

NORTHWESTERN Banker Newsletter

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Northwestern National Economist Says:

Midwest Economy Will Turn Around

INTEREST rates will drop significantly in coming months, and the decline will be the catalyst needed to turn the economy around, says Dr. Sung Won Sohn, chief economist of Northwestern National Bank of Minneapolis.

The economist also predicted that, even though the general outlook for the Upper Midwest is "gray," the expected drop in interest rates will help the regional economy.



DR. SUNG WON SOHN

His predictions were made in conjunction with the release of the 13th semi-annual survey of 625 bankers in the Twin Cities, northeastern Minnesota and agricultural communities in Iowa, Minnesota, Montana, Nebraska, North and South Dakota and western Wisconsin.

"Today, the key to an economic recovery is lower interest rates," Dr. Sohn said, adding that the declines since last summer have already added \$300 billion to the consumers' net worth.

"With additional cuts in interest charges," he said, "consumers' financial positions will continue to im-

prove. But most important, the drop will raise consumer's confidence levels causing them to use buying and borrowing powers they have built up thus far."

Lower interest rates also will have a more direct impact on consumer spending because of flexible installment loan rates and floating mortgage rates, Dr. Sohn stated.

In agricultural communities, he said, huge crop inventories will prevent meaningful improvement in the farm economy in 1983. He added that producers with heavy debt loads will "struggle to survive, while diversified operators, strong managers and participants in next year's acreage-reduction program will hold their own.

"The plight of the farmer has been widely publicized," Dr. Sohn added, "yet our bankers indicate that the vast majority of their customers continue to be in sound financial shape."

He pointed out that the number of farms going out of business during the past year was quite small, averaging about one percent. He said the number of farms ceasing operations next year is expected to be about two percent, "still a very low figure."

In northeastern Minnesota, sizable layoffs in the taconite industry

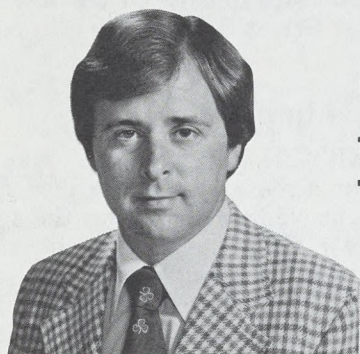
and weak demand for wood products continue to depress economic conditions, Dr. Sohn said. He pointed out that, although some taconite employees are being called back to work, "the near-term outlook remains poor."

Half of the bankers surveyed in northeastern Minnesota expect overall conditions to be worse in the next six months. But, Dr. Sohn, added, the pick-up in national economic activities will eventually help the mining industry, although there will be "a substantial lag."

The economist also predicted that the Twin Cities area will recover before any improvement is seen in the agricultural and mining communities. And, while a quick turnaround for the metropolitan area is not expected, further deterioration "should be limited."

"The Twin Cities area will be the first in the region to benefit from lower interest rates and increased national economic activity," Dr. Sohn predicted.

The report of the Fall 1982 Regional Economic Survey conducted by Northwestern National shows a loan-to-deposit ratio for all banks in the seven states of 59.5%. Last spring that ratio was 58%. The fall survey of 1979 showed a ratio of 68.9%. All surveyed banks reported an average interest rate charged for operating loans of 15.7%. Among the respondents, 44% said loans are



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higher than a year ago, while 23% said lower. Also, 54% of the banks said customers are repaying loans slower, and only 2% said they are repaying faster.

The respondents stated that in the past three months 42% of them denied loan requests more than normal, while 58% said about normal.

In regard to anticipated loan demand for the next 12 months, only 11% expect higher loan demand for machinery and farm equipment; 25% more for livestock; 48% more for crop operating expenses; 21% higher for non-ag loans, and a total of 37% expect higher loan demand for all bank loans. □

Loomis and Gates Re-elected To Kansas City Fed Board

Howard K. Loomis, president of the Peoples Bank, Pratt, Kan., and Charles C. Gates, chairman and president of the Gates Rubber Co., Denver, have been re-elected directors of the Federal Reserve Bank of Kansas City.

Mr. Loomis, who has served on the board since May, 1979, was opposed in the election by Roy P. Britton, president and chief executive officer of the Citizens State Bank and Trust Co., Ellsworth, Kan.; and Richard W. Ducic, president and chief executive officer of the Independent State Bank of Colorado, Denver.

A Class A director, Mr. Loomis

was elected by member banks with capital and surplus of from \$1 to \$3 million.

Mr. Gates was unopposed in the election for his second three-year term as a Class B director. Electing him were member banks with capital and surplus of \$3 million or more.

Both men will serve three-year terms beginning January 1.

Mr. Loomis entered banking in 1963 and has been president of the Peoples Bank since 1966.

Mr. Gates joined the Gates Rubber Company in 1946. Between 1951 and 1960 he served as vice president and executive vice president, and he was elected president in 1961.

Iowa News

ADEL: Wayne Geadelmann, president of Brenton State Bank and Trust Company, has announced the promotion of Ken Hykes to senior vice president. Mr. Hykes joined the bank in 1968, transferred to the Dexter office in 1969 and was promoted to manager of that office in 1971.

ALLISON: The State Bank of Allison has announced the promotion of Ronald Allan to vice president. Mr. Allan, who joined the bank in 1962, previously held the title of assistant vice president.

DES MOINES: Iowa-Des Moines National Bank has received approval from the Comptroller of the Currency to establish a branch office at

the northwest corner of University and 100th Street in Clive.

DES MOINES: The Federal Reserve Board of Chicago has announced its approval of the acquisition of State Bank of Vinton by Hawkeye Bancorporation. The terms of the acquisition, which in exchange for Hawkeye stock were not disclosed. It is anticipated that the acquisition will be completed by the end of the fourth quarter. State Bank of Vinton, with assets of \$45 million, will become Hawkeye's 34th affiliate bank.

ESTHERVILLE: Joseph R. Simmens has been appointed vice president, commercial and real estate lending, at United Central Bank & Trust Company. Prior to joining UCB, Mr. Simmens was employed by the State of Iowa, Department of Banking, as an examiner for four years. His most recent position was executive vice president, Farmers State Bank, Jesup.

LIVERMORE: Dennis R. DeGroote was recently elected executive vice president and director of the Livermore State Bank. He replaces Robert L. Wilson, who passed away suddenly November 10. Mr. Wilson apparently suffered a fatal heart attack as the board was concluding its November director's meeting. Mr. DeGroote has been employed at the bank since 1975. A.C. Benton of Hampton was elected president. In addition, he is the chairman of the board.

Nebraska News

HASTINGS: The First National Bank recently announced the promotion of Dan Finken to vice president, marketing. Mr. Finken joined the bank in 1976 and in 1981 was named the bank's marketing officer.

MINDEN: The Comptroller of the Currency has approved the application by The First National Bank of Minden to establish a CBCT branch at First Street & Highway 6 in Ax-tell.

Minnesota News

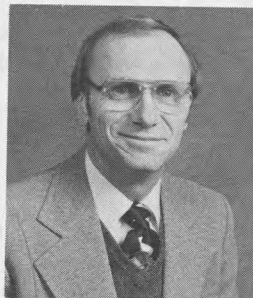
ALBERT LEA: Alger J. "Al" Knutson, longtime area banker, died recently at Naeve Hospital at the age of 66. Mr. Knutson began a long career in banking when he became cashier at the Security State Bank in Albert Lea. He joined the Marquette National Bank in Minneapolis in 1954 as a loan officer and in 1960

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NEW ISSUE

MOODY'S: Aa

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

\$3,000,000
MARSHALLTOWN, IOWA
General Obligation Bonds

DATED: December 1, 1982

DENOMINATION: \$5,000

Both principal and semiannual interest (June 1 and December 1; first coupon due June 1, 1983) payable at the Office of the City Treasurer, Marshalltown, Iowa.

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

MATURITIES

\$100,000	<u>10 1/8%</u> October 1, 1984	5.75	\$205,000	<u>8 1/4%</u> October 1, 1992	8.25
\$105,000	<u>10 1/4%</u> October 1, 1985	6.25	\$220,000	<u>8 1/2%</u> October 1, 1993	8.50
120,000	<u>8.60%</u> October 1, 1986	6.70	\$245,000	<u>8.70%</u> October 1, 1994	8.70*
\$130,000	<u>7 1/4%</u> October 1, 1987	7.00	\$265,000	<u>8.90%</u> October 1, 1995	8.90*
\$140,000	<u>7 1/2%</u> October 1, 1988	7.25	\$290,000	<u>9.10%</u> October 1, 1996	9.10*
\$155,000	<u>7 3/4%</u> October 1, 1989	7.50	\$320,000	<u>9.20%</u> October 1, 1997	9.20*
\$170,000	<u>8.00%</u> October 1, 1990	7.75	\$350,000	<u>9.30%</u> October 1, 1998	9.30*
\$185,000	October 1, 1991	8.00			

*Callable on October 1, 1993 in inverse numerical order at 102.5% declining to 100.5%

LEGALITY TO BE APPROVED BY AHLERS, COONEY, DORWEILER, HAYNIE & SMITH,
DES MOINES, IOWA

The City of Marshalltown is located in the central part of Iowa about 49 miles northeast of Des Moines. Although agricultural production in Marshall County is one of the highest of Iowa's 99 counties, the excellent growth in industrial activity during the past few years within the City of Marshalltown has established industrial and commercial activity as a predominant contributor to the city's economic base. The largest industrial employees in the City are: Fisher Controls, valves, regulators, controls; Lennox Industries, Inc., heating and air conditioning products; Swift Independent Packaging Co., fresh pork products and Marshalltown Instruments, pressure and temperature measuring instruments. Transportation is provided by Chicago & Northwestern Railroad, State Highway 14 and several all-weather farm-to-market roads. Commercial airline service is available in nearby Des Moines. Marshalltown has three commercial banks with total deposits exceeding \$212,987,000 and one savings and loan association with deposits exceeding \$95,782,469.

These bonds are being issued to defray the costs of constructing necessary sanitary improvements within the City.

FINANCIAL STATEMENT

Actual Valuation, 1981	\$573,781,765.00
Assessed Valuation, 1981	444,642,272.00
Net Direct Debt, including this issue	14,365,000.00
Net Direct Overlapping & Underlying Debt	16,956,248.00
Population, 1980 estimate: 27,513	
Net Direct Debt: \$522.12 per capita	
Combined Net Debt: \$616.30 per capita	

The information herein is not guaranteed, but is derived from sources we deem reliable and is that on which our purchase of these bonds are based. Bonds of particular maturity may or may not still be available or may now be available at a price or yield different from that indicated above.

CALL ON THE "PERFORMANCE TEAM"

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FIRST NATIONAL LINCOLN

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became president of the Twin Lakes State Bank. In 1963 he was made president of the First National Bank of Alden and he retired from the banking business in 1977. He was active in banking association affairs, serving as district representative to the Minnesota Bankers Association and president of the Freeborn County Bankers Association.

COON RAPIDS: Roger Humola was recently elected vice president/manager of the Central Northwestern National Bank-North. Mr. Humola joined the bank in 1980 as assistant vice president.

DETROIT LAKES: David Jones recently began as vice president in charge of operations at First National Bank of Detroit Lakes. Mr. Jones came to Detroit Lakes from Nisswa where he was president of the Nisswa State Bank.

EDINA: First Bank Edina has elected Herbert J. Wogsland chairman and Steven D. Gregerson president, effective January 1, 1983. Mr. Wogsland, who had served as president of the bank since 1979, continues as chief executive officer. Mr. Gregerson is currently president of First Bank White Bear Lake. Succeeding Mr. Gregerson as president at White Bear Lake will be Edward L. Kalafat, senior vice president and group executive for First Bank System's Minnesota North Group.

MINNEAPOLIS: Northwestern National Bank has moved its correspondent banking department to the 12th floor of the Cargill Building, as of November 1. The address and telephone numbers will remain the same.

MINNEAPOLIS: F&M Marquette National Bank has promoted Dale Jorgenson to vice president and trust officer. He will manage the bank's administrative and operations areas of the trust department. Prior to his promotion, Mr. Jorgenson held the position of manager of the depositor services division of F&M Savings Bank before the merger.

South Dakota News

EMERY: The Federal Reserve Bank

of Minneapolis has approved the application by Emery Security Bancorporation, Inc., to become a bank holding company through the acquisition of the Security State Bank, Emery.

North Dakota News

LIDGERWOOD: First Bank Lidgerwood has elected Arvy J. Larson president, effective December 1. Mr. Larson succeeds Virgil Eckhoff who recently resigned. Mr. Larson is currently vice president and senior loan officer of First Bank East Grand Forks, Minn., where he has been associated since 1966, most recently as vice president.

MANDAN: MSB Holding Co., Inc., Bismarck, recently received approval from the Comptroller of the Currency to become a bank holding company through the acquisition of the Mandan Security Bank.

Montana News

ANACONDA: Don Clark has been elected senior vice president and senior credit officer of First Security Bank of Anaconda. Mr. Clark, who has been with the bank since 1972, was elected to the board in 1981 and has served as vice president in charge of the commercial loan department for several years. He has also been serving as chairman of the officers and directors credit committees.

BILLINGS: Patrick L. Hogan has joined First Northwestern National Bank as vice president and manager of the loan servicing center. Mr. Hogan previously worked for 18 years for the Comptroller of the Currency, most recently as an examiner in charge of the Billings sub-region.

CHOTEAU: R.W. Gronberg, who has been with the Citizens State Bank since 1940, has sold his interest to Duane S. Amundson of Plentywood, and Lloyd A. Amundson of Sioux Falls, South Dakota, along with a group of investors represented by the Amundsons. The Amundsons have controlling interest in the Montana National Bank of Plentywood, Culbertson State Bank, and other banks in Minnesota, South Dakota and Michigan.

MISSOULA: C. Robert Paciotti, former executive vice president and chief executive officer of the First National Bank of Marinette, Wisc., has been named president of Missoula Bank of Montana, as of November 15. He began his banking career as an assistant national bank examiner in the United States Treasury Department, where he worked in all areas of commercial bank examination. In 1974 he joined the Marinette bank as vice president.

Wyoming News

CASPER: Wyoming National Bank of Casper has named Robert Hays president and chief operating officer effective January 1. Robert W. Miracle, bank president, who has been both chief executive and chief operating officer since 1968, was named vice chairman and will remain as chief executive officer, and at the same time will continue to serve as president and chief executive officer of the Affiliated Bank Corporation of Wyoming. It was also announced that Robert Noel has been elected executive vice president of ABC. Mr. Hays has served as president and chief executive officer of the Ruidoso State Bank, New Mexico, since 1978. Mr. Noel was formerly president and chief executive officer of the First Wyoming Bank-Cheyenne.

LARAMIE: John W. Easterbrook has been appointed senior vice president of First Wyoming Bank N.A.-Laramie. First Wyoming Bank is under contract to be purchased by American Bank Corporation. Mr. Easterbrook is the proposed president of the American National Bank of Laramie upon consummation of the sale.

Colorado News

STEAMBOAT SPRINGS: James R. Echtermeyer has been named president and chief administrative officer of IntraWest Bank. Mr. Echtermeyer joins the bank from United National Bank Corporation of Yankton, S.D., where he served as vice president since 1979. Prior to joining the corporation he was vice president and executive vice president of American State Bank of Yankton for 14 years.



James Neuroth, left, senior vice president of First Bank Albert Lea (Minnesota), employed Robert Hoebelheinrich, right, in late 1981 through AGRICareers. The young man had acquired ag lending experience in South Dakota and was willing to relocate.



Banking personnel specialist Linda Heit worked with the Albert Lea bank in locating and selecting a qualified employee.

Liked The Way Resumes Were Well Screened

When **James Neuroth, Senior Vice President of First Bank Albert Lea** (Minnesota), started looking for a new ag rep recently, he tried locally, had no success, then contacted three personnel firms for help.

"What I liked about AGRICareers was that they didn't send me a hun-

"What I liked about AGRICareers was they didn't send me a hundred resumes."

**—James Neuroth
Senior Vice President
First Bank of Albert Lea**

dred resumes. They sent several, and all of them fit the qualifications we were looking for," says Neuroth. He hired Robert Hoebelheinrich, who has since been promoted to ag lending officer.

The south central Minnesota bank is part of the First Bank System, and footings total \$57 million. Loans to farmers totals \$5 million and volume is growing, managed by Hoebelheinrich under Neuroth's supervision.

The new employee has a degree in business administration, graduating in 1980 with a major in accounting, and came to the job from an ag banking position in South Dakota. He grew up on a Nebraska farm.

"The demands on ag lending are changing," observes Neuroth. "We have to become more knowledgeable about agriculture. The margins in farming are narrow; there's not much room for error.

"The farmer can't price the products he sells, so forecasting income and sticking to a budget are very important. The lender has to be careful not to encourage a borrower in the wrong direction."

Continues the Minnesota banker, "Ag lending isn't as much fun as it was five years ago. The ratio

of failures to successes is less favorable. Failures are painful and can use up a lot of time."

Neuroth felt it was important to

"Ag lending isn't as much fun as it was five years ago."

—James Neuroth

employ a qualified person, and four candidates were interviewed. "It was helpful to find a man with Robert's qualifications who was willing to relocate," commented Neuroth.

AGRICareers was extremely helpful, and worked closely with us. Receiving screened applicant resumes saved us time."

Neuroth worked directly with AGRICareers' personnel specialist Linda Heit. He had learned of the personnel firm through an ad in the Northwestern Banker newsletter.

The placement fee charged by the several personnel firms contacted was about the same, explained Neuroth. What got his attention about AGRICareers was the 120-day employee guarantee.

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AG CREDIT...Has 12 years experience working for PCA in Kansas. Started out as ag loan officer and was promoted to senior vice president four years ago. Currently in charge of five branch offices in 17 counties. Is experienced in accounting and public relations as well as loans and financial analysis, real estate, personal and chattel loans, also has some sales experience. His current supervisor says "He is very dependable and trustworthy." B.S. Ag. Married. Age: 42. Lives KS. \$35,000 plus. Call Georgia at 712-779-3745.

BANK MANAGER OR SENIOR LENDING OFFICER... This bank vice president responsible for agricultural and commercial loans of \$22 million. Still employed by the bank he started with 12 years ago. Supervises staff of five employees. B.S. degree. Married. Lives MN. \$30-35,000. Call Linda at 515-394-5841.

BANK TRAINEE...Licensed in insurance lines, Ag Business degree, sales experience, dresses well (three piece suit), farm background. Sharp, personable and willing to start at \$12,000. Single. Age: 22. Lives MN. Call Linda at 515-394-5841.

CREDIT...Three years experience as manager of a consumer loan office. Strong farm background and ag related degree. Has the credit experience and wants to combine his farm background and college training in an ag loan area. B.S. Ag. Married. Age: 25. Lives IA. \$14,000. Call Georgia at 712-779-3745.

AG LENDING...Customer oriented ag loan officer with a proven record of writing quality loans. Responsible for 4 million volume. Promotional minded individual; has taken sales oriented courses and enjoys prospecting for new accounts. Interested in banking position in larger community. Plans to obtain insurance licenses. High caliber young man who's manner inspires confidence. B.S. Ag Business. Single. Age: 24. Lives IA. \$22,500. Call Sherry at 712-779-3677.

AG FINANCE...PCA loan officer servicing a 7 million general portfolio. References say, "First class...a natural feel for ag lending...excellent public speaker...farmers recognize his ability and respect his opinion...he's on his way up!" Worked in the teller line in a small bank before moving into loan work. Holds major insurance line coverage. Recruited 19 new members in an 18 month period. B.S. Ag Economics/Farm Management. Married. Age: 26. Lives IL. \$25,000. Call Sherry at 712-779-3677.

ADMINISTRATIVE FINANCE...V.P. of Administration and Finance with a major ag lending cooperative for the past four years, and four years of previous experience in direct lending. Supervises operations, financial planning, insurance services and marketing, and overseas management of \$50 million in loans. References praise his performance and character. B.S. in Ag Administration. Married. Age: 30. Lives IA. \$40,000. Call Sherry at 712-779-3677.

Bankers Needed

"Never A Fee From An Employee"
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FARM REPRESENTATIVE...Eastern Iowa bank seeks person to call on farmers developing new business, supervise two women in motor bank and be active in community affairs. Large, growing bank in a small town. Seek sales oriented person with credit experience. \$20-\$25,000. Call either office.

V.P. & AG LOAN OFFICER...Responsible for farm loans in a dairy and hog area of northeast Iowa. Seek 5-10 years of successful ag loan experience with PCA, Land Bank or bank. College town. \$27,000. Call either office.

VICE-PRESIDENT...Major Iowa bank seeks person to work with other bankers in ag loans...some commercial. Five or more years of ag banking or PCA experience required. Ag degree. Need to be able to communicate well and dress well. Employer says, "Don't send me any slouches." \$30-\$40,000 with upward mobility. An opportunity worth calling about.

COMMERCIAL LOAN OFFICER...Handle business loans for bank in eastern Iowa town. Needs commercial loan experience. Located in smaller town near city. Degree. Salary open...probably \$15-\$20,000.

P.C.A. BRANCH MANAGER...Supervise one loan officer and one clerical in southern Iowa branch with \$9 million loans. Management experience, rural background and two or three years of lending experience. \$24,000. Call either office.

FARM REPRESENTATIVE...Handle farm accounts... maybe some insurance work. Central Iowa. Small town. Ag lending required. Insurance helpful. \$16-\$20,000. Call either office.

VICE PRESIDENT/CASHIER...Ag loans and operations. Mature individual with ag loan and insurance experience. Small eastern Nebraska town. \$18-\$20,000. Call either office.

AG LENDING OFFICER...In charge of ag lending for Minnesota bank located on edge of Red River Valley. \$24,000 for well qualified individual. Less for less qualifications.

2ND MAN...Western Minnesota bank seeks person to handle ag, commercial, and installment lending plus insurance. Related experience helpful. \$15-\$17,000. Call either office.

AG LENDING OFFICER...Make ag loans, farm calls mostly but some operations and insurance for small town bank in northern Iowa. \$20,000 or more.

AG LOAN OFFICER/INSURANCE...50% of time in ag loans and 50% handling insurance. Related experience required. Small northeastern Nebraska town. \$15-\$25,000. Call either office.

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IMPORTANT CHANGES TO REGULATION E DISCLOSURE FORM

Electronic Banking Card Issuers:

Recent changes in the Code of Iowa, Chapter 527, has made Regulation E disclosure forms that refer to "deposits made at Satellite terminals" obsolete.

As of July 1, 1982, customer deposits to checking and savings accounts *are not* restricted to satellite terminals within or contiguous to the county in which your bank maintains its principal place of business.

Furthermore, if you have not been providing a shortform error resolution notice on, or with, each periodic statement, Regulation E requires you to send an error resolution notice to each account at least *once each calendar year*. The requirement applies to each account from which, or to which, electronic fund transfers can be made.

Non-Issuers:

Although recent changes *do not* affect Regulation E disclosure forms covering pre-authorized debits and credits only, if your bank's assets exceed \$25 million on December 31, 1981 — Regulation E requires you to send an error resolution notice to each account at least *once each calendar year*. The requirement applies to each account from which, or to which, electronic fund transfers can be made.

Hurry! Disclosures must be sent to your customers before December 31, 1982.

To place your order for Regulation E disclosure forms, please complete the following:

For Electronic Banking Card issuers:

Form (A) This disclosure covers all transactions initiated by electronic means, including preauthorized debits and credits, automated teller services and point-of-sale services. Revised to reflect changes in Chapter 527 Code of Iowa which became effective July 1, 1982.

\$60.00 per 1,000 forms (plus 3% sales tax)

For Non-Issuers of Electronic Banking Cards:

Form (B) This disclosure covers pre-authorized debits and credits only. Applies to banks with assets exceeding \$25 million on December 31, 1981.

\$40.00 per 1,000 forms (plus 3% sales tax)

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Please place my order for the Regulation E Disclosure form.

Form (A) _____ Minimum order 1,000 of either form.

Form (B) _____ Must order in units of 1,000.

Bank _____

Address _____

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Officer _____

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POSITIONS AVAILABLE

- Ag Lenders** needed by four northern Iowa community banks. Prefer college degree and minimum of 3 years banking experienceTo \$28,000
 - Cashier** for \$60 million midwestern bank. Requires minimum of 5 years experience in larger community bank. Lending knowledge helpfulSalary open
 - Number Two Person** for Nebraska community bank. Requires knowledge of operations/ag lendingSalary to \$28,000
 - Commercial Lender** for major Iowa bank . Salary to \$38,000
 - Office Manager** for major western Iowa bank Salary \$25,000
 - Operations person** for \$35 million bank in major Iowa citySalary to \$25,000
 - Strong Ag Lender** for \$40 million bank in eastern IowaSalary to \$27,000
 - Executive V.P.** with solid lending experience for \$40 million bankSalary open.
 - Correspondent Officer** for \$2 billion city bank Salary to \$40,000
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POSITION AVAILABLE

Aggressive NW Illinois bank has an immediate opening for an **AGRICULTURAL LENDER**. Must have experience in agricultural lending, farm management, and have an agricultural degree. Will have some exposure to commercial lending also. Excellent benefits. Salary commensurate to experience. EOE. Send resume to file RBF, c/o Northwestern Banker. (PA)

DES MOINES BANK seeks operations and control officer. Applicant will immediately assume supervision of bookkeeping and teller functions responsible to Cashier. Candidate should have a minimum of 3 years experience. Technical and people skills important. Write file RBK, c/o Northwestern Banker. (PA)

Major correspondent bank seeks two persons for travel in upper midwest states; three-four years banking experience essential; credit background preferred. Also need one person with bond sales experience to work with correspondent banks. Write file RBL, c/o Northwestern Banker. (PA)

SECOND OFFICER—for a commercial bank in western Nebraska. Must have operational as well as credit experience. Agricultural background helpful. Excellent salary and fringe benefits. Send resume and snapshot, in complete confidence to: Dave Doll, Box 209, Ogallala, Nebraska 69153. (PA)

Are you an aggressive, outgoing and personable individual with 3 to 5 years of experience in bank indirect dealer financing, and can supervise employees? Then our NW Illinois Bank would like to interview you for employment. We can offer you excellent working conditions, liberal fringe benefits and opportunity for advancement. EOE employer. Send your resume to file RBM, c/o Northwestern Banker. (PA)

#2 MAN—Handle operations duties & assist with Ag. Credit Loans. In \$25 million rural bank. Mail resume to: Box 477, Hampton, IA 50441. (PA)

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POSITIONS AVAILABLE

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 - Executive Vice President**, \$60mm bank, over 100,000 population Open
 - Cashier**, \$30mm bank, 10,000 population \$25,000
 - Executive Vice President, Loans**, \$25mm bank, under 10,000 population to \$30,000
 - Vice President**, #3 man, Chief Lender, \$60mm bank, 10,000 population to \$35,000
 - Agricultural/Commercial Lender**, \$40mm bank, under 10,000 population to \$27,000
 - Agriculture Lender**, \$30mm bank, under 10,000 population to \$28,000
 - Commercial Dept. Head, Senior Vice President**, \$250mm bank, 300,000 population to \$75,000
 - President**, \$60mm bank, 45,000 population suburb to \$55,000
 - President**, \$4mm bank, under 10,000 population Open
 - Commercial Lender**, #2 Position, \$40mm bank, 45,000 population suburb Open
 - Commercial Lender, Vice President**, Billion Dollar bank, over 300,000 population Open
- Positions available change as more openings become available or as positions are filled. If you are interested in making an advancement or change in your present situation, as a candidate registered with me, you will be informed as positions come available that would appeal to you based on what YOU want in a bank, in salary, in location, and in size of town or city. I do not reveal your name to a client bank until you are interested in interviewing.
- Eighteen years of banking service as President of both rural and metropolitan banks enables me to find the right banking environment for you. Phone or send resume to: **Don W. Schooler**, 901 A. West Jackson, Ozark, Missouri 65721. Phone (417) 485-6020.

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BANKERS AVAILABLE

- Commercial Lender** with eight years of experience in \$100 million bank \$35,000
 - CPA/Chief Financial Officer** of Thrift Institution Salary negotiable.
 - Real Estate Executive** with 16 years experience in all phases Salary negotiable.
 - Insurance Agent** with excellent production and management record Salary open
 - Bank Examiner** with eight years of experience. Strong in loan analysis. Salary \$30,000
 - Marketing Executive** with operations background. Salary negotiable
 - Strong Second Man** in community bank seeks new opportunity Salary \$32,000
 - Ag Lender** with ag degree and limited experience Salary \$16,000
 - Cashier** with college degree and four years experience Salary \$23,000
 - Senior Ag Lender** with college degree Salary \$32,000
 - Number Two** banker with extensive lending and operations experience \$35,000
- Write or call Malcolm Freeland, Freeland Financial Service, Inc., 1032 Carriers Building, Des Moines, Iowa 50309. Phone 515/282-6462. Employer pays fee.

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POSITIONS AVAILABLE

- LENDING/INSURANCE**—excellent opportunity in \$25MM rural bank. Handle Ag-credits and assist in general operations of insurance agency. \$28,000
 - PRESIDENT**—Rocky Mountain area. Strong Ag-lending background and knowledge of operations desired. Investment possible. \$30,000 +
 - CORRESPONDENT OFFICER**—travel southern Missouri and Arkansas for major midwestern bank. Degree and previous correspondent experience required. \$ DOE
 - AGRI-LOAN**—join \$20MM dept. with opportunity to manage same in two years. Ag Degree and five years or more Ag-lending experience desired. \$28,000
 - CASHIER**—handle operations duties and assist with Agri-credits in \$25MM rural bank. Insurance licenses a plus. \$25,000
 - COMMERCIAL LOAN**—suburban bank with majority of portfolio in lite manufacturing and retail businesses. Degree preferred. \$26,000
 - SECOND OFFICER**—rural bank heavy in Ag-credits. Record of community involvement and some knowledge of operations required. \$27,000 +
- All inquiries confidential. Resume' and salary requirements requested.

TOM HAGAN & ASSOCIATES
of Kansas City
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North Kansas City, MO 64116
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