

Some Factors in Classified Loans

LOAN QUALITY and factors that lead to loans being classified were discussed recently at the Nebraska Bankers Association Ag Bankers Conference by Philip E. Schmidt, vice president, Federal Reserve Bank of Kansas City.

Mr. Schmidt's subject was "Ag Lending - A Regulator's Viewpoint." He noted that his office must supervise by use of data submitted in call reports and by reports from examiners, then told his audience,

"The most important element is asset quality. The reason for most bank failures and for most banks being classified as 'troubled' is due to poor loan asset quality." He listed the following as some of the contributing factors to classified loans:

- Growth, rather than quality.
- Ignoring fundamental tenets.
- Credit policies—lack of a written policy or lack of adherence to it.
- Credit information—lack of it is a serious shortcoming that compromises the lending process.
- Documentation—failure to get it done in correct fashion originally and failure to maintain and update it.
- Concentrations—to same risks and same groups.
- Personal involvement with the borrower—can lead to loss of objectivity and short-circuiting of good

lending practices.

- Repayment program—the problem sometimes is not setting up a realistic method.
- Collection efforts—a timid or soft approach seldom works.
- Recession—contributes to deterioration of portfolio; can happen by allowing a borrower to become over-extended in good times.
- Undue reliance on a strong economy and inflation.

"The last," Mr. Schmidt said, "may be especially true of ag lenders. Farm land values began a decline in 1981 for the first time in 30 years. Our examination and classification of loans depends on the examiners' appraisal of management. Is there adequate staff to handle the business? Are they trained? Do they use a common sense approach in lending?"

"The things you need in your file to analyze loan requests to see if you can handle and service the loan are these:

- Current balance sheet.
- Income tax or similar statement.
- Cash flow statement.
- Purpose of loan.
- Repayment plan.
- Credit memorandums on loan at appropriate times, especially for those loans you identify as problems

or that the examiner classifies; especially any agreement between you and the borrower regarding pay back.

- Checks on liens filed at the courthouse.
- Inspection of crops—amount planted, quality, etc.

"At a minimum," he stated, "you should have the balance sheet, purpose of loan and a repayment plan. If a borrower is beyond his net worth, he should have *all* the above notes, plus collateral support. Look at the trend of the borrower's debt and the trend of the balance sheet. We would expect the bank to have collateral support here, or not make the loan. What kind of value do we give collateral?"

- Livestock—no more than 80% if he doesn't have feed; 100% if he does.
- Equipment—50% if it's to buy equipment; otherwise up to 80%.
- Grain—75%.
- Land—75-80% if improved.
- Operational advances for crops—covered by collateral on net worth. If insurance is purchased, can give some credit to crops.

"After a discussion of all angles with management, the examiner must give an evaluation of that loan. We consider that livestock is usually convertible to cash. Ag loan classifications have increased; *not* due to changes in examiner procedures, but mainly due to changes



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Cyndi Watkins

in the economic times, and the examiner must also take a downward economy into consideration.

"Many farmers who have expanded with debt through the purchase of land now find trouble repaying that debt due to the drop in land values. Before, the appreciation in land values inflated the balance sheet net worth. Many short-term producer loans now must be classified as long-term capital loans. The same holds true with some of the livestock borrowing."

Mr. Schmidt continued, "How a loan is classified is frequently dependent on the ability of management.

"In conclusion, not all of the present problem loans are entirely recession-oriented. It's had an effect, of course, but not totally on some loans. I don't want to leave the impression that the banking industry is in trouble. We *do* have more problem loans out there now, and we must all recognize this, but we believe that banks can handle them." □

Iowa News

The Exchange Bank of Bloomfield, which had in excess of \$17 million deposits, was declared insolvent September 13 by Iowa Superintendent of Banking. Because the private bank is uninsured, depositors stand to lose, perhaps as much as 50% or more of their deposits. Exchange Bank President Peter Burchette called Superinten-

dent of Banking Tom Huston on Labor Day requesting an examination. Mr. Huston's examiners were at the bank the next morning and the bank was declared insolvent by about \$7 million last week.

Private banks are not subject to regulatory examinations except when being closed or if they request such an exam. Private banks may not be insured by FDIC without first being examined, having their FDIC application accepted and being chartered.

Public deposits of approximately \$2.4 million in Exchange Bank will be fully paid off by the State Treasurer's sinking fund. That fund totals presently about \$500,000 and will have to be augmented by an assessment of about \$2 million against Iowa banks, according to a preliminary estimate by Steve Miller, deputy Treasurer for Iowa. The last time the fund was used was in 1960 when a Sheldon bank failed and the precedent set then was for the Treasurer to assess Iowa banks only in an amount equal to that needed to cover the loss to public body treasurers' deposits in that bank. Mr. Miller said the assessment to cover the Bloomfield loss on public deposits, along with the half million presently in the fund, is estimated to cover the loss and leave the required \$100,000 minimum in the sinking fund.

L.C. Bud Pike, IBA president, said last week he is "certain this im-

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portant topic will be discussed in depth during the Iowa convention" which is in progress this week.

AMES: The board of Union Story Trust and Savings Bank has announced the appointment of William R. Hurd to chairman and chief executive officer and Joe D. Petra to president. Mr. Hurd was a former vice president at Union Story Bank and for the past five years has served as executive vice president of Frank Farrar and Associates. Mr. Petra is currently president of the Bank of Versailles, Indiana. He formerly served with banks in Lisbon and Boone. Mr. Hurd will be assuming his duties immediately and Mr. Petra will be joining the bank at the end of the month. Current Chairman and President Gene Hawk is resigning to assume full time presidency of Frank Farrar and Associates.

DONNELLSON: Citizens State Bank is being purchased effective September 21 by Pilot Bancorp, which owns Pilot Grove Savings Bank. An office will be retained here, managed by Doug VanDyke as vice president of Pilot Grove Savings Bank. No other personnel changes were made.

HAMPTON: Funeral services were held last week for Al M. Saylor, chairman of First National Bank, who died after a prolonged bout with cancer. Mr. Saylor also was chairman and CEO of Peoples Savings Bank in Elma.

SHELDON: An open house for area bankers and special guests will be hosted September 23 in the spacious new building just completed by Security State Bank. President Dick Schneider reports a public open house will be held the following day, Saturday, September 24.

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	<u>6.40%</u>				<u>9.00%</u>	
\$30,000	December 1, 1984	6.40		\$40,000	December 1, 1990	8.00
	<u>6.70%</u>				<u>8.25%</u>	
\$35,000	December 1, 1985	6.70		\$45,000	December 1, 1991	8.25
	<u>7.00%</u>				<u>8.50%</u>	
\$35,000	December 1, 1986	7.00		\$50,000	December 1, 1992	8.50
	<u>7.25%</u>				<u>8.75%</u>	
\$35,000	December 1, 1987	7.25		\$50,000	December 1, 1993	8.75*
	<u>7.50%</u>				<u>9.00%</u>	
\$35,000	December 1, 1988	7.50		\$55,000	December 1, 1994	9.00*
	<u>7.75%</u>					
\$40,000	December 1, 1989	7.75				

*Bonds due December 1, 1993 and 1994 are callable December 1, 1992 at 100%

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West Burlington is located in Des Moines County just west of and adjacent to Burlington, Iowa. Des Moines County is in the southeast corner of Iowa on the Mississippi River at the Illinois border and 45 miles north of the Missouri State line. Burlington is the county seat. Manufacturing in the Burlington/West Burlington area is diversified with major employers in West Burlington including: General Electric, Southeastern Community College, J.C. Penny Company, Antena Craft and Younkers. Major taxpayers and their valuations in the area include; Aetna Life Insurance (\$12,183,000), General Electric Company (\$10,927,412), General Growth Management Corp. (\$1,820,934) and Ten-Ark, Incorporated (\$1,551,405). The City and surrounding area is serviced with rail, bus and air transportation. In addition, the Mississippi River is nearby and is available for barge transportation. There is one commercial bank in West Burlington with deposits in excess of \$18,629,000.

These bonds are being issued pursuant to the provisions of Section 384.83 of the Code of Iowa, to pay costs of improvements and extensions to the City's Sanitary Sewer System.

The sewer system currently serves 1,416 service units. A rate increase, effective June 1, 1983, provides a monthly minimum charge of \$4.21 per user unit. The coverage based on projected 1983/84 gross annual revenues of \$262,097, expenses of \$120,885, and net revenues of \$141,212 available for debt service, will be:

	<u>Debt Coverage</u>
Maximum Principal and Interest: \$94,528.75	1.49X
Average Principal and Interest: \$85,095.80	1.66X

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.

Supplement to Northwestern Banker Newsletter 9-19-83

Bank Competition Boosts Need For Better Ag Loan Officers

President Randy Schouten at the Norwest Bank in Montevideo, Minn., took his time finding a new ag loan officer.

"Providing financial services to farmers has become a highly competitive business," remarks Schouten. "More than ever, it's important that an ag loan officer have people skills, along with good credit skills. The combination is not easy to find."

Part of a major ag community, the Norwest Bank has assets of \$43 million, and operating and equipment loans to farmers total \$8 million.

"In some cases, a bank's employees are about the only distinguishing factor between the bank and its competition."

—Randy Schouten, Pres. Norwest Bank Montevideo, Minn.

Schouten called on AGRICAREERS and several other personnel firms in late 1982 for a third man to work in the bank's ag department. The exhaustive search ended in early 1983 when Brad Hennig was hired through AGRICAREERS' Massena office.

"Skills in relating to customers are extremely important," emphasizes

Schouten. "In some cases, a bank's employees are about the only distinguishing factor between the bank and its competition.

"Ag lenders must understand customer needs, then be able to communicate effectively in the areas of those needs and how they relate to the bank's services.

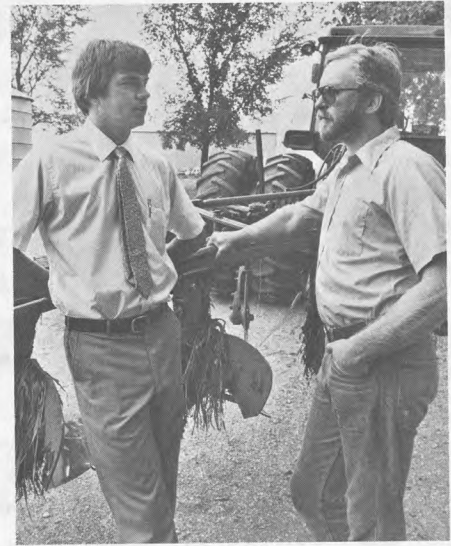
"That's how you get the business, and how you keep it," contends Schouten.

"AGRICAREERS saved us time..."

—Randy Schouten

Montevideo area farmers produce corn, soybeans, small grains and sugarbeets. Hogs and dairying get the emphasis on some farms. "With deregulation, many kinds of financial institutions can offer farmers production loans," says Schouten.

The bank president employs aggressive people with sound credit skills, knowledge of other banking services, and good interpersonal skills that help them communicate, and help them solicit new business. Thus the eight-month effort which culminated in hiring Hennig through AGRICAREERS.



Hennig visits at the farm with bank customer Don Lien, who farms 400 acres and raises hogs.

Hennig previously worked in a PCA in southern Iowa, and had graduated from the University of Wyoming with an ag business degree.

"AGRICAREERS saved us time by screening out unqualified people," points out Schouten. "Brad has good credit skills, learns quickly, and has good interpersonal skills.

"He presents himself well to the bank's customers."

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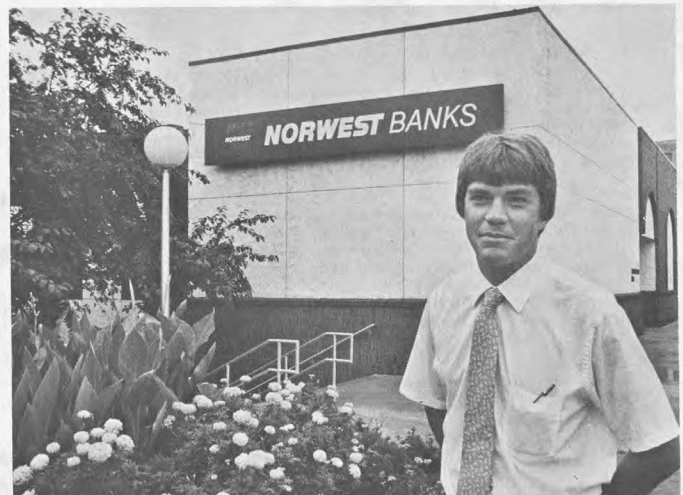
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Montevideo, Minn., Norwest Bank president Randy Schouten, left, hired ag rep Brad Hennig through AGRICAREERS.



Hennig had ag lending experience, and exhibits good interpersonal skills.



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NJ-1—Has the experience that's in demand in ag banks today. Now with large unit of multi-bank holding company in mid management, he's come up through the ranks in record time. Has accomplished more in four years than most do in seven. Was sent to problem bank to clean up loans, and has collected over \$4 million, as well as adding new quality loans. Handles the very large credit lines and over \$10 million in ag loans, plus commercial and installment loans, set up lending procedures, supervises loan officers and staff, etc. etc...Prefers to relocate in or near major city. Married. B.S. Ag Economics. \$30,000. Call Jean.

NJ-2—An excellent candidate for banking. Now employed as short term ag lender. Three years experience handling large credit lines and \$7 million in loans. Good marketing skills and talented in screening for quality loan customers. Polished, confident and personable. Also experienced in sales, pensions and investments. Ag degree from Iowa State. Married. Age 30. \$25,000. Call Jean.

NJ-3—Employed as ag investment rep since graduating from ISU in 1980 (B.S. Ag Business). Active in soliciting and servicing farm real estate mortgages. Rated in top 10 in production with minimal year end delinquencies. Works one on one with farmers, realtors, attorneys and other ag lenders. Strong in cash flows, loan closings, and work outs. Married. Age 25. \$20,000.

NJ-4—Offers one year of experience as Assistant County Supervisor with FmHA. Handles himself well, aggressive and polished. Able to handle heavy work load. Reference says, "Goes beyond work requirements...accommodating and likeable, yet firm...able to make decisions and follow through. B.S. Ag Business (ISU). Prefers to live near metro area. Single. Age 24. \$17,000. Call Jean.

NJ-5—Offers over three years experience as ag loan officer with major multi-bank holding company. Co-manager of \$40 million ag department. Supervises correspondent bank relations and junior officers. Interested in more diversified banking opportunities. B.S. Ag (double major), and attended several banking and credit schools. Married. Age 25. \$28,000. Call Jean.

NJ-6—Currently holds #2 position in very small country bank. Manages insurance agency and handles half the loans (75% ag, 25% consumer). Makes farm calls, and enjoys promoting bank related services. Increases insurance volume substantially each year, and develops customer loyalty. Prefers similar position in bank of \$15 million or more. A.A.S. Ag Business Mgmt., Ag Sales/Marketing. Married. Age 24. \$20,000. Call Jean.

NL-7—Seeks responsible position in financial administration where he can utilize his background in marketing, sales and ag. Past 2½ years employed as loan officer for farm credit service directly responsible for \$14.5 million loan volume. One and a half years in ag loans and general supervision of a \$9 million branch bank. B.S. Marketing. Single. Age 35. \$28-\$30K. Call Linda.

NL-8—Aggressive ag banker seeks executive position for a \$30-\$70 million bank in town of 6,000 or more. Presently in charge of a \$17 million ag bank. Responsible for all phases of banking; collection, real estate, farm management, insurance, bond portfolio, auction services, and staff management. Excellent references. I.S.U. grad with two degrees. R.E. Brokers license. Married. Age 50. \$40,000+ Call Linda.

NL-9—Three-and-one-half years ag credit experience writing loans, farm appraisals, credit analysis and loan servicing for the farm credit system. Personable and sales oriented. Strong dairy farm background and a four year ag degree. Reference says, "His strengths are in credit analysis, cash flows, ag knowledge". Married. Age: 26. Lives MN. \$23,000. Call Linda.

NL-10—Very sharp appearing loan officer who offers three years with FLB. His strengths are ag lending, farm appraisals, public relations and collections. Reference says, "Real dedicated...relates well to customers...would recommend him for a bank position!" B.S. Ag Business. Married. Age: 25. Lives MN. \$25-30,000. Call Linda.

NL-11—Four-and-one half years as senior loan officer responsible for farm appraisals, credit analysis and loan servicing for a long term lending institution. Strong points are efficiency, productivity and sound judgement. Has R.E. Brokers License. B.S. Education. Married. Age: 29. Lives WI. \$26-\$28,000. Call Linda.

NL-12—Available due to lack of promotion potential; offers two-and-one-half years with FLB as a loan officer. Has part-time insurance sales experience. Reference says, "He has a sales personality, gets along well, fast learner and a fine dresser." B.A. Business Management. Married. Age: 24. \$20,000. Call Linda.

NJ-13—Took a small town bank from six to fourteen million in three years. Uses his sales background along with his 11 years in banking to successfully build two banks in deposits and net return. B.S. Ag Industries. Married. Age: 41. Lives IL. \$40,000 plus. Call Jean.

NJ-14—A choice candidate with unlimited potential in a growth-oriented bank. Offers two years experience in all phases of a small bank (as second in charge). Licensed in all lines of insurance, works with loans and investments, and uses Apple III computer. Gets excited about making new business calls. Very polished, aggressive and goal oriented. B.S. Ag Econ. Married. Age: 23. Lives NE. \$20,000. Call Jean.

NJ-15—AVP with farm credit system since 1981, and a year's training with FmHA during college. Farmed for several years before deciding to get his degree in Finance/Business. References say, "Knows how to make decisions...good with problem loans...his low-key approach is very effective!" Married. Age: 36. Lives KS. \$25,000. Call Jean.

NL-16—Fifteen years ag credit experience with financial institution making loans and grants in rural areas, collection and farm appraisals. Strong farm knowledge (from eastern Iowa). Good references. B.S. Farm Operations. Just completed Commercial Banking course. Iowa R.E. License. Divorced. Age: 40. Lives IA. \$24,000. Call Linda.

NJ-17—Tops in documentation. Writing 15% more quality loans than other loan officers in his organization. Handling \$6½ million portfolio. Excellent farmer rapport. B.B.A. Finance and Insurance. Married. Age: 27. Lives IA. \$26,000 Call Jean.

NL-18—Iowa farm boy with a four year degree in Finance and Insurance who offers two years selling and servicing Life, Health and Disability Insurance along with estate planning on a straight commission basis. Reference says, "Intelligent, ag background, can talk to farmers...he's more mature than others his age...has a good technical knowledge." Married. Age: 25. Lives MN. \$15,000 plus. Call Linda.

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NW-1 PRESIDENT/CEO for a large bank. Requires top credentials and solid record of experience in loans, operations and PR as head of or second man in \$30-100 million bank. Must be currently employed and have long-term record with no more than two banks. \$50-55,000.

NW-2 CEO—duties include all loans, some operations, personnel, planning and new business development for a \$25+ million bank. Experience as # 2 man. Strong in ag loans, management and PR. \$30-40,000.

NW-3 VP—Marketing and business dev., lending and credit quality, staff dev. and training and bank management for a large holding company with ag loans of \$8 million. Iowa. \$35-40,000.

NW-4 AG LOAN OFFICER—Start as low man in a four man dept. Business development skills. 1-2 years exp. and four year degree. Sales personality. Iowa. \$18,000.

NW-5 2ND MAN/AG DEPT—Need fresh ideas for dept. Consider light to some experience. Iowa. \$16-18,000.

NW-6 JR. LENDER—Commercial lending for loan portfolio of \$30+ million. 1-3 years commercial lending experience. Iowa. \$18-20,000.

NW-7 AG LENDER—Solely ag loans for portfolio of \$6 million. Ag credit experience. Iowa. \$20,000.

NW-8 INSURANCE MANAGER—Manage in bank agency. Insurance sales necessary. Licensed in all lines of insurance. Iowa. \$20,000.

NW-9 2ND MAN—Supervise small ag portfolio and sell deposit services for a full service bank. 3-6 years bank or ag credit exp. Iowa. \$18-25,000.

NW-10 2ND MAN—Ag loans, financial statements, customer service and new business dev. 4-6 yrs. bank experience and accrual accounting exposure. Iowa. \$25,000.

NW-11 MORTGAGE SUPERVISOR—New business dev., credit analysis, farm appraisals for a mortgage banking firm. 4 yrs. experience. Iowa. \$25-30,000.

NW-12 JR. LENDER—Sell bank services, credit analysis and cash flows service and new business development. 1-3 yrs. related experience. Microcomputer experience a plus. Iowa. \$18-20,000.

NW-13 AVP—Handle large lines of ag credit (\$7 million) for a large holding company. 3-5 years heavy ag credit experience. Want good people. Illinois. \$25-30,000.

NW-14 AG LOAN OFF—Ag loans and some installments for a \$25+ million bank. Cash flows, collections and new business development needed. 2+ years experience. Illinois. \$18,000-25,000.

NW-15 SR. LOAN OFF—Supervise lending dept...overall charge of loan portfolio of \$25+ million in loans. New business development. Seven-ten years ag credit experience. Strong credit documentation. Minnesota \$30-40,000.

NW-16 2ND MAN—Resp. for ag loans for a \$10 million bank. Other phases of banking also. Banking experience a must. Minnesota \$20-25,000.

NW-17 LOAN OFF—In charge of \$6+ million in ag loans and marketing duties. 2-5 years ag lending (short-term) experience. Minnesota \$19-21,000.

NW-18 AG LOAN OFF—Handle credit, service loan and collections. MIN. 2-3 years ag credit experience. C. SD. \$18-23,000.

NW-19 BR. BANK MGR/JAG LOANS—Resp. for all loans and some bank management for a small branch bank. Exp. in ag loans and banking. South Dakota. \$20,000+.

NW-20 2ND MAN—Responsible for loans and bank operations for a multi-bank holding company. 5-7 years banking experience. Strong lending credentials. MT. \$30,000.

NW-21 AG LOAN OFFICER—Farm loans and calls. New business development for a \$100+ million bank. 2-3 years of ag banking or other credit experience. Likes Western State orientation. MT. \$20-25,000.

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Nebraska News

The Nebraska Department of Banking recently held hearings for the applications of Minden Exchange Bank to acquire Upland Cooperative Credit Association, and Bank of Keystone to acquire the Arthur Cooperative Credit Association.

To date, these are the only two such applications filed since passage of LB 58, the multibank holding company/branch banking legislation which allows for bank acquisition of cooperative credit associations located within the county of the bank's main office or contiguous county, with the approval of the Director of Banking and Finance, a majority of the coop's board of directors and the FDIC.

If approved, it will be with the stipulation that the acquiring bank establish a branch office for a minimum of five years in the town where the cooperative is located. A decision is expected within two to four weeks from Paul J. Amen, Director of Banking.

* * *

Three IRA-Keogh Seminars are being conducted this month by Collin Fritz, a widely-known banking consultant and attorney. Dates and locations for the seminars are September 19, Ogallala Holiday Inn; September 20, Kearney Ramada Inn, and September 21, Lincoln Hilton Hotel.

* * *

Six different meetings have been scheduled for September 28-29 by the Nebraska Bankers Association, all to be held at the Kearney Holiday Inn.

To be held on the 28th: Govern-

ment Relations Committee, BankPAC Committee, and Area Bankers Dinner. On the 29th is the NBA Executive Council and PEP Workshop. The NBA Marketing Conference will be held the 28-29, also at Kearney Holiday Inn.

NIOBRARA: Al Nelson recently joined the Farmers and Merchants Bank in Niobrara as executive vice president. Mr. Nelson who attended Chadron State College and Colorado School of Banking, Boulder, Colorado, previously served as assistant vice president at a bank in Emerson.

Illinois News

ELMHURST: At Elmhurst National Bank, George T. Necas has been promoted to vice president, trust and investment division, and Charles C. Kaiser to assistant vice president, corporate banking division. Mr. Necas began his banking career in 1961 with LaSalle National Bank. He joined Elmhurst National in 1981. Mr. Kaiser has been with the Elmhurst bank since 1982 as commercial banking officer.

KEMPTON: Kempton State Bank & Trust Co. has announced the election of Russell H. Hiatt as executive vice president. Mr. Hiatt, formerly chief executive officer of the Central Bank of Ashkum, will be primarily involved in lending and expanded customer services.

Minnesota News

REDWOOD FALLS: Thomas A. Hollatz has been elected president and a director of the Farmers State Bank. He succeeds Carl L. Lokker, Jr. who is resigning to enter private business. Mr. Hollatz, who started in his new position September 12,

previously served as cashier and a director of First State Bank of Webster City, Iowa, for the past seven years. Farmers State Bank relocated its main office from Morton to Redwood Falls August 8 and continues to operate its Morton Office as a full-service banking facility.

SAINT PAUL: First Bank Saint Paul recently announced the promotion to vice president of Marcia S. Hanson, manager, Shoreview facility; Richard E. Lloyd, commercial banking; Bruce A. Soma, consumer/corporate services, and Leo L. Standnik, operations. Also, vice president Filmore G. Enger was named to head division B, commercial banking, and William R. Easton to vice president and head of international banking.

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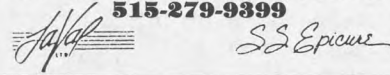
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ASSISTANT CONTROLLER—Four-year accounting degree, a CPA or working toward a CPA. Would like 1 to 2 years experience with a public accounting firm. Send resume to Diane Good, National Bank of Waterloo, 100 E. Park Ave., Waterloo, IA 50704. (PA)

COMMERCIAL LOAN OFFICER—Excellent opportunity for an individual with strong commercial lending skills. Send resume to: J.T. Gowan, President, First National Bank, Chaska, MN. 55318. (PA)

AG LOAN OFFICER—Nebraska bank with two ag loan officers, needs additional individual to assist with ag lending. Experience helpful, but not required. Reply to file UBZ, c/o Northwestern Banker. (PA)

Real Estate Loan—Affiliate of major holding company seeks experienced real estate lender to manage department. Send resume along with salary history to: file VBB, c/o Northwestern Banker. (PA)

CEO for western Illinois community bank (Sherrard, Illinois). 15 miles South of the Quad Cities. \$17 million in assets. PR and ag lending required with a minimum 5 years experience. Operations and investments are secondary requirements. Bank has previously enjoyed good earnings and reasonable growth, and is well staffed. Salary commensurate with experience. Excellent opportunity for the right individual. Resumes will remain confidential. Send resume to: D. Churchill, 1610-5th Ave., Moline, IL. 61265. (PA)

POSITIONS AVAILABLE

All positions are in Missouri, Iowa, Kansas, Arkansas or Oklahoma
Cashier, \$40mm bank, small metro To \$40,000
Vice President, Commercial, prime metro bank Open
Loan Officer, 20,000 population, \$70mm bank \$30,000
Operations, \$25mm bank, Lake area location \$25,000
Commercial Lender, 3 yrs. experience, prime metro bank Open
Commercial Loan Officer, \$50mm bank, resort area \$27,000 + Bonus

#2 Man, Ag Lender, \$17mm bank to \$30,000
Credit Analyst, 250,000 population \$35,000 + Bonus
#2 or #3 Man, Commercial, 100,000 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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**AG LOAN OFFICERS
HELP!**

Current demand far exceeds the supply of qualified Ag Loan Officers! If you are in the \$22-40,000 income bracket and interested in joining or confidentially learning of career opportunities in \$5 million to \$50 million banks in the Midwest, call or mail your resume to:

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Contact Lois Kriebs, AVP —Personnel, 515/245-6142, for an interview or send resume to the personnel department.

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BANKERS AVAILABLE

CEO with proven high performance record in community bank seeks new opportunity. Salary \$45,000

Commercial Lenders with experience ranging from three to 20 years. Salary to \$50,000

Senior Ag Lenders with experience ranging from 5 to 20 years. Salary to \$40,000

Junior Ag Lenders with one to five years experience. Salary to \$25,000

Administrative Officers with major banking experience. Salary to \$50,000

Installment Lenders with over five years banking experience. Salary to \$25,000

Operations people with over five years experience. Salary to \$30,000

If you are considering an additional officer, we have dozens of qualified applicants listed in most job categories. Write or call Malcolm Freeland c/o Freeland Financial Services, Inc., 1032 Carriers Bldg., Des Moines, IA 50309. Phone 515/282-6462. Employer pays reasonable fee.

POSITIONS AVAILABLE

Senior Ag Lender with degree and five or more years experience in large commercial bank needed by \$100 million bank. Salary \$40,000

Commercial Lender for \$100 million bank in midwest. Salary \$36,000

Correspondent Banker for major Upper Midwest bank. Requires lending experience and limited travel. Salary to \$36,000

President for \$60 million midwest bank. Immediate opening. Salary open

Ag Lender for eastern Iowa bank located near major metro area. Salary to \$35,000

Branch Mgr. for South Dakota bank located near larger town. Salary to \$25,000

Commercial Lender with two or more years experience and some knowledge of operations for eastern low suburban bank. Salary to \$25,000

Ag Banker for rural bank in northern Iowa. Will consider bank or PCA experience. Salary to \$26,000

Ag Lender for north central Iowa bank. Must have good lending experience and ag degree. Salary to \$35,000

Ag Lender for second slot in \$50 million central Iowa bank. Salary to \$25,000

Ag Lender with at least five years bank experience for Southern Minnesota bank. Requires ag degree. Salary to \$35,000

Write or call Malcolm Freeland, c/o Freeland Financial Service, Inc., 1032 Carriers Bldg., Des Moines, Ia. 50309. Phone 515/282-6462. Employer pays reasonable fee.

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POSITIONS AVAILABLE

AGRI LOAN—handle all agri and some commercial credits for \$30MM community bank. Degree preferred. \$30K

CEO—\$30MM community bank with majority of credits in consumer and small commercial. Requires superior lending and administrative skills. \$50K

INSTAL.LOAN—second position in dept. of \$60MM bank. Opportunity to assume #1 position. \$20K

CASHIER—second man position for new suburban charter. Strong operations background desired. \$26K

COMMERCIAL LOAN—\$250MM wholesale bank. Degree and three yrs. or more commercial lending experience required. \$35K

JUNIOR OFFICER—\$15MM rural bank seeks officer with operations and compliance background. Opportunity to advance. \$18K

Forward resume' or contact us for information. All inquiries held in confidence.

TOM HAGAN & ASSOCIATES
of Kansas City

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North Kansas City, MO 64118
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