

Seeks Hearing on Discrimination Charge

Ed. Note: The September 12 issue of the Weekly Newsletter reported the filing by the Treasury Department on August 24 of an action against Harris Bank of Chicago for alleged discrimination against women employees. That story carried Harris' denial of the charge. This story outlines current action the bank is taking.

The Harris Bank on October 27 petitioned the U.S. Department of Labor for a hearing before an administrative law judge on charges of employee discrimination leveled against the bank by the government. Denying the charges, Harris released to the U.S. Treasury Department personnel files covering the past five years.

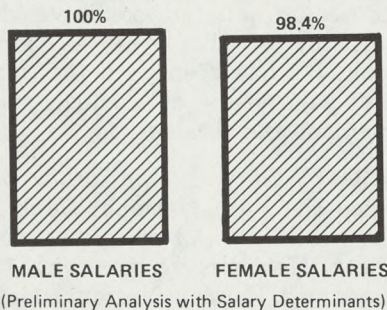
The charge of discrimination against women employees arises from an ongoing compliance review of the bank's equal employment opportunity obligations as a Federal contractor by the Departments of Treasury and Labor. On August 24, the Treasury Department issued a "show cause" notice claiming that certain women employees make up an "affected class" who are experiencing the effects of past discrimination. The notice also cited Harris' alleged failure to respond adequately to the

government's requests for information.

Harris Bank President and Chief Executive Officer Charles M. Bliss maintained that the personnel data

HARRIS BANK

Comparison of 1977 white Male and Female salaries for employees hired in 1972-73



released to the government October 27 confirms the bank's commitment to fair employment practices. He expressed confidence that studies of the data will refute Treasury's contention that an "affected class" exists. He pointed out that preliminary studies of bank personnel data performed for the bank by Dr. Harry V. Roberts, professor of statistics at the University of Chicago, have revealed no evidence of salary differences traceable to sex discrimination.

Dr. Roberts' study reviewed 1977 salary differentials of men and women hired by Harris Bank in 1972 and 1973. The study, submitted to the Treasury Department on August 22, found women's salaries were within 1.6 percent of men's salaries. Mr. Bliss added that results of Dr. Roberts' further analysis of current salaries of those hired in 1966 and 1967 are similar to the 1972-1973 results.

Mr. Bliss pointed out that the method Dr. Roberts used was in sharp contrast to government analyses that alleged an affected class did exist at the bank. "In their statistical work, the government consultants had taken into account only tenure at the bank and total years of schooling. In addition, their study fails to employ the appropriate statistical methodology and presents far too fragmentary a picture," he said. Mr. Bliss said, therefore, that the conclusions cited in the government study are not supportable.

"We all know that an individual's salary and advancement reflect many other factors, such as previous job experience, type of college specialization, and on-the-job performance," Mr. Bliss added.

He said Dr. Roberts is studying all relevant employee groups,

Harris Bank
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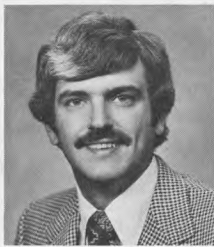
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Iowa News

BEDFORD: Donald L. Yates has been elected vice president and director of the State Savings Bank. He has served banks in Nebraska for the last eight years, most recently in Peru.

COUNCIL BLUFFS: Franklin R. Albert, Jr., has been promoted to manager of State Bank and Trust's 35th Street and Broadway Office.

DES MOINES: "Getting Involved" is the theme of the Bank Administration Institute's Central Iowa Chapter Meeting on November 17 at the Hyperion Field Club. Mary Louise Smith, past Republican national chairwoman, will speak. The social hour begins at 5:30 and is followed by dinner and the program at 7:30.

DES MOINES: South Des Moines National Bank has changed its name to Brenton National Bank of South Des Moines.

ELDORA: Don Poppen is the new

president of the Second National Bank here. He formerly served as president of the Town and Country Bank in Quincy, Ill. John Goodenow had served as acting president of the bank since early September when Dennis Wood left to assume the presidency of Packers National Bank in Omaha, Nebr.

HAMPTON: Roger V. Doughan has been appointed executive vice president of the First National Bank. He has been with the bank for seven years as cashier, vice president and director.

PERRY: Gary J. McKibbin has joined the First National Bank as vice president and assistant trust officer. He formerly was with the Poweshiek County National Bank of Grinnell.

Nebraska News

OMAHA: The Mid Plains Chapter of the National Association of Bank Women is holding a one-day seminar covering investments, estate planning and wills, health and accident and life insurance, and how to relax. The meeting will be held November 15 from 8:30-4:30 at Ramada Inn Central, 72nd and Grover Streets.

OMAHA: The Omaha-Council Bluffs Chapter of Bank Administration Institute will hold its Spouse's Night program at Anthony's Restaurant, 72nd and F Streets, on November 15. Marcus

H. Ford, second vice president, security and loss prevention department of The Omaha National Bank, will speak on "Extortion and Kidnap Dangers." Social hour begins at 5:30 followed by the dinner at 6:30 and the program at 7:30.

Illinois News

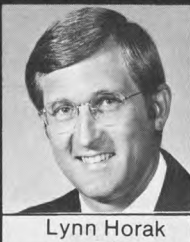
The Illinois Bankers Association is holding five Teller Training Seminars this month. Dates and locations are:

- Nov. 15, Carbondale, SIU University Center,
- Nov. 16, Springfield, Forum 30,
- Nov. 37, Peoria, Continental Regency,
- Nov. 22, Oak Brook, Sheraton Inn,
- Nov. 29, Rockford, Henrici's Restaurant.

CHICAGO: GEMA Financial Corporation's application to become a bank holding company by acquiring The Lawndale Trust and Savings Bank here has been approved.

CHICAGO: Lake View Bancorp, Inc., Northbrook, has received permission to become a bank holding company by acquiring Lake View Trust and Savings Bank here.

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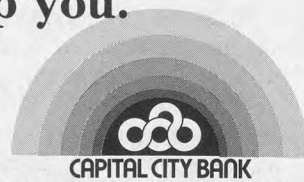


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Denomination: \$5,000

Both principal and semiannual interest (April 1 and October 1, first coupon due April 1, 1978) payable at the Ranier National Bank, Seattle, Washington or Chemical Bank, New York, New York.

IN THE OPINION OF COUNSEL INTEREST ON THESE BONDS IS EXEMPT FROM ALL PRESENT FEDERAL INCOME TAXES.

COMBINED MATURITIES

<u>5.00%</u>			<u>5.00%</u>		
\$1,190,000	October 1, 1978	3.50	\$2,335,000	October 1, 1991	4.90
1,260,000	October 1, 1979	3.80		<u>5.10%</u>	
1,325,000	October 1, 1980	4.00	2,450,000	October 1, 1992	4.95
1,390,000	October 1, 1981	4.10	2,575,000	October 1, 1993*	5.00
1,470,000	October 1, 1982	4.20	2,715,000	October 1, 1994*	5.05
1,545,000	October 1, 1983	4.30	2,855,000	October 1, 1995*	5.10
1,625,000	October 1, 1984	4.40	3,000,000	October 1, 1996*	5.15
1,715,000	October 1, 1985	4.50		<u>5.20%</u>	
1,800,000	October 1, 1986	4.55	3,165,000	October 1, 1997*	5.20
1,890,000	October 1, 1987	4.60	3,330,000	October 1, 1998*	5.25
1,985,000	October 1, 1988	4.65	3,505,000	October 1, 1999*	5.30
2,105,000	October 1, 1989	4.70	3,690,000	October 1, 2000*	5.30
2,215,000	October 1, 1990	4.80	3,885,000	October 1, 2001*	5.35
			4,080,000	October 1, 2002*	5.35

*Optional in inverse order beginning October 1, 1992 at 100%.

LEGALITY TO BE APPROVED BY:

PRESTON, THORGRIMSON, ELLIS, HOLMAN & FLETCHER, SEATTLE, WASHINGTON for the Series H-2 (Higher Education) Series O (Washington State University) Series D (Public Recreation Facilities); and by PERKINS, COIE, STONE, OLSEN & WILLIAMS, SEATTLE, WASHINGTON and CHAPMAN & CUTLER, CHICAGO, ILLINOIS for Series I-2 (Social & Health Services) Series Q-1 (Salmon Enhancement) Series E (Social and Health Services Facilities); and by RIDDELL, WILLIAMS, IVIE, BULLITT & WALKINSHAW, SEATTLE, WASHINGTON for the Series P-1 (Fisheries Projects).

The \$4,775,000 Higher Education Bonds, Series H-2; the \$20,000,000 Social and Health Services Bonds, Series I-2; the \$3,625,000 Washington State University-Building Bonds, Series O; the \$2,500,000 Fisheries Project Bonds, Series P-1 and the \$10,000,000 Salmon Enhancement Bonds, Series Q-1 are full faith and credit, general obligations of the State. The proceeds of these issues will be used as follows: \$4,775,000 for improvements to State buildings; \$20,000,000 to finance social and health service capital improvements; \$3,625,000 Washington State University Computer Science Building; \$2,500,000 Department of Fisheries Projects and Improvements; and \$10,000,000 for expansion of Fisheries Department Program for Salmon Propagation. The \$12,200,000 Public Recreation Facilities Bonds, Series D and the \$6,000,000 Social and Health Service Bonds, Series E are also full faith and credit general obligations of the State. These bonds are additionally secured by a pledge of a lien on the retail sales tax. The proceeds of these issues will be used as follows: \$12,200,000 for recreation facilities for outdoor recreation and wilderness preservation; \$6,000,000 funds for social and health services projects and additional funds for community colleges, with emphasis upon vocational education.

FINANCIAL STATEMENT

1975 Assessed value	\$59,232,252,190
1975 Direct debt	1,164,373,000

Population, 1977 estimate: 3,661,975

Direct debt per capita: \$317.96

We own and offer subject to prior sale and change in price and subject to our attorney's approving opinion.



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- #4396—Trust Operations. Degree and six years of banking experience in \$100MM department. Duties also include management of real estate held in trusts\$16,000
- #4389—Trust Investments. Ten years of excellent experience with large midwestern bank. Handled portfolio of \$250MM; initiated call program; wrote monthly investment letter and participated in private placements. B.S., M.A. and C.F.A. Degrees\$35,000

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- #4401—Lending Officer. Three and one-half years of banking. Managed credit department; then promoted to commercial loan officer. Good real estate experience including secondary markets. B.A. Degree\$16,000
- #4192—Loan Administration. Responsible for overall administration and coordination of credit for all branches in a large holding company. Over 15 years of bank experience\$30,000
- #4394—Junior Officer. Experience includes six months as manager of branch bank with \$4MM totals. Previous finance company and insurance background. Most suited to instalment lending\$11,000
- #4049—Senior Commercial Loan. Strong background in credit administration. Presently in metro area bank supervising entire portfolio. Has both unit and branch banking experience. B.A. and C.C.L.\$35,000
- #4392—Commercial Loan. Started as trainee six years ago; now Vice President with responsibility for commercial and real estate loans, plus marketing program.

- Some exposure to trusts. Prefers metro area. B.S. Degree\$20,000
- #4194—Presently Exec. Vice President & Director in \$10MM rural bank with responsibility for managing bank. Duties include loan portfolio with emphasis on ag lending, investments, regulatory reports, operations and personnel. Degree.....\$30,000
- #4240—Junior Real Estate Officer. Four years of banking including management trainee, credit department, instalment loan, and six months in \$15MM mortgage department processing and underwriting single family residential loans for sale on secondary market. Degree\$15,000

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- #4398—Cashier. Eight years with \$15MM rural bank handling operations and variety of lending duties. Secretary to Board of Directors and very active in community affairs\$16,000
- #4340—Data Processing. Twelve years with major midwestern bank over \$700MM. Manages department of 35. Develops new application systems and maintains existing systems. IBM equipment and experience in ANS COBOL, Assembler Language, OS and DOS job control; DOS and OS-VS2 operating systems\$23,000
- #4184—Junior Operations. Five years with Federal examination force and most recently Assistant Cashier in \$20MM rural bank with responsibilities for operations, cash management, reports and personnel. B.A. Degree\$14,000
- #4402—Branch Manager. Presently managing full service suburban branch. Duties include lending and operations. Supervision of ten; four years banking\$13,000
- #4358—Second Officer. Currently Vice President & Cashier of \$5MM bank with good background in loans and operations\$18,500

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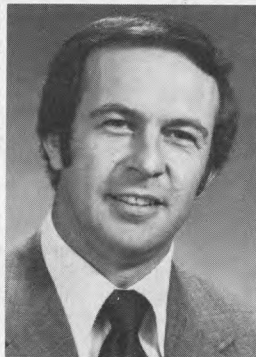
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GLADSTONE-NORWOOD: Gladstone-Norwood Trust & Savings Bank has been certified by the state to provide a complete range of trust services.

ORLAND PARK: A permit to organize has been issued to the Orland Park Plaza Bank at 153rd Street and LaGrange Road here. The state bank's total capitalization of \$1,500,000 will consist of \$600,000 in both capital and surplus and \$300,000 in reserve. The 150,000 shares of stock will have a par value of \$4 each. Organizers are: Terrence Kunes and A. W. Simko, Palos Park; Herbert V. Huskey, Oak Lawn; James P. Reedy, Oak Brook, and James J. Broad, Jr., Chicago.

PEORIA: Commercial National Bank has announced the elections of Larry L. Anderson to personal banking officer and Kathleen R. Bloom to manager, Washington square office.

Minnesota News

BENSON: Benson Bancshares, Inc., has received consent to become a bank holding company by acquiring the Swift County Bank here.

BLOOMINGTON: Dale Hayden has been named vice president and human resources director of Northwestern National Bank Southwest.

CEDAR: Farmers State Bank of Cedar, Inc., has changed its name to Crosstown State Bank of Cedar, Inc.

LAKEFIELD: H. G. Thornburg, president, has announced that the First National Bank has moved to its new 5,500 square foot building with walk-up and drive-up window. Other features are the in-house, on-line computer, night depository and off-street parking for 32 cars.

MINNEAPOLIS: The Twin City Chapter of Bank Administration Institute will hold a meeting November 17 at the Normandy Motor Inn here. Truman Jeffers, executive vice president of the Minnesota Bankers Association, will speak on "A New Set of Challenges for Minnesota Bankers."

MONTICELLO: Wright County State Bank has increased its capital from \$300,000 to \$400,000 by stock dividend.

NORTH BRANCH: Merchants State Bank has increased its capital from \$150,000 to \$180,000 by sale of new stock.

ST. PAUL: Ronald G. Wenzel has been appointed president and chief executive officer of Capital City State Bank. Craig R. Mathies has joined the bank as vice president.

WAYZATA: Wayzata Bank & Trust Co. has announced the

election of Ted C. Victor as manager of the real estate department.

South Dakota News

BROOKINGS: Robert A. Roe has been named trust administrator in the trust department of the First National Bank.

SIOUX FALLS: Robert Oliver has joined the Northwestern National Bank's main office as a personal banker. He has been an officer trainee at the First National Bank of the Black Hills.

North Dakota News

The North Dakota Bankers Association will hold its fifth annual Women's Bank Conference at the Kirkwood Motor Inn, Bismarck, November 16-17. Registration will be held from 4-5:30

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p.m. on Wednesday, and from 8:30-9:30 a.m. on Thursday. The program will begin at 9:30 a.m. Topics of discussion will be: call reports, bank bond portfolio, bank assets and management, legal problems of safe deposit boxes and joint accounts, widow and divorcee financial training, and instalment lending and collections.

BISMARCK: The Bismarck State Bank has received approval of its application for Federal Deposit insurance.

Wyoming News

CASPER: An application has been filed for a charter for the Bank of Casper to be located in the Sunrise Hills addition. Agent for the proposed new bank is G. Joseph Cardine, former Natrona County attorney who is now a professor of law at the University of Wyoming. Total financial consideration is \$750,000 which includes \$375,000 in capital, \$200,000 in surplus and \$175,000 in undivided profits.

SHERIDAN: B.O.C. Corporation here has received consent to acquire The Wyoming Security Bank.

Colorado News

ARVADA: The Comptroller has approved a charter for the Westland National Bank here.

DENVER: Michael W. Lubchenco has joined Central Bank as vice president in charge of the mortgage loan division. He formerly was with United Mortgage Co. and Kassler & Co., mortgage bankers.

Harris Bank
[Continued from page 1]

including minority employees, even though they have not been the focus of government concern.

"Harris intends to pursue its

data analysis vigorously — wherever it may lead," Mr. Bliss explained. "If additional data indicates we have fallen short in any way, we are prepared to step up to the problem and remedy the situation."

"We will comply with the government's latest request to hand over our personnel files covering the period, 1972-77. Tapes and other personnel data containing our computerized personnel records for that period will be delivered to the Treasury Department today," Mr. Bliss said.

"We have reluctantly arrived at the conclusion that our differences are not being resolved through conciliation. We hope that an administrative hearing will be granted promptly so the facts can be reviewed in a judicial setting," Mr. Bliss stated.

"We continue to believe we have been honest and fair in our treatment of all Harris employees," he said. "We are proud of our employment record and I am sure we will see this current dilemma through to a fair and equitable solution."

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