

NORTHWESTERN Banker Newsletter

Vol. 11 No. 49

Des Moines, Iowa

March 28, 1983

Free Golf Cart Offered for MMF Deposit

WITH deregulation making the deposit gathering function ever more competitive, banks nationwide are becoming more aggressive and are exercising more initiative.

One example of a new approach is a special offer being made by the Farmers State Bank, Jewell, Iowa. This bank is offering a free \$3,000 E-Z-GO golf cart with a \$9,500 deposit in a 4-year money market certificate. (With a \$5,500 deposit you get a rebuilt golf cart.) There are some strings attached, as pointed out in the bank's newspaper ad: 1) the golf cart is in lieu of interest; 2) in the event of an early withdrawal, a refund is made to the bank for the value of the golf cart; 3) there is a 6-month interest penalty on early withdrawal, and 4) the interest rate earned is 8% in the event of an early withdrawal.

Farmers State Executive Vice President Gary Hested stated that the advertising campaign and offer represent the banks first real advertising efforts, adding that previous advertising "has always been in the form of community donations." The advertising schedule consisted of a weekly insertion in the Des Moines Register which has state-wide circulation. Whereas it is too early to determine the deposit results from

the ad, the phone response has been much greater than expected by the bank. "We even got one call from Bemidji, Minnesota" Mr. Hested commented.

Get a FREE E-Z-GO golf cart worth \$3,000 with your deposit in a Money Market certificate at Farmers State Bank in Jewell.



No, we're not kidding. All you have to do to get a FREE E-Z-GO golf cart is deposit \$9,500 in a 4 year Money Market at our bank. Then you'll be riding around in style on the links this summer.

And, if you deposit \$5,500 in a 4 year Money Market, we'll give you FREE a rebuilt E-Z-GO golf cart.

There are a couple of strings attached. The FREE gift is in lieu of interest for the 4 year period. If you withdraw your funds before four years

you'll owe us a refund to the amount of the cart and there is a 6 month penalty on interest.

Based on the retail price of the E-Z-GO, we are figuring the rate at 10%, paid annually on the Money Market. That would drop to 8% in the case of early withdrawal.

You can pick up your FREE E-Z-GO at any dealer in Iowa, so you can open an account with us by mail.

More information? Call Gary Hested, Farmers State Bank, 515-827-5443.

Farmers State Bank

Box 280 • 702 Main • Jewell, Iowa 50130

The advertising campaign had two goals: 1) to attract outside deposits, and 2) to improve the image of the bank within the local area. Mr. Hested feels that even though

the recognition expectations were greatly exceeded, they have been disappointed in the actual number of new deposits. "We realize that we will have to advertise to attract new deposits and we plan on additional campaigns in the future" he added.

Bank Pricing Seminars

M.J. "Jerry" Swords, president of Swords Associates, Inc., Kansas City, Mo., has announced that his firm of professional banking consultants will sponsor their Fourth Annual Bank Pricing Seminar April 18 at the Alameda Plaza Hotel in Kansas City. He said professionals in the financial field will look in depth at the deregulated "level playing field" environment created at the federal level, and by many states now lifting multibank restrictions.

The seminar will focus on the effort of such deregulation on earnings and growth, regulatory tolerance, bank valuation and other topics of timely concern to area bankers. The speakers will include Dr. Sheldon W. Stahl, senior advisor for economics with Kansas City's Midwest Research Institute, and John McCarthy, director of special projects for the Comptroller of the Currency, Chicago.

Seminar details may be obtained from Swords Associates at 816/753-7440.



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Iowa News

This year's Iowa Banker's Association Annual Convention, scheduled for September 18-20, will feature Mac Davis, actor, songwriter and recording artist, for Sunday evening's entertainment at the Civic Center.

Two performances are scheduled for September 18; 5:30 and 8:00 p.m. All seats are reserved at \$16 each and will be available through the Civic Center Box Office after April 1 on a first-call basis.

* * *

Don't forget that coming up in April is the Iowa Bankers Association Washington, D.C. trip, scheduled for April 23-27. This trip will present an opportunity for you to meet with your federal legislators and top officials at the Federal Reserve, FBI and the Treasury. Briefings on current issues will be given by the IBA staff and by the Government Relations Team at the American Bankers Association.

For flight reservations contact Sherri, Brandeis Travel, (515) 223-2520 as soon as possible, and contact the IBA for room accommodations.

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ALTA: William C. Fulcher was recently promoted to executive vice president at the First Trust & Savings Bank. Mr. Fulcher joined the bank in June, 1976, as vice president and cashier.

AMES: E.E. "Gene" Hawk has been elected president of Union Story Trust & Savings Bank. Mr. Hawk will continue also as president of the First National Bank in Pierre, S.D., and will commute between the two cities. The two banks are owned by Frank Farrar of South Dakota. Mr. Hawk succeeds Don Kearney in the Ames bank. Mr. Kearney has resigned to pursue an application in Ames for a national bank charter.

MARION: Phil Morris, president and chief executive officer of The First National Bank of Iowa, has elected to take early retirement effective April 30. Mr. Morris has been associated with the bank for the last 31 years.

PARKERSBURG: R.D. "Bob" Kluiters has been promoted to executive vice president and chief operating officer of Parkersburg State Bank. Mr. Kluiters joined the bank in 1973. Eldon J. Hoppenworth remains as president and chief executive officer.

SIOUX CITY: Security National Bank will present its sixth annual

Financial Seminar, "Invest in Yourself," Thursday evening, April 7, at the Marina Inn in South Sioux City. Featured speaker is Dr. Joyce Brothers, who will present "Money and Emotion." Mary Pekas will present "Goal-Setting for Success" at 7:00 p.m. and she will be followed by Fred Young, "How to Get Rich and Stay Rich." Tickets are \$17.50 in advance, \$20 at the door. The evening will conclude with a terrace reception at the Marina. For reservations contact Sandy Wienhold, Security National Bank, (712) 277-6689.

Nebraska News

ALLIANCE: Edward M. Knight, 71, senior officer of the Alliance National Bank & Trust Company, died earlier this month in Phoenix, Ariz. Mr. Knight started with the Alliance bank in 1932, moving up the ranks until he was named president, succeeding his father, in 1959. He served as president until 1979, when he became chairman, turning over the presidency to his son, Robert. In 1982, Mr. Knight received a 50-year service award from the Nebraska Bankers Association.

FREMONT: Gary L. Bernhardt, former senior vice president and cashier of First National Bank & Trust Co., has been named president and chief executive officer of the America National Bank of Fremont. The bank, which has obtained its charter, will be built this year as part of a mini-mall and bank development in connection with the Midlands Development Co. of Omaha.

LINCOLN: Art N. Burtscher and Alan Austin have been elected senior vice presidents of Gateway Bank and Trust Company. Formerly vice president, mortgage loan division of First National Bank and Trust Company, Mr. Burtscher will be joining Gateway Bank April 1. Mr. Austin

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NEW ISSUE

Moody's: **A**

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

\$615,000
WEBSTER CITY, IOWA
General Obligation
Corporate Purpose Bonds

DATED: April 1, 1983

DENOMINATION: \$5,000

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

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

MATURITIES

<u>8%</u>			<u>7%</u>		
\$30,000	June 1, 1984	5.30	\$60,000	June 1, 1990	7.00
40,000	June 1, 1985	5.70		<u>7.20%</u>	
45,000	June 1, 1986	6.00	\$65,000	June 1, 1991	7.20
	<u>7.30%</u>			<u>7.40%</u>	
\$45,000	June 1, 1987	6.25	\$70,000	June 1, 1992	7.40
	<u>7.10%</u>			<u>7.60%</u>	
\$50,000	June 1, 1988	6.50	\$75,000	June 1, 1993	7.60
	<u>6.75%</u>			<u>7.80%</u>	
\$55,000	June 1, 1989	6.75	\$80,000	June 1, 1994	7.80

LEGALITY TO BE APPROVED BY BELIN, HARRIS, HELMICK & HEARTNEY, ATTORNEYS,
DES MOINES, IOWA

The City of Webster City, the county seat of Hamilton County, is located in central Iowa 70 miles north of Des Moines. The City was chosen as "Main Street, USA" in national competition several years ago as the typical, prosperous community. It serves as the principal manufacturing and trading center for Hamilton County and the surrounding area. The City is surrounded by farmland which ranks as the fourth highest in value per acre for farmland (Hamilton County) in the State of Iowa (compiled by Iowa State University in 1980) and ranks among the top agricultural producing area in the State. In addition, the City has become an important livestock marketing area recently with the completion of one of the most modern livestock exchanges in the Midwest. Daily capacity of the exchange is 10,000 head. The City owns and successfully operates an excellent municipal electric light and power system, sewage treatment system and waterworks plant and system. Some of the larger industries in or near Webster City include: Webster City Products Co., Division of White Consolidated Industries (washers, dryers, dishwashers); Nissen Packing Co. (beef and pork products); Hahne Printing Co. (commercial printing, magazines and catalogs); Arrow-Acme Corp. (die castings and machined parts) and Modern Farm Systems (grain storing and drying bins). There are two commercial banks serving the City with deposits exceeding \$95,151,000. The current population is estimated at 8,572.

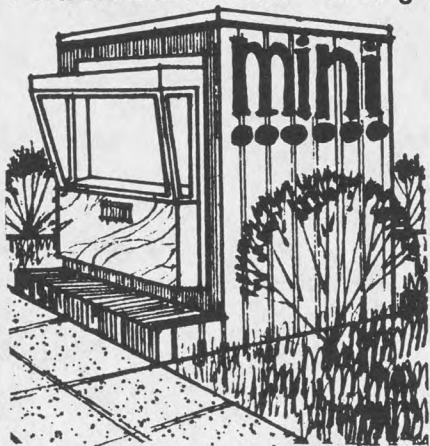
These bonds are being issued to defray the costs of the construction, reconstruction and repair of street improvements, constructing works and facilities useful for the collection and disposal of sewage and industrial wastes in a sanitary manner and the reconstruction of a bridge.

FINANCIAL STATEMENT

Actual Valuation, 1982	\$188,957,880.00
Assessed Valuation, 1982	147,992,807.00
Net Direct Debt, including this issue	3,320,000.00
Net Direct Debt and Overlapping Debt	3,320,000.00
Net Direct and Combined Net Debt per capita	387.31

The information contained 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 a particular maturity may or may not still be available or may now be available at a price or yield different from that indicated above.

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NORTH PLATTE: Stanley D. Wieland has joined First National Bank and Trust Company as vice president of commercial loans. Formerly with City National Bank of Hastings, Mr. Wieland has been in banking for 12 years.

SCHUYLER: Schuyler State bank recently announced the promotion of Mark Kruger and Randy Hrouda to assistant vice president.

Minnesota News

The Independent Bankers of Minnesota will be holding its Independent Technical Education and Man-

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agement Seminar April 12-13 at the Holiday Inn, Downtown Minneapolis.

The program, which will begin at 11:00 a.m. on the 12th will conclude by 2:00 p.m. on the 13th. Featured keynote speaker will be David Beal, executive business editor of the St. Paul Dispatch and Pioneer Press. Attendees will also hear from John Chisholm, Commissioner of Banking, and E. Gerald Corrigan, president of the Federal Reserve Bank of Minneapolis.

The workshops this year will cover leasing programs, micro-computers, date center disaster plan development and also marketing plan development.

MAPLE PLAIN: Paul Lindholm, president of State Bank of Maple Plain, has announced that the bank has changed its name to Bank of Maple Plain.

MINNEAPOLIS: The board of directors of First Bank Blue Earth has elected Peter L. Hollister president, effective April 1. Mr. Hollister succeeds Carl W. Bengert, who has announced his retirement effective April 1. Mr. Hollister is currently president of First Bank Babbitt. Patrick J. Gates has been elected acting president of First Bank Babbitt, to succeed Mr. Hollister. Mr. Gates will retain his current responsibilities as vice president of First Bank Virginia.

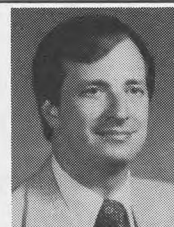
MINNEAPOLIS: Northwestern National Bank of Minneapolis has elected David M. Nash and Todd L. Parchman, domestic banking group, and Daniel C. Brian and John C. Sandvig, international banking group, to the position of senior vice president.

MINNEAPOLIS: Northwest Bank-corporation has appointed Jennifer Freeman, vice president, asset/liability management, effective April 1. She is currently holding a similar position at Northwestern National Bank of Minneapolis.

MINNEAPOLIS: Northwest Bank-corporation announced last week that its consumer finance subsidiary, Dial Corporation, has reached definitive agreements to acquire the consumer credit business of USLIFE Credit Corporation, a consumer credit subsidiary of USLIFE Corporation, New York. The sale, as



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previously described when agreement in principle was announced on February 23, 1983 will include approximately \$200,000,000 of USLIFE Credit Corporation consumer finance receivables. USLIFE Credit Corporation operates 187 consumer finance offices in 18 states. Dial has 460 financial service offices in 38 states.

Illinois News

The Illinois Bankers Association Commercial Credit Conference is being held April 6-7 at the Champaign Ramada Inn.

The first general session begins at 9:00 a.m. Wednesday, the 6th, with John T. Gerlits, Jr., chairman of the commercial credit conference committee, and vice president American National Bank and Trust Company of Chicago, presiding. The keynote

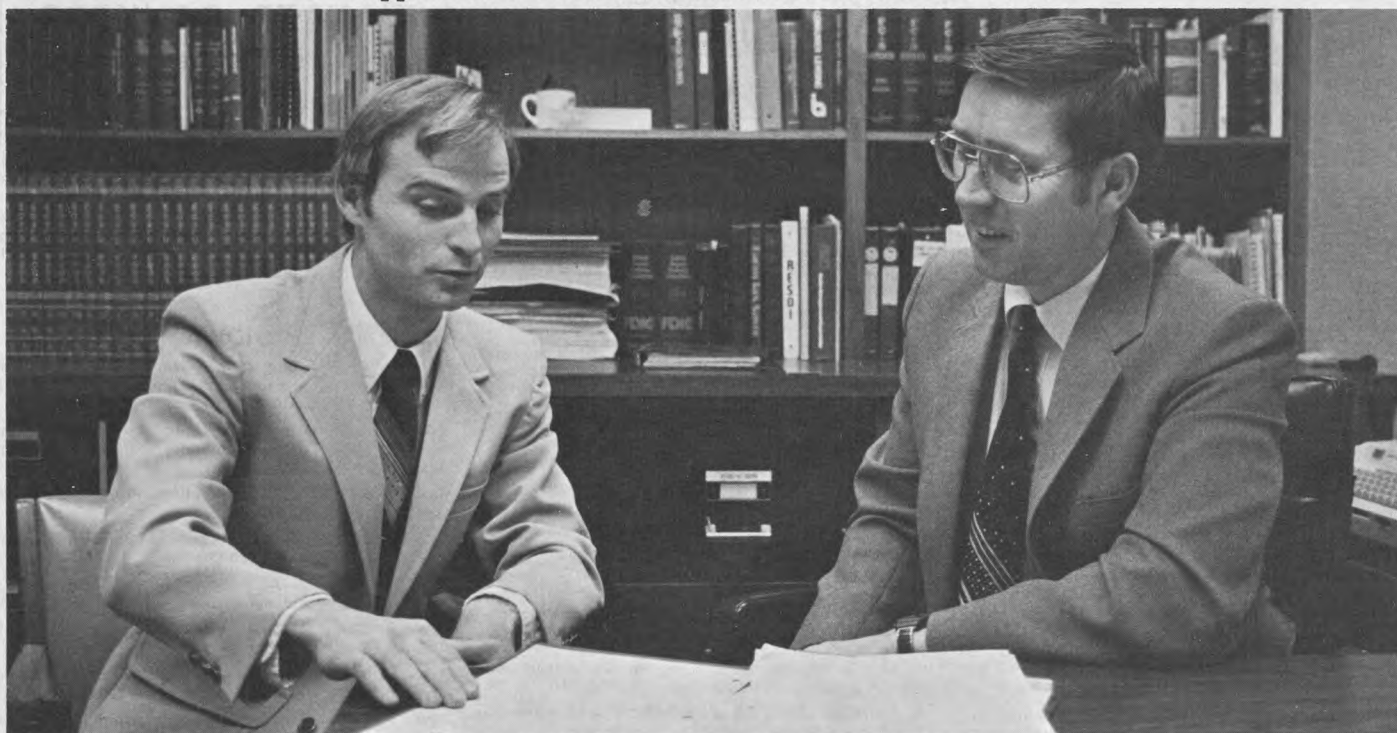
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Employer Pays Fee



Marty Jacobs (left) was employed by Wheatland, Iowa bank president Dennis Henning (right). The 31-year-old ag lender had over three years of PCA experience, started work in November of 1982, and was placed through AGRICareers' Massena, Iowa office.

Banker Finds Right Employee In Minimum Time

Dennis Henning, President of the **First Trust and Savings Bank** in **Wheatland, Iowa**, was short of time, including short of time to locate and hire a new employee that could solve his time shortage problem.

First, the bank president called other bankers for job candidates, then turned to two personnel firms, including AGRICareers. Carefully screened resumes were sent, recommending only persons who fit Henning's requirements—persons

branch, with ag loan and insurance responsibilities. He had been recommended by AGRICareers.

Henning estimates that he spent 20 to 25 hours reviewing resumes, interviewing candidates and making his selection.

"The several candidates sent were people who fit my requirements, including loan and insurance experience."

—Dennis Henning

"I didn't have to review a hundred resumes."

**—Dennis Henning, President
First Trust & Savings Bank
Wheatland, Iowa**

with ag loan and insurance experience.

In about a month, several candidates had been interviewed, and Marty Jacobs had been employed, as manager of the Dixon, Iowa

"The value of AGRICareers was that I didn't have to review a hundred resumes. The several candidates sent were people who fit my requirements, including ag loan and insurance experience," reports Henning.

The time span between when Henning first contacted AGRICareers and when the agreement with Jacobs had been reached was about a month.

Jacobs, 31, came to the bank with three-and-a-half years PCA ag

loan experience and insurance sales behind him. He did not have a college degree, and felt that fact on his resume might prevent him from getting interviews, but it did not.

He felt strongly that if he could get interviews he could get the kind of job he wanted. And as it turned out, Jacobs chose between two job offers. Both employers, including First Trust and Savings at Wheatland, had selected the young man over several other candidates, most with college degrees.

Jacobs moved his wife and three children to the Dixon area, and likes living in a small community.

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NL-1 AG CREDIT—Three-and-one-half years ag credit experience writing loans, farm appraisals, credit analysis and loan servicing. Strong farm background and four year ag degree. Reference says, "Excellent job in credit analysis, professional appearance...I'd hire him back on the spot!" Married. Age: 26. Lives MN. \$20,000. Call Linda at 515/394-5827.

NL-2 FARM REP—Presently bank manager of a \$6.5 million office for PCA. Complete loan servicing and supervision of branch. Strong ag background. Reference says, "Did an exceptional job...EXCELLENT...relates very well with customers...would give 120-125% of himself in a position." A.A. Ag Economics. Married. Age: 36. Lives KS. \$20,000-\$25,000. Call Linda at 515/394-5827.

NJ-3 AG LOAN OFFICER—After two plus years as AVP with FLB where he handles major share of loan volume. Wrote 50% of new loans put on books last year. Area bankers refer others to him. References say, "A real go getter, no wall flower, well accepted by all ages, makes accurate diagnosis, creative." B.S. Farm Op./Economics. Married. Age: 24. \$25,000. Call Jeannie at 515/263-9598 or if no answer 712/779-3567.

NJ-4 AG BANKING—Five and one-half years with PCA as AVP and branch manager. Responsible \$8.5 million loan volume. Good quality lender, marketing skills. Aggressive, motivated and organized. Four years previous sales experience. Licensed in hail and credit life insurance. Masters Plant Physiology. Married. Age: 38. Lives NE. \$27,000. Call Jeannie at 515/263-9598 or if no answer 712/779-3567.

NL-5 AG BANKING—Fifteen years ag credit experience with financial institution making loans and grants in rural areas, collections and appraisals. Strong farm knowledge (from eastern Iowa). Good references. B.S. Farm operations. Separated. Age: 39. Lives IA. \$24,000. Call Linda at 515/394-5827.

"AGRIcareers was extremely helpful!"

**—James Neuroth, Senior VP
1st Bank of Albert Lea, MN**

"AGRIcareers is a valuable source of qualified prospects."

**—Nels Lindquist
Executive Vice President
First State Bank of
Gowrie, Iowa**

"I'd go through AGRIcareers again."

**—David Rouse, President
Brenton State Bank
Eagle Grove, Iowa**

NL-6 AG BANKING—Seven-and-one-half years banking experience in ag loans and bank operations. References say, "Performance GREAT! Fantastic appearance...familiar with all phases of a small ag bank." Married. Age: 40. Lives IA. \$20,000. Call Linda at 515/394-5827.

NJ-7 VP & LOAN REP—for past 8 yrs. at a \$50 million bank. Very involved in PR...speaks at ag functions in many states. Add this to previous sales experience equals **NEW BUSINESS**. B.S. Ag Economics. Married. Age: Mid-30's. Lives IA. \$27,000 +. Call Jeannie at 515/263-9598 or if no answer 712/779-3567.

NL-8 THREE TOP BANKERS—Extreme confidentiality requested by these three agriculturally oriented bankers with 5-8 years experience. All have excellent records, will relocate and have degrees. Ages: 27, 28 and 35. \$26,000, \$28,000, \$31,000. Cannot send resumes without their knowledge and consent. Call Linda at 515/394-5827.

NJ-9 AG BANKING—Four years well-rounded banking experience, including ag lending, cashier and operations, hail and credit life insurance. Solid farm and livestock background. B.S. Business Adm./Agriculture, plus banking school. Married. Age: 28. Lives NE. \$25,000. Call Jeannie at 515/263-9598 or if no answer 712/779-3567.

NJ-10 ENTRY LEVEL AG LOAN OFFICER—Six months as manager trainee with a finance company. Has experience in credit investigating, collections and loan closing. In process of obtaining insurance licenses. Trained at bank through college work study program. A.A. Agri banking. Engaged. Age: 22. Lives IA. \$12,000. Call Jeannie at 515/263-9598 or if no answer 712/779-3567.

SPECIAL NOTE

This is a partial listing of candidates and openings due to confidentiality requirements, space limitations and printing deadlines. For more information, call Jeannie or Linda.

NL-11 AG FINANCE TRAINEE—Bubbling personality, very intelligent and has a lot on the ball describes this young gal. Presently livestock production consultant for a feed company where she has day-to-day contact with the farmers. Can talk the farmers' language. A.A. Ag. Single. Lives IA. Willing to take a cut in salary for career goal. \$14,000. Call Linda at 515/394-5827.

NJ-12 AG FINANCE—After 4 yrs. as FHA county supervisor, he's interested in a more progressive, non-government position. Dist. Director gives this reference: "Best of ten in our district...delinquency record tops." Works with local banks & PCA's in educating farmers in financial planning & management. B.S. degree. Married. Age: 30. Lives OH. \$25,000 +. Call Jeannie at 515/263-9598 or if no answer 712/779-3567.

NL-13 AG BANKER—Reference says, "He's greatly needed in the banking industry during these rough economic times." Nine years with PCA, seven years in ag banking (lending, operations & management) and five years as a dist. credit manager for an ag company. Attended numerous seminars. Married. Age: 44. Lives MN. \$35,000-\$40,000. Call Linda at 515/394-5827.

NJ-14 BANK MANAGEMENT OR NO. 2 POSITION/E. NEB.—or W. IA. or So. S.D....Twenty-two years bank experience, eleven in management. Past record of steady growth and good loans. Strengths are problem solving, staff training, ag and commercial lending. Several degrees in banking. Married. Lives NE. Age: 44. \$30,000 +. Call Jeannie at 515/263-9598 or if no answer 712/779-3567.

NJ-15 AG LOAN OFFICER—15 years as FLB Pres., 5 as ag loan officer & farm real estate sales for major farm mortgage company. Holds licenses in real estate, executive banking, life, accident & health insurance. Strong in analysis, cash flow & complicated loans. B.S. Ag Ed. Age: 49. Lives NE. (Relocation: E., NE. or W. IA.) \$15,000. Call Jeannie at 515/263-9598 or if no answer 712/779-3567.

NL-16 AG BANKING—Eleven years with PCA as branch manager responsible for \$11 million in loans. Stable individual, record of credit quality and presents himself well. B.S. Ag. Married. Age: 38. Lives IA. \$25,000. Call Jeannie at 515/394-5827.

NL-17 \$55 MILLION LOANS—Three-and-one-half years as branch manager for FLB responsible for loan volume of \$55 million. Dairy farm background. Seeks performance oriented employer in banking. Married. Age: 26. Lives MN. \$25,000 +. Call Linda at 515/394-5827.

WANTED: BANKERS

Never a Fee From an Employee

Confidential

If you have been considering a change, now is an excellent time while the demand for qualified ag lending candidates is especially strong. As a third party, we can offer confidentiality usually required by both the bank employee and employer. Either **Linda** or **Jeannie** would be happy to discuss what kind of exciting career opportunities might be available for a person with your experience.

IOWA

NW-1 AVP—Extending farm credit for a \$45+ million bank. Minimum two years ag credit experience. Business development skills. IA. \$23,000-\$26,000.

NW-2 AG REP—Calling on ag customers for a \$20 million bank. Needs ag background and a year's experience in credit. IA. \$16,000-\$18,000.

NW-3 2ND MAN—\$30+ million bank. Five or more years ag banking. \$25,000-\$30,000.

NW-4 MKTG. OFF.—Sell bank services. Sales and marketing experience. IA. \$18,000-\$20,000.

NW-5 PRESIDENT—Ag credit institution. IA. 5-10 years solid ag lending and management skills. \$35,000-\$40,000.

NW-6 BANK ACCT.—Analyze credit and loan apps. IA. 1-2 yrs. bank exp. Acctg. degree needed. \$14,000-\$25,000.

NW-7 CORRESP. BANKER—\$150+ million bank. Total ag lending. IA. 5 years banking experience. \$25,000-\$30,000.

NW-8 AVP—\$80+ million bank. Ag loans. IA. Minimum 2 years ag lending. \$20,000-\$25,000.

NW-9 AG LENDER—\$4+ million ag loans. IA. Banking and insurance experience needed. \$15,000-\$20,000.

NW-10 AVP—Responsible for ag loans and selling bank services. N. IA. 3-5 years ag credit experience. \$18,000-\$24,000.

NW-11 EVP—All phases of banking for \$15 million bank. 5+ years banking. N. IA. \$20,000-\$30,000.

NW-12 AG REP—\$100+ bank. E. IA. Two years banking. \$20,000-\$25,000.

NW-13 AG LOAN REP—Lending and develop new business. IA. Banking experience. To \$25,000.

VP AG-LOAN—\$9 million ag loans. IA. 5-10 years credit experience. \$25,000-\$27,000.

MINNESOTA/WISCONSIN

NW-14 AG REP—\$7½ million ag loans. MN. 1-2 years banking. \$18,000-\$20,000.

NW-15 CREDIT SUPERVISOR—Analyze and make credit requests, service and collection. 2 years ag lending. MN, WI, MD. \$20,000-\$24,000.

NW-16 AG LENDER—Develop ag business for a \$200+ million bank. WI. 5-6 years ag banking experience. Sales personality. \$25,000-\$30,000.

MISSOURI

NW-17 FINANCIAL SERVICES MARKETER—Assist in selling farm record keeping, tax planning, leasing, insurance serv. for major lending institution. 5 years related experience required. MO. \$32,000-\$35,000.

ILLINOIS

NW-18 AG LENDER—Ag credit and general banking duties. MINIMUM 3-5 years banking experience. IL. \$20,000-\$25,000.

INDIANA

NW-19 SR. LOAN OFF.—Handle major accounts for a two county area. 3 years MINIMUM experience handling large ag loans. IN. \$18,000-\$22,000.

SOUTH DAKOTA

NW-20 SR. V.P.—In charge of \$6 million in loans. 4-6 years ag banking experience. S.D. \$25,000-\$30,000.

AG BANKING SPECIALISTS

SINCE 1968

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address will follow, presented by Douglas W. Dodge, president, Robert Morris Associates, and executive vice president, Mercantile-Safe Deposit and Trust Company, Baltimore, Md.

Also in the morning session, Dr. Robert Resek, professor of economics, University of Illinois, and David Tapley, executive vice president, Union Trust Company, Stamford, will speak.

After lunch Gilbert Coleman, chairman and president, Security Bank and Trust Company, Mt. Vernon, will preside with remarks from Donald R. Lovett, IBA president. At 2:15 p.m., concurrent breakout sessions will be held. The three sessions are: "Bankruptcy Update"; "Predicting Corporate Failure," and "The Importance of Cash Flow Analysis in Asset-Based Lending." A 6:30 banquet will feature Joe Griffith, humorous speaker.

On the 7th, the morning session will begin at 9:00 a.m. with "Real Estate: Valuation and Analysis of the Market"—Eugene De Ramus, vice president, Harris Trust & Savings Bank, Chicago, followed by "Recruiting, Training and Retaining Commercial Lending Personnel" by John Daily, president, Community Bank of Greater Peoria. After a short break Sheldon Enger, managing partner, and Les Borowsky, partner, Tiger, Fireside, Stone, Carlie and Co., St. Louis, will present "Pre-Loan Collateral Audit Reviews: A Vital Step." The conference will adjourn at 12:30.

* * *

CHICAGO: Katharine E. Blumenthal has been elected vice president of Amalgamated Trust & Savings

Bank. Mrs. Blumenthal joined the bank in 1976 as assistant trust officer.

CHICAGO HEIGHTS: Charles J Wisniewski has been named senior vice president of lending for Chicago Heights National Bank, where he will supervise all lending activities. Mr. Wisniewski formerly was vice president at First National Bank of Chicago Heights.

LOMBARD: Bruce W. Taylor has joined the Bank of Yorktown as assistant vice president, commercial lending. Mr. Taylor started his banking career at Main Bank of Chicago in 1977, transferring to Drovers Bank of Chicago in 1979 as correspondent banking officer, the position he held until his present appointment.

South Dakota News

SALEM: Darwin J. Müller has been promoted to assistant vice president and cashier. Mr. Müller started at the bank in 1973.

North Dakota News

April 26-28 have been selected as the dates for this year's North Dakota Bankers Association Washington Legislative and Administrative Conference. Headquarters for the NDBA will be the Hyatt Regency Hotel on Capitol Hill. Registration forms should be returned to the NDBA office by April 15.

* * *

Plans have now been completed for the two NDBA-sponsored "Withholding at the Source" workshops to be held Thursday, April 14, at the Doublewood Inn, Fargo, and Friday, April 15, at the Kirkwood Motor

Inn, Bismarck.

Early registration is essential to insure the availability of an adequate supply of materials.

A representative from the national accounting firm of Deloitte, Haskins and Sells will be present to conduct part of the program and answer questions.

* * *

The 1983 NDBA Teller/Staff Conferences are being held Tuesday, April 5, Artclare Motel, Devils Lake; Wednesday, April 6, Ramada Inn, Williston; Thursday, April 7, Seven Seas Motor Inn, Mandan, and Friday, April 8, Holiday Inn, Fargo.

These conferences will be conducted by Lyn Ahlswede, Director of Program Development for Financial Education and Development of Middleton, Wisc.

Wyoming News

ROCK SPRINGS: American Bank Corporation recently opened its newest full service affiliate, The American National Bank of Rock Springs. Officers of the new bank include: Ronald E. Bailey, president, and Leonard R. Scoleri, vice president and cashier. Mr. Bailey previously was with American National Bank of Cheyenne, where he was a senior vice president and manager of the bank's lending division. Prior to the Rock Springs appointment, Mr. Scoleri served as vice president and cashier at American Bank of Wheatland.

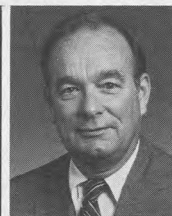
THERMOPOLIS: Gary Jinks, formerly vice president and branch manager at the Huntington National Bank of Columbus, Ohio, has joined First National Bank as executive vice president.

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Will sell any item separately.

Contact Timothy J. Byrnes, Vice President and Cashier, Union State Bank, Winterset, Iowa, (515) 462-2161

POSITION AVAILABLE

Affiliated Midwest Bancs, Inc., a progressive group of six banks, is looking for an **AGRICULTURAL LOAN OFFICER** for its bank in Boone, Iowa. Prefer 3-5 years agricultural bank loan experience. Salary commensurate with experience. Send resumes c/o Robert Scott, president, Boone State Bank & Trust Co., P.O. Box 428, Boone, Iowa 50036. (PA)

OPERATIONS OFFICER—\$40 million bank in eastern South Dakota in need of operations officer with experience in Burroughs Computers and Info-tech Software. Must be ambitious and aggressive. Send resume to file TBC, c/o Northwestern Banker. (PA)

LOAN OFFICER for \$30 million bank in north central Iowa. Advancement possible. Three to seven years experience needed. Salary commensurate with experience. Write file TBE, c/o Northwestern Banker. (PA)

PRESIDENT—\$24 million bank in south east Iowa. Must have lending background and ability to produce a high performance bank. Contact: Larry Wenzl, P.O. Box 1622, Des Moines, Iowa 50306. Phone: 515/244-5111. (PA)

Immediate opening for **AG LENDING OFFICER** with two years experience. \$100 million SE MN bank. Excellent benefits and salary commensurate with experience. Send resume to file TBH, c/o Northwestern Banker. (PA)

Position open for a **JUNIOR COMMERCIAL LOAN OFFICER** with three to five years of commercial loan experience. Bank located 35 miles from Minneapolis area. Salary commensurate with experience. Excellent opportunity for advancement. Send resume to file TBF, c/o Northwestern Banker. (PA)

Ag Loan Officer—Northwestern Illinois \$50 million community bank needs an Ag Loan Officer with minimum of 3-5 years experience. Excellent opportunity in a good rural community. Call Andy Rogers, First National Bank of Galena, IL. Phone: (815) 777-0344. (PA)

\$55-\$60 million west central Iowa bank seeking MANAGER for branch office and insurance agency. Ag lending and insurance experience desirable. Write file TBK, c/o Northwestern Banker. (PA)

Ag Officer with 2 to 3 years lending experience or someone with 2 to 3 years of banking experience and willing to train as an ag loan officer. Must be knowledgeable of livestock operations and should have some knowledge of farming. \$30 million bank located in eastern Wyoming. Send resume to file TBJ, c/o Northwestern Banker. (PA)

AGRICULTURAL LOAN OFFICER—Large Dubuque bank seeks #2 person for agricultural loan department. Individual must have 3-5 years experience in ag lending with proven skills in credit analysis and business development. Good growth opportunity and compensation program. Send letter of inquiry and resume to file TBL, c/o Northwestern Banker. (PA)

COMMERCIAL LENDER needed for aggressive \$50 million bank in eastern South Dakota. Experience required. Salary open. Write file TBN, c/o Northwestern Banker. (PA)

NEED QUALIFIED BANK EMPLOYEES

The Consumer Banking and Agriculture Finance program at the Red Wing Area Vocational-Technical Institute are pleased to announce the availability of graduates for employment.

These men and women have completed 2160 hours of course-work in the fields of banking, agriculture, financing, insurance, and credit. They are now prepared for professional careers in banking and are anxious to meet with you to help fill your professional needs. **For interviews or more information, please call: Romeo Cyr or Terri Beckman at 612/388-8271.** (PA)

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Chief Executive Officer

New bank charter in SW Minnesota town of 1,200. Will be required to purchase at least 5% of the outstanding stock. Holding company being formed to absorb part of the debt. Send resume to file TBM, c/o Northwestern Banker. (PA)

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LeFebure Int. Flush Walk-Up Window: Model BK-3340, with 5' window, storage pedestal, forms organizer, and 5' L shaped counter top. Both in excellent condition and under continuous maintenance. Call Randy Davis, Hawkeye Bank & Trust, Mason City, Iowa. Phone (515) 423-2457. (FS)

NCR COMPLETE SYSTEM FOR SALE: NCR 279-300 on-line teller machines, with 751 concentrators, 796-301 CRT's, cables and J-boxes. WILL SELL AS PACKAGE OR INDIVIDUALLY.

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BURROUGHS Exception Item Encoder. Model T-100, \$250. Call 319/363-0281. (FS)

BRANDT COIN SORTER & COUNTER: Model 930, \$975. Electronic head with \$1 and \$10 add-on. Complete maintenance record available. Core condition excellent. Call Dick Miller at 515/225-7098. (FS)

Two Concord Point of Sale Terminals and Deposit Vaults. Contact Dave Laferla, First National Bank & Trust Company in Aurora, Aurora, Nebraska 68818. Phone: 402/694-3136. (FS)

NCR 775 SINGLE POCKET ENCODERS. Under continuous maintenance. Call Jim Anderlik, Hawkeye-Ankeny Bank & Trust, Ankeny, Iowa 50021. Phone: 515/964-8800. (FS)

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Excellent benefits and salary commensurate with experience. All inquiries will be kept in strict confidence.

Contact Lois Kriebs, Asst. Vice Pres., Personnel, 515/245-6142, for an interview, or send resume to the Personnel Department.

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- Commercial Loan Officer,** metro bank \$30,000
- Chief Financial Officer,** metro bank \$60,000
- #2nd Man,** commercial dept. head \$45,000
- President,** \$50mm bank, small town Open
- Commercial Lender,** medium sized town \$40,000 +
- EVP,** all around country banker \$30,000
- Commercial Vice President** \$48,000 +
- President,** \$20mm bank, small town \$32,500 + car
- Auditor,** small town near city \$18,000
- President,** \$12mm bank, small town \$35,000

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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COMMERCIAL LOAN—\$60MM suburban bank seeks senior officer to assume management of loan portfolio and administrative duties. \$45,000

PRESIDENT—strong commercial lender with "work out" loan experience for \$40MM community bank. \$Open

COMMERCIAL LOAN—manage dept. for \$80MM bank. Both commercial and ag lending experience desired. \$40,000

C.E.O.—\$12MM rural bank close to larger community. Background ag lending required. \$35,000

OPERATIONS—handle operations, audit and compliance duties for \$30MM community bank. Accounting degree preferred. \$32,000

AGRI-LOAN—senior position with \$90MM bank. Degree and experience with large agri-credits desired. \$40,000

ASS'T. CONTROLLER—work with taxes, budget controls and costing of new products for \$300MM S&L association. Accounting or finance degree required. \$25,000

Variety of additional positions available. All inquiries confidential.

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