Convention, Sun Valley, Idaho.

Nebraska:

- Feb. 20-24—NBA Bank President's Conference, Rancho Bernardo Resort, San Diego, Calif.
- Feb. 24-March 1—Schools of Banking Basic School (1st session), Regency West, Omaha.
- Mar. 20-21—NBA Ag Outlook Conference, Kearney Holiday Inn.
- Mar. 24-29—Schools of Banking Intermediate School (1st session), Regency West, Omaha.
- Apr. 11-14—NABW State Conference, Cornhusker Hotel, Lincoln.
- Apr. 14-19—Schools of Banking Commercial Lending, Regency West, Omaha.
- May 8-10—NBA 88th Annual Convention, Lincoln Cornhusker.
- July 7-12—Schools of Banking Trust School, Regency West, Omaha.
- Sept. 8-13—Schools of Banking Basic School (2nd session), Rodeway Inn, Overland Park, Kan.
- Sept. 22-27—Schools of Banking Intermediate School, Rodeway Inn, Overland Park, Kan.
- Oct. 6-10—Schools of Banking Advanced School, Regency West, Omaha.

North Dakota:

- Feb. 20-22—Bank of North Dakota Mid-Winter Break, Bismarck.
- Apr. 11-12—NDBA Agricultural Credit Conference, Seven Seas, Mandan.
- Apr. 15-17—NDBA Washington Legislative Visit, J.W. Marriott Hotel.
- Apr. 24-26—NABW State Conference, Riverside Sheraton, Minot.
- Apr. 24-26—NABW State Convention, Minot.
- Apr. 28-30—NDBA/SDBA Trust Conference, Sheraton Inn, Aberdeen, S.D.
- May 1-3—ICBND and Minnesota Independent Bankers Joint Washington Visit.
- May 9-10—NDBA Marketing Conference, Holiday Inn, Bismarck.
- May 19-24—NDBA North Dakota School of Banking, University of North Dakota, Grand Forks.
- June 10-11—NDBA Annual Convention, Holiday Inn, Bismarck.
- July 10-12—Upper midwest Agricultural Credit Conference, Seven Sea Motor Inn, Mandan.
- Sept. 16—NDBA Northeast Group meeting, Devils Lake.
- Sept. 17—NDBA Northwest Group meeting, Williston.
- Sept. 18—NDBA Southwest Group meeting, Mandan.
- Sept. 19—NDBA Southeast Group meeting, Wahpeton.
- Sept. 25-27—ICBND Annual Convention, Bismarck.

South Dakota:

- Feb. 21—SDBA Bank Management Conference, Holiday Inn, Mitchell.
- Apr. 3-4—SDBA Ag Credit Conference, Kings Inn, Pierre.
- Apr. 8-11—SDBA/NDBA Annual Washington D.C. Legislative Trip.
- Apr. 18-20—NABW State Conference, Hilton Hotel, Rapid City.
- Apr. 28-30—SDBA/NDBA Trust Conference, Sheraton Inn, Aberdeen.
- May 12-14—SDBA Annual Convention, Rushmore Plaza Civic Center, Rapid City.
- Sept. 16—SDBA Group 5 Meeting, Rapid City.
- Sept. 17—SDBA Group 4 Meeting, Mobridge.
- Sept. 18—SDBA Group 3 Meeting, Mitchell.
- Sept. 19—SDBA Group 1 Meeting, Sioux Falls.
- Sept. 20—SDBA Group 2 Meeting, Watertown.

Wisconsin:

- Feb. 15-16—WBA Group One Meeting, Radisson, St. Paul, Minn.
- Feb. 24-Mar. 3—WBA Mid-Winter Retreat, Frenchman's Reef Resort, St. Thomas Island.
- Apr. 10-11—WBA Agricultural Bankers Conference, The Concourse Hotel, Madison.
- May 5-8—WBA Legislative/Regulatory Conference, Washington, D.C.
- May 13-16—NABW State Conference, Midway Motor Lodge, Green Bay.
- May 21-22—WBA Bank Marketing Conference, Holiday Inn & Holidome, Stevens Point.
- June 16-19—WBA Annual Convention, Marc Plaza Hotel and Hyatt Regency, Milwaukee.

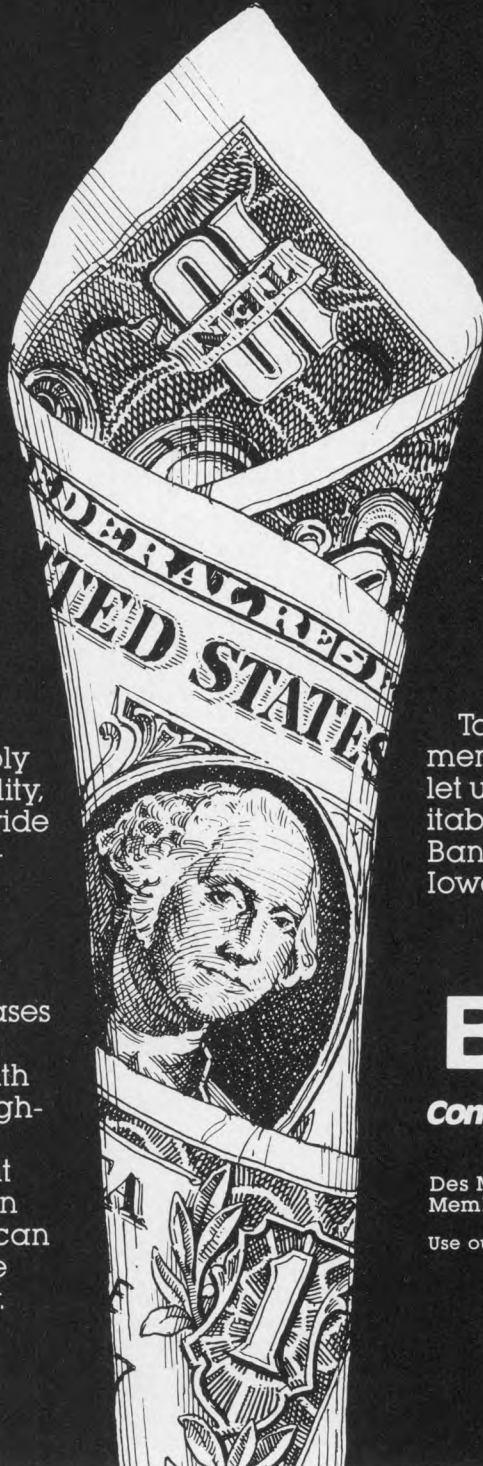
Wyoming:

- Apr. 27—WBA Career Challenge, Casper.
- May 3-5—NABW State Conference, Lander.
- May 4—WBA Career Challenge, Cheyenne.
- June 16-18—WBA Annual Convention, Jackson Lake Lodge, Moran.

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IBA Marketing Conference Is Mar. 3-5

THE THEME for the 1985 Iowa Bankers Association Marketing Conference will be "Anatomy of Your Customer." It is scheduled March 3-5 at the Marriott Hotel in Des Moines.

Chairperson for the IBA marketing committee is Marilyn Pohorsky, marketing officer at State Central Bank, Keokuk.

An outstanding array of nationally noted speakers will address themselves to the subjects of delivery of financial services, marketing research, new product availability, and communications techniques. These speakers include the following:

- Biff Motley, president, Financial Products Group, Chicago.
- John Taylor, president and CEO, The Bankers Life, Des Moines.
- Diane Kellner, vice president, State Bank of Medford, Medford, Wis.
- Pat Thompson and Chris Peterson, Evaluation and Training Consultants, Lincoln, Nebr.
- James Autry, senior vice president magazine group, Meredith Corp., Des Moines.
- Richard Pemble, *Time Magazine*.

The program also includes the Best of Iowa Marketing Awards, a panel discussion in focus group format that will zero in on consumers and their relationships with banks, a "show and tell" session featuring successful marketing ideas, telemarketing, media buying, and new products.

Registration is \$120 for IBA members, \$150 for IBA subscribers, and \$180 for non members.

Named in Independence

Dolph Leytze has been named executive vice president of Farmers State Savings Bank, Independence. Mr. Leytze, currently vice president

and a director, is also a vice president and director of Fidelity Bank Corp., the bank's holding company.

In addition, Monte R. Cue, previously cashier, has been named vice president, and Malcolm G. Risk, previously vice president, has been named to the additional post of cashier.

Mount Pleasant Bank Executive Appointment Told

The board of Henry County Savings Bank, Mount Pleasant, has announced the appointment of Dean Hicks as executive vice president. His primary responsibility is in the lending function.

Mr. Hicks most recently was president of Community National Bank & Trust Company in Knoxville. He also served as senior vice president of Brenton State Bank of Jefferson.



D. HICKS

Chariton Changes Announced

At its annual meeting, The National Bank & Trust Company of Chariton, announced two promotions and two title changes.

Jim Fuller, who joined the bank

as assistant vice president last June, has been promoted to vice president in charge of consumer loans, marketing and property management.

Jewel Thorne was promoted to motor bank manager. She has been with NBT since 1978 and has also worked in bookkeeping and at the Motor Bank.

Debra Kirchner has been named mortgage loan officer to more accurately reflect the position she has held since joining the bank last June.

Ursula Bingham has been named assistant trust officer. She has been with NBT since 1968 and has held several positions, most recently as Motor Bank manager for the past year.

IBA Commercial Lending School Approaching

John Barrickman, senior vice president, Bank of Earnings International, Atlanta, will be one of three faculty members at the Iowa Bankers Association Commercial Lending School set for February 24 - March 2 at the Iowa State University, in Ames.

Mr. Barrickman has been an instructor for the ABA, Mid-South School of Banking, the Bank Administration Institute School, the Prochnow Graduate School of Banking and the Banking Studies Center. He is author of the ABA level 200 commercial lending curriculum.

The purpose of the IBA Commercial Lending School is to prepare entry-level, exempt and mid-level commercial bank officers to serve effectively and profitably the needs and desires of the American public and American business.

Registrations are still being accepted. For more information contact Judi Carber at the IBA office in Des Moines.

1985 Iowa Group Meetings

Group	Date	Location
11	February 17-18	Burlington
8	May 6	Davenport
7	May 7	Grinnell
4	May 8	Cedar Rapids
6	May 9	Des Moines
5	May 20	Council Bluffs
2	May 21	Fort Dodge
12	May 22	Okoboji
3	May 23	Clear Lake

Four Promoted at First National, Sioux City

Max J. Larson, president of First National Bank in Sioux City, has announced the promotion of four officers. Edgar J. Den Beste has been named assistant vice president and trust officer; Barbara R. Plymale will serve as the director of human resources; David A. Ranschau has been appointed assistant vice president, and Wanda J. Wheeler has been promoted to operations officer.



E.J. DEN BESTE

B.R. PLYMALE



D.A. RANSCHAU

W.J. WHEELER

Mr. Den Beste will be in charge of the marketing strategy for the trust area, in addition to overseeing pension and profit-sharing plans, corporate trust accounts, and the investment management of the trust department. He joined the bank in 1979 as marketing director.

Ms. Plymale will be in charge of supervising the processing and evaluation of new job applications, promotions and transfers within the bank, along with coordinating the training and employee benefit and compensation programs with the bank's holding company, Banks of Iowa, Inc. She joined the staff at First National in 1981.

Mr. Ranschau, formerly assistant cashier, has responsibilities which include overseeing First National's item processing department, mail room and messenger areas. He has been with the bank since 1975.

Ms. Wheeler will be responsible for management of the purchasing department, word processing center, print shop and microcomputer facilities. She has been with the bank since 1971.

Employees Honored at Party

Carleton C. Van Dyke, president of American Banc-Services, Inc., Sioux City, announced recently that five employees of two bank affiliates were honored recently at the organization's annual party.

From the Farmers State Bank at Marcus, Stanely Nervig, senior vice president and manager, was cited for 30 years of service; Ken Ogren, vice president and cashier, for 15 years of service, and Judy Letsche for five years.

From First Trust & Savings Bank, Remsen, Dale Anderson for 10 years of service, and Ann Bergner for 25 years of service.

Named Trust Officer at First National, Iowa City

Clark Houghton, president of First National Bank, Iowa City, has announced that Tara L. Stonehouse has joined the bank as trust officer.

Ms. Stonehouse received her law degree from Creighton University in 1980. She worked as a trust examiner for the Iowa department of banking before joining First National Bank.

Dunkerton Bank Office Moves Into New Building

The Dunkerton office of Peoples Bank and Trust Company, Waterloo, has moved into its new building at the corner of Carroll Boulevard and Jon Road in Dunkerton.

The new building includes a full-service drive-up banking window, increased numbers of safe deposit boxes, private coupon booth, a personal new accounts area, private offices and conference room. The new office at Dunkerton also has the area's first 24-hour automated teller machine.

Centerville Promotions Told

Iowa Trust and Savings Bank, Centerville, announced the following promotions at the bank's annual board of directors meeting held in January: Jeffrey T. Young and Bill Bailey, vice presidents; Jack Maletta, vice president and trust officer; Bradley Young Jr., assistant vice president; Donna McClure, assistant cashier, and Lois Harris, assistant cashier and mall office manager.

Mr. Young joined Iowa Trust in 1981 and is a graduate of the Uni-

versity of Iowa. He recently served as assistant vice president in the Iowa Trust loan department and will remain there as vice president.

Mr. Bailey has been with Iowa Trust since 1979 and received his bachelor's and master's degrees in mathematics from Northeast Missouri State University in Kirksville. Formerly a loan officer with Iowa Trust, Mr. Bailey is now head of the financial services department and is the bank's marketing director.

Mr. Maletta joined Iowa Trust in 1980. He graduated from Iowa State University with a degree in accounting, and served in the U.S. Navy for ten years as a communications specialist. Mr. Maletta was a loan officer with Iowa Trust and now heads up the bank's computer operations and is the bank's trust officer in the financial services department.

Mr. Young has been with Iowa Trust for two years and will continue to serve in the bank's financial services department.

Ms. McClure joined the staff of Iowa Trust in 1974. As assistant cashier she will continue to serve as the bank's head teller.

Ms. Harris began working with Iowa Trust as a teller in the mall office in 1978. She has been manager of the mall office of Iowa Trust for two years and will remain there as assistant cashier.

Universal Life Insurance Topic of IBIS Meetings

Iowa Bankers Insurance and Services, Inc. will be holding a meeting on Universal Life Insurance Plan for Bank Employees on seven dates in February and March. Bank CEOs, presidents and personnel managers are encouraged to attend. Registration will begin at 9:30 a.m. The meeting will run from 10:00 - 1:30, with a break for lunch. The dates and locations are as follows:

Waverly - February 19, Red Fox Inn, Highway 3 West;

Dubuque - February 20, Midway Motor Lodge, 3100 Dodge;

Iowa City - February 21, Highlander Inn, I-80 at Exit 246;

Des Moines - February 26, Holiday Inn, I-235 & 6th Ave.;

Red Oak - February 27, Holiday Inn, Highway 34 North;

Carroll - March 6, Carrollton Inn, Highway 71 North; and

Spencer - March 7, Stub's Ranch, Highway 71 South.

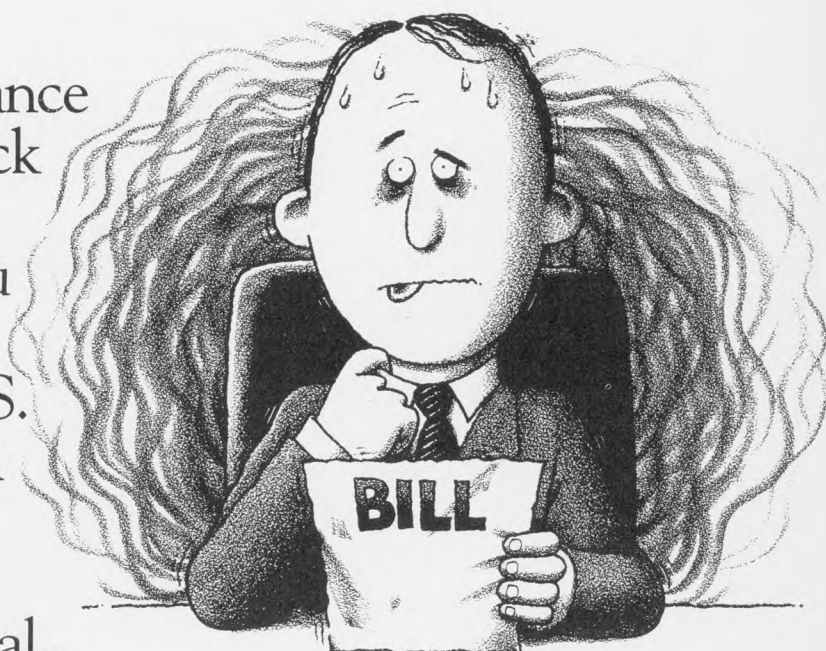
The difference between our health plans and theirs is enough to make you sick.

With most insurance plans, if you're not sick before you get your final medical bill, you will be after.

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Iowa Bankers Insurance & Services, Inc.

First National, Paullina, Purchased by Omahan

The First National Bank of Paullina has been purchased by the Royce Corporation of Omaha, a holding company owned by Lawrence R. James, M.D. The same firm also owns Walnut State Bank and recently acquired Manning Trust & Savings Bank and was awaiting final approval last month on its purchase of First National Bank in Fonda. Dr. James also owns three banks in Nebraska.

George E. Norden, president and CEO of the Walnut State Bank, was named president and CEO of First National Bank of Paullina. David C. Emmert, formerly of Geneseo, Ill., was named executive vice president at Paullina. Tom L. Henderson was elected a vice president of First National of Paullina and continues as executive vice president of Manning Trust & Savings Bank. Claudia G. Hoskins was promoted from assistant cashier to cashier at Paullina.

The newly-formed board of directors of First National of Paullina is made up of Dr. James, chairman; Mr. Norden, Mr. Emmert, Stan Oolman, Craig Struve and Steven Louscher.

At Manning Trust & Savings Bank, James Johnston, formerly of Alta, has been elected president to succeed Leo Rasmussen.

At First National Bank of Fonda, Howard Roe has been named president. Marvin W. Reed, who was chairman of the Fonda bank, has resigned to pursue his own business interests as a farmer-cattle feeder at Iowa Falls. Mr. Roe has been in banking since 1962 and for the past 10 years has been president and CEO at Citizens National Bank of Madelia, Minn.

Named Epworth Manager

Jack Roach, president of Key City Bank and Trust Company, Dubuque, has announced the appointment of Jerry Ritt as assistant cashier and manager of the Epworth office of Key City Bank. Mr. Ritt graduated from Loras College, Dubuque, and the Iowa Bankers Association Agriculture School in Ames, Ia. He was previously employed as manager of the Holy Cross office of the Farley State Bank for four and one-half years.

Mr. Ritt succeeds Henry Marxen, assistant vice president, who recent-

Governor Initiates ATM Use



Gov. Terry Branstad counts out \$500 withdrawn from the State Capitol's new ATM while Hawkeye-Capital Bank & Trust President David Walthall, looks on. The Governor then donated the \$500 on behalf of Hawkeye-Capital to the Iowa Historical Museum Foundation.

Iowa Governor Terry Branstad recently took part in a ceremony introducing a new automatic teller machine to the State Capitol. The ceremony took place near the stairway in the cafeteria where the ATM is located.

Governor Branstad inserted a special card in the machine for the occasion and withdrew \$500 which was donated to the Iowa Historical Museum Foundation on behalf of Hawkeye-Capital Bank & Trust, owner of the ATM. Jay Tone, chairman of the Iowa Historical Museum Foundation, accepted the donation from the Governor on behalf of the Foundation. David Walthall, president of Hawkeye-Capital Bank & Trust, also announced for every transaction at the Capitol's ATM during January, Hawkeye-Capital would donate an additional 25 cents to the foundation.

Dignitaries attending the ceremony in addition to Governor Branstad, Mr. Walthall, and Mr. Tone included Michael Fitzgerald, Treasurer of the State of Iowa, Dale Dooley, President of I.T.S., Inc., and Neil Milner, executive vice president of the Iowa Bankers Association.

ly retired as manager of the Epworth office after more than seventeen years of service.

Denison Addition Told

Scott Brus has been hired by National Bank of Iowa to serve as assistant vice president at its main of-

fice in Denison. Mr. Brus is a 1982 graduate of Iowa State University and previously was employed by the Iowa Department of Banking as a bank examiner.

National Bank of Iowa, formerly Manilla State Bank, received its national charter in August of 1984 and changed its name. January 14 the bank moved its main office to a newly completed bank building in Denison, retaining the Manilla location as an office.

Two Senior V.P.s Retire From Waterloo Savings Bank

Two senior vice presidents recently retired from Waterloo Savings Bank December 31, 1984, and were honored at the bank's annual service award banquet and at a retirement party.

Merle W. Rodgers, senior vice president, retired after 47 years with the bank. He started in 1937 and worked in bookkeeping through the early forties with a few years leave for military. In 1946 he was promoted to draft and collection teller, and note teller a few years later. In 1951 he was promoted to assistant cashier involving ag loans, personnel and general operations, and in 1954 he received title of assistant cashier and assistant trust officer. He was promoted to assistant vice president in 1959, vice president in 1963 and late 1963 vice president and cashier. Mr. Rodgers was made a senior vice president in 1966 at which time he assumed responsibilities in real estate lending.

Robert V. Cooper, senior vice president, retired after 37 years of service with the bank. He started in 1946 as a teller, was promoted to head teller in the late 1940s, and in the early fifties was promoted to a loan officer in instalment loans. He was promoted to assistant cashier in 1955, and in 1957 was promoted to assistant cashier as head of the instalment loan department. In 1959 Mr. Cooper was promoted to assistant vice president and then vice president in 1963, handling commercial and real estate loans. In 1966 he was promoted to senior vice president still handling commercial and real estate loans, and by early 70s was specializing in real estate loans. When the Cedar Heights Drive-in opened, Mr. Cooper became manager of that plus continuing in real estate loans and some instalment loans.

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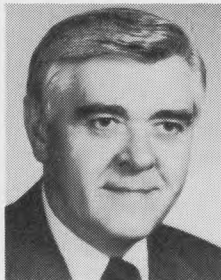


Des Moines

Norwest Corporation announced last month that **Harry C. Benson**, regional president of Norwest's Region IV, has been elected to the additional posts of chairman and chief executive officer of Norwest Bank Des Moines, succeeding **E.G. (Bud) Precht**.



H.C. BENSON



E.G. PRECHT

Mr. Benson began his career with Norwest in 1940 at Norwest Bank Midland in Minneapolis. He was named Region IV president in 1982.

Mr. Precht, who has been with Norwest for 33 years, will undertake special assignments for Norwest Corporation, based in Minneapolis, and Region IV, based in Des Moines, over the next 15 months prior to retiring.

Mr. Benson announced that six other officers have been assigned dual roles for the region and Norwest Bank Des Moines.

George F. Milligan, president and chief operating officer of Norwest Bank Des Moines, has been given the additional post of regional vice president with oversight responsibility for the seven Norwest banks in Region IV.

H. Lynn Horak, executive vice president of Norwest Bank Des Moines, assumes the additional post

of regional vice president with responsibility for coordinating Norwest's four business segments (retail, commercial, agriculture and financial institutions) for all banks in Region IV.

Thomas N. Hammelman, executive vice president, will manage the Norwest Card Services Division located in Des Moines and will report to Mr. Benson.

John E. Gano, regional vice president and controller for Region IV, has been named to the additional post of chief administrative officer of Norwest Bank Des Moines, responsible for operations and financial management.

Will C. Smith, regional vice president/human resources, will assume additional responsibility for human resources management at Norwest Bank Des Moines.

Robert A. Anderson, senior vice president, credit administration for Norwest Bank Des Moines, has been named regional vice president and senior credit officer for Region IV.

Mr. Benson said the changes are intended to strengthen and unify the delivery of products and services through the Region IV Norwest banks which are located in Bettendorf, Cedar Falls, Fort Dodge, Keokuk, Marion, Ottumwa and Des Moines.

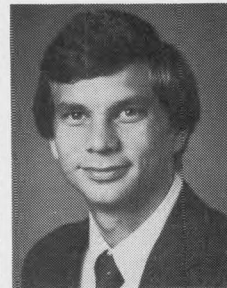
* * *

Hawkeye Bank & Trust of Des Moines has announced the election of **Mary M. Riche** to the bank's board of directors. She is president and owner of Riche, Thoren Associates, Inc., a firm she founded in 1980, specializing in public rela-

tions, advertising, research and public affairs.

* * *

United Central Bank of Des Moines, N.A., has announced the appointment of **Douglas Walkup** as investment officer.



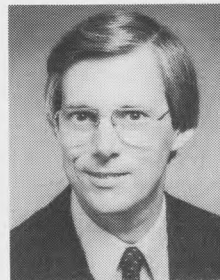
D. WALKUP

Mr. Walkup joined United Central Bank in December, 1980, as a bond representative and later he assisted in developing discount brokerage. He is currently in the funds management area.

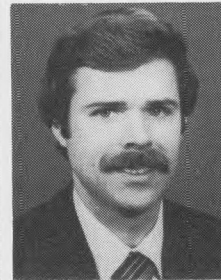
* * *

Valley National Bank recently announced several elections and promotions.

Rick Miller has been elected vice president in the lending division. He joined Valley Bank in 1983 and is a graduate of Towson State College, Baltimore, Maryland.



R. MILLER



C.H. LEIBOLD

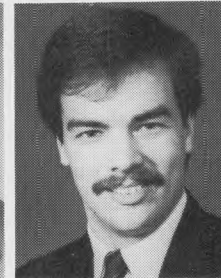
Charles H. Leibold has been promoted to vice president and trust officer in the trust division. He joined Valley in 1981 and graduated from the University of Iowa with a BA degree and from Drake University with a law degree.

Scott Konecny has been promoted to senior trust officer. He joined the bank in 1983 as a trust investment officer and is a graduate of the University of Colorado with a degree in business administration.

Mark G. Kilian has been pro-



S. KONECNY



M.G. KILIAN

Commitment

Michael Austin
Vice President and Manager
Iowa Correspondent Services
(515) 245-7251



William Duma
Vice President
Iowa Correspondent Services
(515) 245-7253

Kenneth Danilson
Vice President
Iowa Correspondent Services
(515) 245-7348



William Mullins
Assistant Vice President
Iowa Correspondent Services
(515) 245-7157

Margo Foxhoven
Operations Assistant
Iowa Correspondent Services
(515) 245-7019



Diane Grotenhuis
Secretary
Iowa Correspondent Services
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moted to internal auditor. A graduate from Drake University, Mr. Kilian joined Valley Bank in April, 1984, as staff auditor.

* * *

R. Douglas Fisher, executive vice president of Hawkeye-Capital Bank & Trust, announced Michael R. Carley has been named branch manager of its Pleasant Hill office. Mr. Carley succeeds Pamela Stark, who has been assigned to the bank's Hickman Road office.

Mr. Carley, 25, joined Hawkeye-Capital in March of 1984 as assistant manager at Pleasant Hill. He previously was with Valley National Bank.

Mr. Fisher also announced Brenda Hansel assumed duties as assistant manager of the Pleasant Hill office in late January. Ms. Hansel was an administrative assistant in the bank's trust department.

Four Iowa State Banks OKd for National Charters

The Comptroller of the Currency approved the applications of four Iowa state-chartered banks to convert to national charters, effective with the beginning of the 1985 year.

The state charters and their new national charter names are:

Cambridge State Bank to First National Bank.

Norwest State Bank Keokuk to Norwest Bank Keokuk, National Association.

Norwest State Bank Atlantic to Norwest Bank Atlantic, National Association.

Bettendorf Bank and Trust Company to Bettendorf Bank, National Association.

(The latter three banks are all affiliated with Norwest Corporation.)

In addition, the Comptroller's report shows a title change for The Poweshiek County National Bank of Grinnell to Brenton National Bank - Poweshiek County."

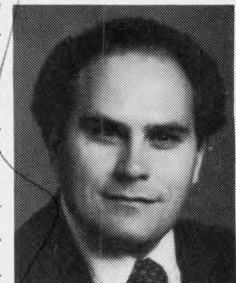
Atkins President Elected

At the annual meeting of Atkins Savings Bank & Trust, held January 8, Kenneth Hagan was advanced from president to chairman. Richard Hare, executive vice president since 1982, was elected president.

Also announced was the election of Harriet Rinderknecht as vice president and cashier and Homer Monk as vice president.

Rock Valley Bank Elects President and COO

Thomas M. Awtry has been elected president and chief operating officer of Valley State Bank, Rock Valley. He succeeds W.C. Anderson, who has been elected chairman.



T.M. AWTRY

Mr. Awtry began his banking career in 1968 as a bank examiner with the Iowa Department of Banking. He joined First National Bank, Fonda, in 1979 and was elected president in 1981. He later worked for Yanney, Hughes and Rapp of Omaha as a bank consultant. He joined Valley State Bank, Rock Valley, in September of 1984.

IBA Advances Two Staffers To Title of Director

Marva McCarty and Linda Robinson-Gay have been promoted to the title of director of their respective divisions from their former title of manager.

Ms. McCarty now serves as director of education, with responsibility for planning, directing and implementing policies and procedures for the educational activities of the IBA. She also represents IBA on the board of directors of VIBES (Video Bank Education Service). She joined the association three years ago after experience with an international training company, as a utility firm communications coordinator, and a TV newscaster.

Ms. Robinson-Gay is responsible for developing, implementing and interpreting approved employee relations policies and programs to attract, retain and motivate personnel. She also administers the salary and training programs for the IBA and its four affiliates, and serves as a human resources consultant to IBA member banks.

Ms. Robinson-Gay joined the IBA in January, 1984 as human resources manager, after similar service with Mercy Hospital in Des Moines. She holds a BS degree in elementary education and an MS degree in personnel services and counseling, both from Drake University in Des Moines.

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Statement of Condition

December 31, 1984

ASSETS

Cash and Due From Banks	\$ 39,144,611.83
U.S. Government and its Agency Securities	403,690,717.05
Other Marketable Corporate Obligations	7,517,117.25
Municipal Securities	168,572,512.47
Federal Reserve Bank Stock	1,122,000.00
Federal Reserve Funds Sold	7,000,000.00
Loans	215,787,055.87
Bank Premises and Equipment	9,193,872.36
Interest Accruals	20,338,347.33
Other Assets	9,873,042.82
	<u>\$882,239,276.98</u>

LIABILITIES

Capital Stock	\$ 2,400,000.00
Surplus	35,000,000.00
Undivided Profits	45,253,581.88
Total Capital Funds	<u>\$ 82,653,581.88</u>
Federal Reserve Funds Purchased and Securities Sold Under Agreement to Repurchase	201,317,107.99
Reserves for Interest, Taxes and Other Liabilities	15,013,872.16
Deposits	583,254,714.95
	<u>\$882,239,276.98</u>

BOARD OF DIRECTORS

V. O. Figge
Chairman of the Board

Edward L. Carmody
Senior Vice President

James Kahl Figge
Executive Vice President

John Kahl Figge
President

Thomas Kahl Figge
Executive Vice President

Mel Foster, Jr.
Pres., Mel Foster Co., Inc.

Thomas A. Gildehaus
Executive Vice Pres., Deere & Company

Richard E. Kautz
Senior Vice President

Joseph S. Kimmel, Jr.
Pres., Republic Electric Co.

Robert G. Lenertz
Senior Vice President

Lloyd G. Schermer
Pres., Lee Enterprises

Charles R. Von Maur
Petersen-Harned-Von Maur

Robert V. P. Waterman
Lane and Waterman

Henry C. Wurzer
Kahl Properties

Davenport Bank and Trust Company

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Elections Announced At Hills Bank and Trust

The board of directors of Hills Bank and Trust Company has announced promotion of five bank officers and the election of three new officers. Dwight Seegmiller has been named senior vice president. He formerly was a bank vice president. Ray Glass and Tim Smith were both advanced to vice president status from assistant vice presidents. New assistant vice presidents are Wayne Beck and Marty Maiers, who were

promoted from assistant cashier and assistant controller respectively.

New officers named at the bank are Tim Finer, Kurt Kastendick and Dale Kretschmar who have been elected assistant cashiers. Tom Kriz, who joined the bank staff in December, is continuing his officer training.

Title Change at Sac City

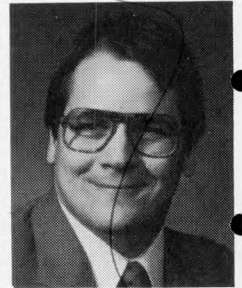
George H. Pingrey, president of Sac City State Bank, was given the

additional position of chairman of the board at the bank's annual meeting last month. As chairman, Mr. Pingrey succeeds Reuben Griffith, who retired after 42 years as a director, the last 16 as chairman of the board.

Webster City Promotes One

Mark Noll has been promoted to assistant vice president of First State Bank, Webster City.

Mr. Noll joined the bank's staff in July, 1983, as an agricultural representative. Prior to that time he was vocational agricultural instructor and FFA advisor for over four years at Webster City Community Schools.



M. NOLL

Elected in Mason City

Two new directors were recently elected to the board of Norwest Bank Mason City, N.A. Elected were Steve Chandler, district manager of Interstate Power, and Holmes Pedelty, agricultural consultant and northern Iowa area farmer.

Two directors chose not to stand for re-election. James C. Barclasy retired after serving 19 years on the board and D. Keith Barker retired after 12 years service.

Waukon Promotions

Farmers & Merchants Savings Bank, Waukon, recently announced the promotions of James L. Rathbun to vice president; Robert N. Erickson to assistant vice president, cashier and trust officer; Nancy Burg to assistant vice president, and Marlys Leiran to assistant cashier.

STATEMENT OF CONDITION

at close of Business December 31, 1984

ASSETS

Cash and Due from banks	\$ 12,156,287
Investment securities:	
U.S. Treasury securities	39,595,310
Obligations of other U.S. Government agencies and corporations	11,056,614
Obligations of states and political subdivisions	16,892,260
Total Investment securities	67,544,184
Federal funds sold	11,900,000
Loans, net of unearned income	81,596,759
Less allowance for loan losses	(801,642)
Total loans	80,795,117
Accrued interest receivable	2,638,263
Bank premises and equipment	2,467,308
Other assets	181,864
Total assets	\$177,683,023

LIABILITIES and STOCKHOLDERS' EQUITY

Deposits:	
Non-interest bearing	\$ 22,198,576
Interest bearing	134,568,457
Total deposits	156,767,033
Securities sold under agreements to repurchase	2,706,697
Other short-term borrowings	1,449,726
Accrued expenses and other liabilities	1,513,727
Total liabilities	162,437,183
Stockholders' equity:	
Common stock	2,800,000
Surplus	4,200,000
Retained earnings	8,245,840
Total stockholders' equity	15,245,840
Total liabilities and stockholders' equity	\$177,683,023

OFFICERS

Dale K. DeKoster
Chairman of the Board & President
Commercial Division
E. James O'Connor
Senior Vice President
James R. Gerber
Vice President
Mortgage Division
Merle W. Rodgers
Senior Vice President
Robert V. Cooper
Senior Vice President
David A. Fegley
Mortgage Loan Officer
Consumer Lending Division
Robert L. Smith
Vice President

Deon Senchina
Consumer Loan Officer
David A. Mulnix
Consumer Loan Officer
Gary L. Dodge
Consumer Loan Officer
Agricultural Division
William D. Davidson
Vice President
Operations Division
Gerald J. Curran
Cashier
Rick A. Thuesen
Controller
Donald N. Richards
Vice President

Betty M. Runyan
Assistant Cashier
Diane C. Kupferschmidt
Personnel Director
Anita M. Ward
Auditor
Trust Division
Frederick Koch
Senior Vice President
and Trust Officer
Dennis E. Egel
Trust Officer
James E. Thielen
Trust Officer



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Send Us Your News

Please send us news of any promotions, elections or changes in personnel, following your bank's annual meeting.

NORTHWESTERN BANKER

306 - 15th St.

Des Moines, IA 50309

Merchants V.P. Promoted

Richard E. Retz has been promoted to vice president in the correspondent banking division of Merchants National Bank, Cedar Rapids.



R.E. RETZ

Mr. Retz joined MNB in July, 1983, after spending ten years with the Home State Bank at Jefferson.

ing course will be offered by the Center for Futures Education, utilizing a computer data base network to demonstrate the topic. The additional fee for this portion of the program is \$35 per person.

Another four-hour session in the afternoon will concentrate on Bankruptcy Alternatives and Strategies, conducted by Tom Flynn, a Des Moines attorney and bankruptcy trustee. Other attorneys will discuss security documentations and agreements and what to expect if bankruptcy occurs. Audience sharing of experiences is encouraged.

Keynote speaker will be John Marten of *Farm Journal*, who will provide his economic and land price outlook.

Dike Cashier Named

Larry C. Lenhart has joined Iowa Savings Bank, Dike, as cashier.

He began his banking career at the Melbourne Savings Bank and most recently served as vice president of Security Savings Bank of Williamsburg.

Ag Credit Conference Will Be March 18-20 at Ames

This year's annual Iowa Bankers Association Ag Credit Conference, scheduled for March 18-20 at Scheman Center on the Iowa State campus in Ames, will focus on coping with current ag problems and looking ahead to recovery.

On the first morning, a special four-hour grain and livestock hedg-

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1ST Statement of Condition

DECEMBER 31, 1984

Resources

Cash and Due from Banks	\$ 18,227,000
U.S. Government Securities	48,650,000
Municipal Bonds	19,878,000
U.S. Agency Bonds	1,249,000
Federal Reserve Bank Stock	288,000
Federal Funds Sold	15,000,000
Loans, Net of Unearned Income (\$738,000)	96,598,000
Less:	
Reserve For Possible Loan Losses ..	(1,005,000)
Bank Premises and Equipment	2,689,000
Other Assets	4,572,000
TOTAL	\$206,146,000

Liabilities

Capital	\$ 4,800,000
Surplus	4,800,000
Undivided Profits	6,675,000
Total Equity Capital	\$16,275,000
Other Liabilities	3,507,000
Interest Bearing Demand Notes to U.S. Treasury	1,050,000
Federal Funds Purchased and Securities Sold under Agreements to Repurchase	15,066,000
Deposits	170,248,000
TOTAL	\$206,146,000

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Community Banks Changing To Keep Up With Competitive Banking Environment

COMMUNITY banks are changing dramatically to keep up with today's competitive banking environment, according to a survey conducted last year by McGladrey Hendrickson & Pullen, which probed the accounting and reporting practices of 270 banks with assets of \$200 million or less located in 43 states.

The recent survey conducted by the nation's largest regional accounting and consulting firm shows community banks are acquiring more computers, tracking both their customers and their assets and liabilities more closely, and even changing their form of ownership in order to meet today's challenges.

"The same basic survey was also conducted in 1980 and 1982," says James M. Koltveit, the firm's coordinator of services to banks, "so some of the comparative findings seem to indicate trends."

"For example, nearly half (47 percent) of the banks responding this year reported they own in-house computers, while less than a quarter (23 percent) did four years ago," said Mr. Koltveit. "This is an obvious reflection of technological advances that have allowed microcomputers to cost-effectively process at least some of the community bank's financial information."

Mr. Koltveit said several other trends indicated by the survey appear tied to technological advances.

Nearly 63 percent of this year's respondents, for example, reported that they attempt to measure and match interest-sensitive assets and interest sensitive liabilities. Back in 1982, less than 21 percent of the respondents had formal asset/liability management programs.

Increased competition is also behind another trend identified by the survey, a shift to bank holding company type ownership. "More than half (53 percent) of this year's respondents were owned by bank holding companies," said Mr. Koltveit. "Four years ago, just over a quarter (26 percent) were owned by holding companies.

"But independent ownership, whether through a holding company or not, continues to be the rule for

community banks. The percentages of independent ownership have remained virtually the same (74 percent) in all three of our surveys." Mr. Koltveit says that finding should be of particular interest to those who predicted the demise of community banking in a deregulated environment.

"The community bank isn't dying," he says. "It's finding ways to cope with deregulation and maintains its market niche by providing cost-effective services that are responsive to the needs of its customers." □

Ag Plus® Software Caters to Farmers

Ag Plus® Software, as its name indicates, specializes in ag computer software designed for farmers, ranchers, agribusiness people and accounting services. Headquartered in Ida Grove, Ia., the firm is headed by Byron R. Peters, an ag consultant, who has developed seven programs specifically oriented to ag use, and he reports these products now are in use across 22 states.

Mr. Peters says one of these named Ag Count has a long list of special features making it attractive and efficient for ag use. Included are: Handles various size farms, whether sole proprietor, partnership or corporation; farm-designed record keeping for livestock and/or grain farmers; user defined categories, such as crops, livestock, labor; spread sheet for budgeting and tax estimate reports; handles non-farm transactions, such as family living. A number of other features address the broad scope of micro usage.

Mrs. Byron (Peggy) Peters, marketing director for the firm, said Ag Count is one of seven ag software programs are available at this time to farmers, bankers and other agribusiness personnel:

- Ag Count—Farm accounting system.
- Financial Statement—net worth/balance sheet can be used by any business or individual.
- Crop Production—determines cash flow and profitability of entire crop plan as well as up to six indivi-

dual crops, which user names.

- Land Purchase—Figures cash flow and profitability of land purchase. Up to four rotated crops can be entered, then program evaluates net return against three different loan arrangements.

- Loan Repayment—Amortization schedule determines payment required for a loan. Requires only four inputs; provides loan options before seeing lender.

- Series 110—Nine different programs, including hog and cattle breakevens, grain storage costs, and land loan (level principal).

- Invoice Maker—Generates an invoice for any business, including farmers who bill customers for seed corn, or landlords for crop share costs. Can handle discounts, credits, taxes, shipping, order numbers, quantities and descriptions.

Ag Plus® Software is located at 906 South Main St., Ida Grove, Ia. 51445.

Sandusky Firm Signs HBE for New Main Office

The Citizens Banking Company in Sandusky, Ohio, has awarded a \$2,466,000 contract to HBE Bank Facilities. The announcement of the contract signing was made recently by Fred S. Kummer, president of the St. Louis-based design/build firm.

The new 23,300 square foot, three-story, L-shaped building is located at the southwest corner of Water Street and Wayne Street in downtown Sandusky. In keeping with the surrounding restored historic area, HBE's exterior design combines native Ohio brick, limestone and a shingle covered mansard roof, giving the facility a distinctive traditional look.

The new project features on-site parking, four drive-up teller lanes and a brick paved corner plaza which leads through a two-story arched entry into the first floor lobby. Also included on the first floor are seven lobby tellers, drive-up tellers, safe deposit vault and loan offices. Loan processing, bookkeeping, record storage and an employee lounge with adjacent training room are on the second floor. An executive office suite, including boardroom and an adjacent meeting room, occupies the third floor, along with space for future growth.

HBE expects to complete the project by February 7, 1986.

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We promised you commitment. If you use the Financial Institutions services, you already know this. If you haven't tried us yet, why don't you let us prove ourselves to you? It's our philosophy that our actions speak louder than our words. Call the HUB location nearest you.

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