

NORTHWESTERN Banker Newsletter

Vol. 11 No. 51

Des Moines, Iowa

April 11, 1983

NACHA President Identifies Need For Private Sector Commitment

AUTOMATED clearing houses, the facilities that process and deliver electronic payment transactions as an alternative to the physical movement of paper checks, must be controlled by the private sector rather than the Federal Reserve if it is to ever realize its potential, observed James F. Lordan, president of the National Automated Clearing House Association (NACHA), at the association's annual conference, March 21-23 at the Capitol Hilton, Washington, D.C.

The Federal Reserve, which provides check clearing services as well as the data processing, settlement and delivery services for 31 of the 32 ACH associations, has little incentive to encourage electronic data transmission of ACH entries, Mr. Lordan explained in his address before nearly 700 financial institution and corporate representatives attending the conference.

"The ACH concept is still far short of being truly an electronic delivery system, superior to the check system. The vast majority of ACH transactions are still delivered to their ultimate destination physically either on tape or paper.

"The Federal Reserve, as the al-

most exclusive provider of the ACH network, still has rights to approve rules and systems changes and therefore can dictate the pace and character of ACH expansion."

Mr. Lordan, senior vice president of State Street Bank and Trust Co., Boston, explained that financial institutions have no incentive to install electronic sending and receiving devices since they gain no competitive advantage of faster funds availability schedules for electronic transmissions. No issue is more critical to the ACH marketplace acceptance than providing availability of funds in a superior method than other payment system alternatives.

The NACHA board of directors is currently investigating the feasibility of a private sector processing alternative.

It is my hope that what will evolve is a two tier ACH network, one level primarily operated through a major national telecommunication vendor and fully electronic from origination to delivery, and the other level, a continuation of the present Federal Reserve processing. I envision the NACHA sponsored network as a complement to the Fed, providing the interregional ex-

change or the processing for local operating sites."

While Mr. Lordan noted that the ACH movement could not have made the progress without the Fed, priorities have now changed and NACHA has become the catalyst for new ACH applications such as the Corporate Trade Payments Project currently underway whereby corporations can transmit payments and supporting data to their suppliers.

The National Automated Clearing House Association consists of 32 automated clearing house (ACH) associations who serve 15,000 financial institutions in the processing of electronic payments.

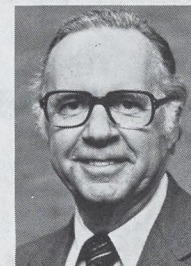
Since the fall of 1978, all U.S. automated clearing houses have been linked, providing a nationwide electronic payment interchange mechanism which to date has essentially been consumer-payment oriented.

The new corporate aspects of NACHA represent the first time that electronic payments technology will allow corporations to originate and receive trade payments through the ACH network of automated clearing house associations.

Beginning in June, the system will be set in motion with several Fortune 500 companies being evolved, including Sears, Black and Decker,

Don't gamble when choosing a correspondent bank. Come to the professionals.

For any correspondent banking need . . . overline assistance, data processing services, investment counseling . . . just give us a call. We're the professionals who put the response in correspondent banking.



Cyrus D. Kirk, Vice President

OF DES MOINES, N.A. • MEMBER FDIC • TOLL FREE NUMBER (800) 362-1615
AFFILIATED WITH UNITED CENTRAL BANCSHARES, INC.



Bernie Kersey

IOWA
Des Moines
NATIONAL BANK

Member FDIC

An Affiliate of Northwest Bancorporation **BANCO**
Call (515) 245-3131 or toll-free (800) 362-2514

Teamwork: One of the reasons we're first in Iowa.

Bob Peterson
Vault

and Westinghouse. It is anticipated that the program will be expanded to include more than 200 companies by the end of the year.

Iowa News

The April meeting of the Northwest Iowa Group of the NABW will be held April 13 at Teeg's in Milford.

Hostess for the 5:30 p.m. meeting will be Helen Gibson. The program, entitled "Legislative Update," will be given by Wes Ehrecke from the Iowa Bankers Association.

INDIANOLA: Four employees were recently elected as vice presidents at Peoples Trust & Savings Bank. They are Shirley Cramer, Robert Davey, Pamela Merrit and Keith

Wright. Ms. Cramer continues her responsibilities as personnel director and operations officer. Mr. Davey is a loan officer serving agricultural and commercial loan customers. Ms. Merrit is the marketing director for Peoples Bank. Mr. Wright supervises the installment loan and mortgage loan departments.

LAMONI: State Bank of Lamoni has merged with Lamoni National Bank as of April 1. The bank will operate as Lamoni National Bank under a national charter, remaining at the same location and maintaining the same officers and staff. Frank O. Starr, III has been elected chairman. Joe Hanna, president of Graceland College, and Gary Schwab, of Lamoni Livestock Sales, have been added to the board of directors.

LE CLAIRE: Glen H. Suiter, chairman of LeClaire State Bank and Farmers Savings Bank, Princeton, recently announced that Stephen G. Suiter is moving his office from Farmers Savings Bank to LeClaire State Bank, where he will serve as chief executive officer of that bank. He will replace Gerald R. Waters, who resigned as president of both banks to take a position with North America Financial Services, Ltd. Mr. Waters will remain on the board of both banks. Glen H. Suiter will

serve as president and chairman of both banks.

Nebraska News

BRULE: Melvin Wiens, previously senior vice president of Kearney's First National Bank and Trust Company, has been named president of Bank of Brule. He will begin his new responsibilities in mid-April. Mr. Wiens spent seven years with the Kearney bank in its agricultural department as farm manager.

CRAWFORD: Don Bell has been promoted to senior vice president and managing officer at Crawford State Bank. Mr. Bell has been with the bank since 1971 and has held the position of vice president and cashier since 1974.

OMAHA: United States National Bank has announced the retirement of Donald J. Murphy as chairman of the board. The bank designated the week of April 6-12 as Donald J. Murphy week. Scheduled activities include an employee reception and "roast"; an open house in the bank, and a private dinner party with friends and business associates. Mr. Murphy had been associated with Banco for 42 years, serving the last eight with U.S. National. He remains on the board of directors of the bank and will remain in Omaha to pursue other interests.

OMAHA: Jon A. Lindhjem has been elected senior vice president and chief financial officer, and Gregory P. Carlson was elected vice president at The United States National Bank. Mr. Lindhjem previously was with The Mercantile Trust Company of St. Louis, Mo., as vice president/comptroller. Mr. Carlson comes to the bank from Northwestern National Bank Southwest, Bloom-



ASK JOHN MANGOLD

to make MNB
work for you.

Toll free
1-800-332-5991

**Merchants
National Bank** 
Member F.D.I.C. A 'BANKS OF IOWA' BANK

Recipe for success...



*Correspondent Banking
at American Trust*

Bernie Miller, Correspondent Banking Officer, has over 30 years of banking experience, and the recipe for success.



Help yourself by calling Bernie
Miller at 319/582-1841

American Trust & Savings Bank

Member FDIC and FRS

The Bank of Opportunity Town Clock Plaza, Dubuque, Iowa 52001

Where success is etched in quality.

The success of your bond portfolio is a function of quality investments. After all, quality is your best assurance of growth in earnings.

United Missouri's Investment Banking Division can make sure you're investing in high quality securities. We offer exactly what

you want. And, for over 50 years, our track record for making successful recommendations has been excellent. Undoubtedly due to our consistently high standards.

Call or write us today. We'll hold your investment information in the strictest confidence.



UNITED MISSOURI BANK Member FDIC **Investment Banking Division** **of Kansas City, n.a.**

United we grow. Together.

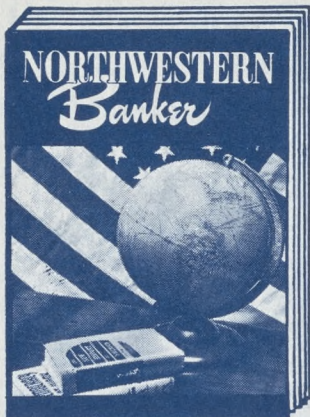
10th and Grand ◦ P.O. Box 226 ◦ Kansas City, Missouri 64141
(816) 556-7200



Where success is
achieved in business

...the success of the business is
...the success of the business is
...the success of the business is

UNITED STATES OF AMERICA
DEPARTMENT OF THE TREASURY
FEDERAL RESERVE BANK OF ST. LOUIS



306 Fifteenth Street
DES MOINES, IOWA 50309

Send Your News Today to the **NORTHWESTERN BANKER**

TELL US ABOUT ...

Staff Changes
Business Campaigns
Mergers, Consolidations
New Departments at the Bank
Remodeling or New Building

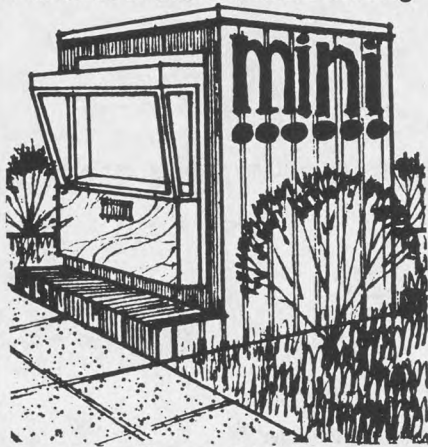
Open Houses
Anniversary Parties
Deaths or Retirements
Speeches Made by Bank Officers
Special Announcements to the Public

BANK

OFFICER TITLE

CITY STATE

Portable Modular Bank Building



General Bank Equipment &
Systems, Inc.

GBES
INC.

RR 45, Box 115
Hiway 73, 3 1/2 Miles North of Int. 680
Omaha, Nebraska 68152
(402) 453-3000
Lease • Rent • Buy

ington, Minn., where he held the title vice president and director of human resources.

Minnesota News

MINNEAPOLIS: David G. Herzer has been elected senior vice president of administration of First Bank System, Inc., effective May 1. Mr. Herzer is currently president and chief operating officer of First Bank Milwaukee, Wis. His responsibilities at that bank will be assumed by Al K. Simpson, First Bank Milwaukee's chairman and chief executive officer.

WORTHINGTON: At State Bank of Worthington, Neil R. Smith was named vice president and cashier, and Jerald R. Tiggelaar was promoted to vice president. Mr. Smith has been with the bank since 1978 as cashier. Mr. Tiggelaar started with the bank in 1973 as ag loan representative.

COMMERCIAL LOAN OFFICER

Must have a minimum of three years commercial lending experience, preferably in a commercial bank. Position requires a working knowledge of state and federal laws and regulations as they relate to banking. Responsibilities will include originating, negotiating, servicing, supervising and collecting loans.

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.

VALLEY NATIONAL BANK
6th & Walnut Sts. P.O. Box 906
Des Moines, Iowa 50304
An Equal Opportunity Employer

Illinois News

CHICAGO: Jeffrey W. Taylor has been appointed assistant vice president of Main Bank of Chicago. Mr. Taylor has been associate general counsel and loan representative for both Main Bank and Drovers Bank since 1981.

CHICAGO: Kathleen T. Hardy has been named a vice president of Drovers Bank. She has held several positions including correspondent bank officer and assistant vice president. Alfred R. Mueggenborg has been named vice president of Drovers Bank, Main Bank and Bank of Yorktown, all members of the Cole-Taylor Financial Group. Mr. Mueggenborg has been with Drovers Bank since 1941.

EVANSTON: Lawrence Kahme has been elected chairman of the board and chief executive officer of The Evanston Bank, according to a recent announcement by bank officials. Mr. Kahme has served as vice chairman of the board of First Security Bank of Chicago since 1977.

GALESBURG: Promoted at First Galesburg National Bank and Trust Company were: Donald S. Robinson to senior vice president; James C. Dunsworth to assistant vice president and manager of the installment loan department; G. Shirleen Hilgenberg to assistant vice president and director of marketing; and Mark W. Johann and Sandra J. Treash to assistant vice president in the commercial loan department.

LANSING: Cornelius H. Dekker has joined the First National Bank of Lansing as vice president. He will be in charge of the bank's installment loan division and also will act as the bank's marketing director. Mr. Dekker started in the banking field in 1962.

SOUTH HOLLAND: Thornridge State Bank has announced the appointment of Robert J. Necastro as executive vice president, in charge of the day-to-day operations of the bank, working as second-in-command under Robert Loffredi, president.

South Dakota News

ABERDEEN: Jerry Ross, assistant branch manager at the Mobridge

BANK SALES AND PURCHASES

- I have three buyers interested in purchasing controlling stock in community banks.
- Also, one community bank owner who wishes to sell to independent-minded purchaser(s).

* * *

When you're considering the sale or purchase of bank stock, you want someone who has a thorough knowledge of stock valuation and how to structure bank stock loans for maximum benefit to both parties. I offer 42 years of experience in all phases of banking, with the past 25 years specifically involved in assisting with bank stock sales and loans; solid experience in analysis of loan and investment portfolios, as well as all factors contributing to the bottom line and purchase price. With my service you get complete confidentiality, plus "hands-on" experience with bank stock sales and regulatory compliance that make buying or selling easier for you. Contact:

EDDIE A. WOLF

Eddie Wolf Bank Sales
7202 Maple Drive, Des Moines, Ia. 50322
Phone: 515/278-2271

Branch of First National Bank of Aberdeen, has been appointed vice president - retail banking manager of First National Bank Downtown Branch in Aberdeen, effective April 4. Mr. Ross joined the Mobridge Branch in 1973.

SIOUX FALLS: First Bank of South Dakota recently advanced four officers. Gene Odenbrett was elected vice president in Madison; Lewis Rohrer has been advanced to vice president and trust officer in Rapid City, and in the Sioux Falls trust department Dennis Holzwarth has been advanced to assistant vice president and investment officer

Officer Placements for Community Banks

If you are seeking a qualified officer for your bank . . . or an advancement for yourself, respond in confidence to:

**Freeland Financial
Service, Inc.**

1032 Carriers Bldg.
Des Moines, Iowa 50309
515/282-6462

Employer Pays Fee

CALL ON THE "PERFORMANCE TEAM"

where common transactions are handled uncommonly well.



FIRST NATIONAL LINCOLN

13th & M Street • Lincoln, Nebraska 68501 • Member, F.D.I.C.

and Daniel P. Murphy was named trust development officer.

North Dakota News

North Dakota members of the National Association of Bank Women will meet April 27-29 at the Holiday Inn, Fargo, for their annual state conference. Theme for the meeting will be "Strategies for Success." Chairman of the conference is Pam Hodensfield, trust officer at First Northwestern Trust Company of North Dakota, Fargo.

Guest speaker for the Thursday evening banquet, April 28, will be Dr. Joyce Brothers, noted psychologist and TV personality. Tickets for that event will be sold separately and will be open to everyone.

Registration begins at 7:00 p.m., April 27.

A general session and workshop will be offered Thursday morning. Speakers include Barbara J. Cox, vice president, Federal Reserve Bank of Minneapolis; Nancy L. Nemitz, assistant vice president, First Bank System, Inc., Minneapolis, and Kay Landen, vice president, Central Bank of Denver.

In the afternoon, six concurrent sessions will be presented, featuring: Cross Selling and Sales; Variable Rate Lending; Farm Economy; Withholding Regulation; ATMs, Computers and Bank Cards; Trust Services.

On Friday morning the general session will be followed by a workshop featuring Janie Jasin, a motivational speaker who owns and operates Creativity No-Limits in Minnetonka, Minn.

Adjournment is at noon.

Further information may be ob-

tained from Robert Schuelke, branch manager at Fargo National Bank, 701/293-2286.

BISMARCK: Professional Bank Services, Inc., a bank consulting firm headquartered in Louisville, Ky., will be opening up a regional office in Bismarck. This office will serve the upper midwest and will be under the direction of Nancy E. Coon, who since 1980 has been associated with the Independent Community Banks of North Dakota, most recently as acting director.

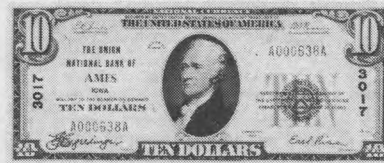
CANDO: Nancy S. Baerwald has been promoted to loan officer of Towner County State Bank. Ms. Baerwald joined the bank in 1976 as a bookkeeper and secretary. Her responsibilities now include consumer, SBA and real estate lending.

RAY: Ray Bancorporation, Inc., recently received approval from the Federal Reserve Bank of Minneapolis to become a bank holding company through the acquisition of the Citizens State Bank of Ray.

Montana News

BILLINGS: Security Banks of Montana Chairman Tom Scott recently announced that Richard A. Kjoss has been named president of the Billings based bank holding company, in addition to his duties as president and chief executive officer of Security Bank, N.A. Also, William G. Wilson was named senior vice president, finance, of Security Banks of Montana. He will be responsible for all fiscal affairs as well as data processing at the holding company level.

IOWA NATIONAL BANK CURRENCY



**WANTED
FOR PERSONAL COLLECTION**
Also paying top prices for other "types" of U.S. currency and financial paper.

DON MARK
Box 1, Adel, IA 50003 • 515/270-8170

Colorado News

The Independent Bankers of Colorado has scheduled the First Annual Mid-Year Membership Meeting to be held April 22 at Stapleton Plaza Hotel, Denver.

The morning will begin at 9:00 a.m. and feature a Legislative Update and "Taking the Mystery Out of Micros ..." A noon lunch will be followed by "Payments-In-Kind" and "Bank Marketing for the '80s." The evening will feature dinner and dancing.

In addition a spouses program has been provided beginning at 10:00 a.m.

BOULDER: William L. Vorlage, Jr., has been promoted to vice president, consumer lending at First National Bank. Mr. Vorlage has been with First National since 1973.

DENVER: Denver National Bank has announced the promotions of Richard W. Green, Greg L. McNichol, John D. Holzman, Dean M. Howell and James R. Erskine to vice president status. Mr. McNichol was also named trust investment officer. Mr. Erskine was also elected manager of Denver National's Glenarm Office.

**YAKE,
MESSINA
AND LASSITER**

Getting it done for you.



Ernie Yake
234-2483



John Messina
234-2486



Jan Lassiter
234-2481



Commerce Bank of Kansas City^{NA}

MEMBER FDIC

Telephone (816) 234-2000

WANT ADS

Rates are \$5.00 per line per insertion. Add \$3.00 for file letters per insertion. Identity of file letter advertisers cannot be revealed. **NORTHWESTERN BANKER, 306-15th Street, Des Moines, Iowa 50309. Phone 515/244-8163.**

BANK PLACEMENT SPECIALISTS

(Our 34th year)

Call experienced professionals to locate the right candidate for your vacancy ... or the right "move-up" for yourself.

**CORPORATE RECRUITERS
MIDWEST BANKING DIVISION**
202 S. 71st Street 402/393-5515
Omaha, Nebraska 68132

SR COMMERCIAL BANKING OFFICER

Omaha National Bank is seeking a senior level Commercial Banking Officer. Successful candidate will possess a degree in business, finance or related area and will have either 5 years commercial lending experience or 8 years bank operations experience with at least 3 years in a commercial lending capacity. Position requires knowledge of secured and unsecured loans, bank products and services, statistical and financial math, accounting principles, financial statements, collateral analysis, and industries and companies represented in customer base. Must have proven marketing ability and effective customer contact skills. If qualified, submit resume and salary history to:

Personnel Department
Omaha National Bank
17th and Farnam Streets
Omaha, Nebraska 68102
402/348-7911

Equal Opportunity Employer (PA)

POSITION WANTED

VP-CASHIER with comm., ag and instal. lending experience and operation experience. 20 years experience seeks #2 position. Write file TBQ, c/o Northwestern Banker. (PW)

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)

INSTALLMENT LENDING POSITION in \$40 million west-central Iowa bank. Previous installment lending experience required. Salary open. Send resume to Roger Fleury, Financial Service Company, P.O. Box 3128, Omaha, NE 68103. (PA)

A \$20 million country bank located in northcentral Illinois has an opening for an **AGRICULTURAL LOAN OFFICER**. Requirements: Five years experience, farm background, preferably a college degree in AGR. Salary open. Profit Sharing and Pension Plan. Send resume to file TBO, 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)

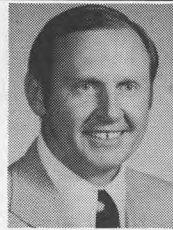
COMMERCIAL LENDER needed for aggressive \$50 million bank in eastern South Dakota. Experience required. Salary open. Write file TBN, c/o Northwestern Banker. (PA)

Affiliated Midwest Bancs Inc., a progressive group of six banks is looking for a **COMMERCIAL LOAN OFFICER** for a \$33 million bank in S.E. Nebraska; and an **AGRICULTURAL LOAN OFFICER** for a \$60 million bank in central Iowa. Prefer 3-5 years experience for both positions. Salaries commensurate with experience. Send resumes to Jack Ayres, P.O. Box 486, Bellevue, NE 68005. (PA)

\$32 million community bank in central Illinois has opening for **LOAN OFFICER** with consumer and agricultural lending experience - operations background and/or computer experience a plus. Must be aggressive, self-starter and able to accept responsibility. Send resume and salary history in strict confidence to file TBR, c/o Northwestern Banker. (PA)



Employee
Benefit
Consultants



AL ARENDS

Serving Banks
and Their Customers
In Iowa and Minnesota
**INDEPENDENT
SERVICE COMPANY**
P.O. Box 171 • Albert Lea, MN 56007
507/373-8216

Would you trust your money with a sloppily dressed teller? Perhaps your customers feel the same way. We can change that for only \$1.00 per teller per day.

Ellerbroek's
CAREER APPAREL
523 N. Main St., Carroll, Ia., 51401 712-792-2748

BANKING OPPORTUNITIES

V.P. - NUMBER 2 PERSON - AG BANKS. Requires Ag Lending, Degree and promotibility in a short period of time. Three positions available in Nebraska and Iowa.

Is your career path blocked? Do your goals include being a CEO? Do you want to work for a dynamic and progressive organization? If so, I encourage you to call me and I will tell you about my client.

Phyllis S. Lynch
GUMBERT EXECUTIVE EXCHANGE, INC.
11246 Davenport
Omaha, NE 68154
(402) 330-3260 (PA)

FOR SALE

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)

BURROUGHS S 100 SINGLE POCKET PROOF MACHINE. In excellent working condition. \$100. Call John Outhier, Okey-Vernon First National Bank, Corning, Ia. Phone: (515) 322-3101. (FS)

IBM 1255-6 POCKET READER SORTER. 4 months old. Phone Dick Martin: 605/996-7755. (FS)

Ag Banking People Specialists

Employers have been paying us to help them hire better, faster, easier since 1968. Call without cost or obligation for more information. Confidential.

Jeannie: 515/263-9598
(If no answer 712/779-3567)
Massena, Iowa 50853.

Linda: 515/394-5827
New Hampton, Iowa 50659.

NATIONWIDE
agri CAREERS, INC.
THE ORIGINAL AGRICULTURAL RECRUITER

POSITIONS AVAILABLE

All positions are in Missouri, Iowa, Kansas, Arkansas or Oklahoma

Safekeeping, Trading, Cashiering, metro bank	to \$30,000
Commercial Loan Officer, \$300mm bank	\$30,000 +
SVP, Commercial Lending, small town	\$30,000 +
Installment Loans, small town	to \$25,000
#2 Man, suburban bank	to \$35,000
Operations Officer, small town	to \$30,000
President, \$50mm bank, small town	Open
Commercial Lender, medium sized town	\$40,000
President, \$10mm bank, small town	\$35,000
Auditor, 1 year experience, suburban town	\$18,000

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.**

DON W. SCHOOLER Jr.
AND ASSOCIATES

"Successful Banking is Quality Personnel"

SERVING PROFESSIONALLY

Banking, Financial & Business Personnel
Iowa and Nationwide
CAPITAL PERSONNEL SERVICE
714 U.C.B. Building, 515-283-2545
Des Moines, Iowa 50309

SKI THE SUMMIT!

Call me Toll Free to discuss
our 1983 Building Plans.

WAYNE SMITH
Phone 1-800/922-2590
Paradise Properties, Box S
Dillon, CO 80435

MARKET RESEARCH
COMMUNITY ATTITUDE SURVEYS

...Since 1937

Central Surveys, Inc.
P.O. Box 100
Shenandoah, Iowa 51601
(712) 246-1630

POSITIONS AVAILABLE

JUNIOR OPERATIONS—college degree and 1-2 yrs. bank operations experience required. \$17,000

SECOND OFFICER—small rural bank in western Iowa. Prefer ag lending background and insurance licenses. \$22,000

PRESIDENT—for \$40MM community bank in north central state. Requires solid commercial lending background and business development skills. \$50,000

SENIOR COMMERCIAL LENDER—growing \$75MM bank affiliated with holding company. Manage portfolio. Requires some knowledge of agribusiness financing. \$40,000

PRESIDENT—rural \$20MM bank with majority of portfolio in ag credits. Administrative experience required. \$35,000

MARKETING OFFICER—progressive \$65MM community bank. Manage retail banking and develop new products. Must like rural environment. \$35,000

Additional opportunities available. Resume' requested.

TOM HAGAN & ASSOCIATES
of Kansas City

2024 Swift - Box 12346
North Kansas City, MO 64116
816/474-6874

"Serving the Banking Industry Since 1970"

Vol. 11 No. 51 Northwestern Banker Newsletter (USPS 873-300) is published weekly by the Northwestern Banker Company, 306 Fifteenth Street, Des Moines, Iowa 50309, (515) 244-8163. Subscriptions \$1.00 per copy, \$18.00 per year. Second class postage paid at Des Moines, Iowa. Address all mail subscriptions, changes of address (Form 3579), manuscripts, mail items to above address.