

NORTHWESTERN Banker Newsletter

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Des Moines, Iowa

November 14, 1983

Regional Banking Being Pushed

A STRONGER push is being exerted in upper midwest states to seek authority from 1984 state legislatures for regional banking; i.e., acquisition of existing institutions or new charters across state lines in nearby states which are willing to offer reciprocity. Such regional banking now is in effect in some New England states. The impetus for pursuing this course of action results because interstate banking, although officially barred by federal law, is being legitimized, in fact, by some state laws and by federal regulatory bodies acting independently of Congress.

Various upper midwest states are studying the position taken by the South Dakota legislature when it opened that state by invitation to financial institutions from outside its borders. Citicorp and Bank of America so far have moved into the state.

In Nebraska, Iowa and Minnesota, bills aimed at similar types of reciprocal banking failed in the last legislative sessions but will be brought up again. Nebraska's Senator John DeCamp has set a hearing for December 5-6 in Omaha at the Omaha City-County Building, 1819 Farnam St., to discuss the possibility of enacting legislation in Nebraska which would allow regional interstate banking. He has invited government representatives from 10 states—Colorado, Iowa, Kansas,

Minnesota, Missouri, Montana, North Dakota, South Dakota and Wisconsin, as well as Nebraska. He said "national experts" on the subject also are being invited, along with leaders of the American Bankers Association, the Independent Bankers Association of America and the Association of Multi Bank Holding Companies. The hearing begins at 1:30 p.m. on Monday, reconvenes Tuesday at 9 a.m. and will adjourn at noon. The Nebraska Independent Bankers Association has notified Sen. DeCamp of its opposition to the bill. NIBA officials say effect of the MBHC bill enacted earlier this year needs to be assessed and it would be unwise to pursue further expansion until that effect is known.

The subject of regional expansion was taken out of the realm of "future business" very suddenly when the Federal Reserve Board on November 9 approved the application of Omaha National Bank to cross the Missouri River and purchase 24.9% of the First National Bank of Council Bluffs, Ia. The ONB had announced its application October 3 following earlier discussion, stating it intended to shore up First National's capital. First National lost nearly \$2.9 million last year, reportedly due to loan losses. ONB's injection of \$2.5 million will give it 4.9% of the common stock and the balance in all of a new class of preferred

stock of First National.

Iowa Superintendent of Banking Thomas Huston was notified November 10 by the Fed of that approval and was told there was a method for requesting reconsideration. Mr. Huston had indicated earlier he would pursue legal action if the transaction was completed, since it contravenes Iowa law prohibiting purchase of stock in an Iowa bank by an out-of-state financial institution. That same law has held up Fed approval for 18 months of the First Bank System purchase of 25% of Banks of Iowa, Inc., a Des Moines based multi-bank holding company. The Fed has been asked repeatedly for its decision on that application, and again last week merely stated it will make its decision "soon," saying the purchase doesn't meet its guidelines.

Minnesota Governor Rudy Perpich has already stated he will sponsor legislation aimed at following South Dakota's open state bill.

An Iowa Bankers Association legislative committee Task Force has been studying possible legislation on the interstate regional banking situation and is in the midst of developing its policy on the issue of whether Iowa's law that limits MBHC's to holding 8% of the state's bank deposits should be revised. Those issues will be reviewed with local bank executives and state legislators at a series of local meetings commencing November 28. □

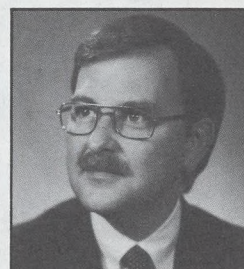
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Dennis Nahnsen

Iowa News

DES MOINES: The Des Moines Chapter of AIB held its Management Appreciation Night November 3. David N. Walthall, president of Hawkeye Capital Bank & Trust was named as the 1983 recipient of the Banker of the Year Award. Mr. Walthall has been in banking 14 years and has been involved with AIB his entire banking career.

FAIRFAX: Mary C. Neuhaus, 50, died November 9 after a five-month illness with cancer. Funeral services were held last Saturday at St. Patrick's Church in Fairfax. Surviving is her husband, David C. Neuhaus, president of Fairfax State Savings Bank.



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PRINCETON: Keith Hopp has joined Farmers Savings Bank as vice president and agriculture representative. He also will serve in this position at Le Claire State Bank in Le Claire. Mr. Hopp recently returned from Colorado where he was involved as the broker and credit supervisor for a major real estate project. Prior to that he served as president of Federal Land Bank of DeWitt.

VINTON: Michael A. Cruzen has been elected president of Brenton Bank & Trust Company here, replacing Larry Rolfstad who resigned to pursue other banking interests. Mr. Cruzen was graduated from Iowa State University in 1973 with a degree in ag business. He joined Brenton Bank & Trust Company that same year, serving most recently as vice president.

Nebraska News

First National Lincoln Corp. and Omaha National Corporation expect to sign a definitive agreement by November 22 that would result in merging the two holding companies into a new company named Firsttier, Inc. Earlier efforts by Omaha National to accomplish this goal had been rejected, but the approval by both boards to enter into an agreement came October 28 after ONC raised its offer from \$40 a share to \$42.50 per share and upped the First National Lincoln stock conversion

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figure from .850 to .875 of a share. ONC stock converts one-for-one. Directors have recommended to stockholders that they approve the merger, which needs regulatory approval. As announced earlier, John D. Woods, chairman and CEO of ONC, would hold those positions with Firsttier. William C. Smith, FNLC president and CEO would be president of Firsttier. Corporate offices would be maintained in both cities and the two banks would continue to operate as at present, with combined assets of about \$1.8 billion and deposits of about \$1.25 billion.

* * *

The Nebraska Bankers Association will be holding six legislative dinners through November and December. The first is scheduled for November 16 at Kearney Holiday Inn. Three will be announced later for November 28-30. December 6, North Platte Country Club, and December 8, Red Lion Inn, Omaha, are the final two dates.

LINCOLN: Nebraska Banking Director Paul Amen declared Commonwealth Savings Company insolvent on November 1 and closed the \$78 million asset institution, the largest industrial savings and investment institution in the state. It

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DES MOINES WATER WORKS, IOWA

Water Revenue Bonds

DATED: June 1, 1980

DENOMINATION: \$5,000

Both principal and semiannual interest (June 1 and December 1) payable at the West Des Moines State Bank, West Des Moines, Iowa.

MATURITY

\$825,000 5.50% due December 1, 1985 TO YIELD 6.30
Approximate price 198.50

LEGAL OPINION: AHLERS, COONEY, DORWEILER, HAYNIE & SMITH, ATTORNEYS
DES MOINES, IOWA

The Des Moines Water Works provides retail water service to the residents of Des Moines and some unincorporated areas surrounding the City. The Water Works also provides all of the water, on a wholesale basis, to the Cities of Clive, Johnston, Norwalk, Pleasant Hill, Urbandale, Windsor Heights, and Cumming, as well as two rural water districts and several benefited water districts. The Cities of Ankeny and West Des Moines are also served on an intermittent basis. The estimated population of the service area (270,000) equals about 10% of the State's population.

Des Moines is the capital of the State of Iowa and also the County seat of Polk County. Since its incorporation in 1851, it has served as the commercial, industrial, governmental and financial center for the State. Des Moines is the home of Drake University (enrollment 6,000) Grand View College (enrollment 1,200) and several other smaller colleges and business schools. Des Moines is an important insurance center with sixty home offices located in the City. The largest is Bankers Life Company with 2,500 employees. Also important is the printing and publishing industry; the largest employer in this category is Meredith Corporation with 2,920 employed in the printing of Better Homes and Gardens and other periodicals. Besides insurance and publishing, there are an estimated 400 factories in the area with combined sales in excess of \$500,000,000. Major industrial employers in the area include John Deere (farm equipment, 2,700 employees); Firestone Tire (tires, 2,950 employees); and Pioneer Hybrid Seed Co. (seeds, 1,700 employees). Large commercial employers located in Des Moines include Northwestern Bell Telephone (3,200 employees); Younkers Department Stores (2,000 employees); and Iowa Power & Light Co. (1,500 employees). In addition, it is estimated that the various levels of government provide employment to 17,500 people in the area. The population of Des Moines, according to the 1970 Census, was 201,404 and is presently estimated at 200,000. Des Moines is served by five airlines, six railroads and 67 truck lines. Interstate Highways No. 35 and 80 intersect Des Moines. The area included within the City limits is approximately 65 square miles. There are twelve banks in Des Moines with total deposits in excess of \$1,770,000,000.

These bonds were issued under the provisions of Chapter 384, Code of Iowa, 1979, as amended. The proceeds of this issue were used to construct an intake in the Des Moines River (\$1,000,000); to construct a raw water pumping station (\$2,300,000); to construct a raw water transmission main (\$6,700,000); and to partially fund a debt service reserve fund (\$1,000,000). In the opinion of counsel, these bonds are legal and binding obligations of the Des Moines Water Works, Iowa, payable from the future net revenues of the water system. This issue represents the only bonded indebtedness of the Water Works. On May 20, 1980, the Board of Trustees authorized, by Resolution, a rate increase of approximately 30% which became effective January 1, 1981.

EARNINGS STATEMENT

	1981	1982
Gross Operating Revenue	\$11,260,942	\$11,638,800
Operating Expenses	8,327,691	9,177,481
Net	2,933,251	2,461,319
Other Income	613,396	575,000
TOTAL	\$ 3,546,647	\$ 3,036,319

COVERAGES

(Based on 1982 net revenues)

Average principal and interest	\$1,329.688	Maximum principal and interest	\$1,337.500
Coverage of average requirement	2.38x	Coverage of maximum requirement	2.35x

The information contained herein is not guaranteed, but is derived from sources which we deem reliable and is that on which our purchase of these bonds is 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 the indicated above.

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Placed by AGRicareers, Loras Goedken, left, recently joined Union Bank & Trust, Lancaster, Wisc. Talking together here with Goedken are Union Bank president Jerry Fisher, center, and the bank's ag assistant vice president, Pat Priar.

“Times Have Changed In Ag Lending”

Things just aren't like they used to be down on the farm. And they aren't the same for banks serving farmers either, says a southwest Wisconsin bank president.

Jerry Fisher, president of Union Bank & Trust, Lancaster, recently employed through AGRicareers a young, experienced ag representative. Loras Goedken's primary mission is to make farms calls.

“We want someone in the country visiting customers as much of the time as possible,” says Fisher. “PCA is out there knocking on our customers' doors, as is the other bank here in town. We have some good farm customers, and need to be out there meeting their needs.”

“PCA is out there knocking on our customers' doors, as is the other bank in town.”

**—Jerry Fisher, Pres.
Union Bank & Trust
Lancaster, Wisc.**

Located in a county seat town of 4,000 people and a surrounding diversified agriculture, Union Bank & Trust's deposits total \$34 million. Twenty-nine full-time people are employed, and about 20% of the bank's loan business volume is with farmers. Another 20 to 25% is agribusiness.

Goedken grew up on an Iowa farm,

majoring in ag business in college. Just prior to joining Union Bank he was ag rep in a smaller bank, in South Dakota.

“We try to see our farmer customers twice a month, either at the farm or here in town, perhaps over coffee,” comments Fisher. “We see our intown business customers sometimes every day, and want to see our farmer customers more. It's how you strengthen business ties.”

He wants a farmer customer to feel comfortable with bank personnel— “So that when he buys a new piece of machinery he's interested in what we think, too. It used to be he didn't care, and neither did his banker.

“But times on the farm are tougher, and it's important that the farmer and his lender work more closely together.”

Before calling on AGRicareers to help find an ag rep, Fisher tried conventional sources, including ads in publications read by bankers. He re-

ceived many applications and interviewed several people, but nobody appeared to meet the qualifications desired.

“AGRicareers sent several resumes, and Jean Eden at the Massena office gave us her opinions on specific persons who were available. The personnel counseling really helped.

“AGRicareers learned what we wanted, then saved us time by screening out applicants we probably would have spent time considering,” continues Fisher.

“AGRicareers learned what we wanted, then saved us time...”

**—Jerry Fisher
Wisc. Bank Pres.**

“Jean was able to recommend people with the kind of personality we feel we need here. A lot of people out there know ag lending, but they also have to fit well here—into a group of 30 or so people.”

The bank president wanted an ag rep who would get involved personally in the community, as Goedken has quickly done through sports activities.

“Loras is doing a good job for us, in spite of the fact that he's only a couple years out of college,” sums up Fisher. “Plus, because of our needs, he's been willing to take on work projects he wasn't specifically hired for. It's helped.”

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NJ-1 VP/AG BANKER—Offers six years experience in all areas of banking; ag, commercial, Real Estate, and consumer loans, operations, insurance sales (holds all licenses), and marketing. Set up call program similar to PCA's. Micro computer experience, too; reference says, "Really has the Apple figured out... Excellent in lending, operations and PR". Finance degree. Married. Age 28. IA \$28,000. Call Jean.

NJ-2 AG/COMMERCIAL LOAN OFFICER—Currently Asst. Cashier/Loan Officer in \$80 MM unit of multibank holding company for past 2 years. Handles good share of ag and consumer loans. Also had 9 mo. internship in two banks during college. Interested in advancement opportunity and diversified duties, including insurance sales (has been told he could sell anything), and the chance to work with computers. Married. Economics degree. Age 25. IA. \$20,000. Call Jean.

NJ-3 AG LOAN OFFICER—Three years ag banking experience in lending (ag, commercial and consumer), operations, and insurance. Reference says, "Mature and dependable...show him something once, and turn him loose—does the job right...well trained". Helped with conversion to in-house digital computer system. Wants position in small bank of \$15-\$25 MM combining ag lending with insurance duties. Ag Banking graduate. Single. Age 24. SD. \$25,000. Call Jean.

NJ-4 ASST. CASHIER/LOAN OFFICER—Two years in \$25 MM bank as second officer—handles ag and commercial lending, student loans, all insurance duties, and collection work. Spent another 8 mo. as trainee learning banking from the ground up. An aggressive and polished individual. Good ideas and attitude about marketing. Interested in micro computers. B.S. Bus. Mgmt. Farm raised. Engaged. IA. Age 25. \$20,000. Call Jean.

NJ-5 AG LOAN REP—Professional young man with good experience in Trust Real Estate management, farm management, grain inventory and marketing, property insurance. Knows micro computers and software programs. No lending experience, but anxious to learn. B.S. Ag Bus. Single. Age 25. IA. \$22,000. Call Jean.

NJ-6 AG LOAN OFFICER—Sharp candidate! Offers three years PCA experience—handles \$4 MM ag portfolio. In charge of insurance, enjoys calls. Strong analytical skills, good record of credit quality. Very versatile, outgoing and personable. B.S. Ag Bus. ISU. Married. Age 26. IA. \$23,000. Call Jean.

NJ-7 TRAINEE—What he lacks in experience, he makes up for in PERSISTENCE, enthusiasm, attitude, and personality. Convinced me to interview him, and I was glad I did! Has sales personality, and strong farm background. B.S. Finance. Single. Age 25. NE. \$12-\$15,000. Call Jean.

NJ-8 AG LOAN OFFICER—Over four years as second officer in \$14 MM bank of major holding company. Handles ag loans and a share of installments. Reference say, "Very detailed, has experience in all areas of small bank, really loves farm calls, learns fast, and thinks before he speaks". B.S. Bus. Admin. Married. Age 26. SD. \$23,000+. Call Jean.

NJ-9 AG LOAN OFFICER—Spent four years in \$100 MM bank—worked part time in clerical position to pay college expenses, and 1 year as manager trainee. For past three years has been with the Farm Credit System as loan officer and marketing insurance. Very interested in computers. B.S. Bus. Admin. Married. Age 30. \$26,000. Call Jean.

NJ-10 PRESIDENT—Thirteen years bank experience—past two years as president of small ag bank. Excellent appearance and PR skills, good record of performance. Very involved in professional and community activities. Real Estate and Insurance Licenses. B.S. Ag Business/ISU, plus graduate of several banking schools. Married. Age 37. IA. \$45,000. Call Jean.

NJ-11 SECOND MAN—Now solely in charge of \$10 MM in ag loans at a \$50 MM bank for past nine years. Holds office in several professional and community organizations. Reference says, "His character is above reproach...an honest man with very high level of integrity...does an excellent job". B.S. Ag Econ./ISU. Married. Age 37. IA. \$35,000+ Call Jean.

NJ-12 C.E.O.'s—We have four of the best, with outstanding credentials, including; President of high performance bank which has doubled in size in past five years; a candidate who's bank grew from \$60 MM to \$180 MM during the eleven years he's been president (and tripled profits); a past president of the Bankers Association, etc. All these candidates are currently employed, an have contacted us CONFIDENTIALLY, because they're interested in better opportunities in banking. Salaries range from \$40-\$70,000. Call Jean.

NL-13 BANKING—Highly sales motivated bank insurance manager seeking banking career. Fifteen months experience with agency increasing premium volume from \$70,000 to over \$120,000. Sharp and aggressive. Licensed in all insurance lines. Excellent references. B.S. Finance/Act., Real Estate and Insurance...GPA 3.6/4.0. Married. Age: 24 Lives MN. Call Linda.

NL-14 AG CREDIT—Twelve years with farm credit system with responsibilities of \$6 million in ag loans for a diversified ag area. Good working knowledge of cash flows, cash projections, agrifax, hail and life insurance. B.S. degree. Married. Age: 39. Lives MN. \$35,000. Call Linda.

NL-15 CASHIER/OPERATIONS OFFICER—Competent banker currently responsible for bank operations, ag, commercial and real estate loans, maintaining investment portfolio, budget projections and call reports for a \$20 million bank. A PEOPLE PERSON. Strong public relation skills. Two years of college and banking schools. Married. Age: 46. Lives WI. \$25-30,000. Call Linda.

NL-16 AG/COMMERCIAL LENDER—In charge of specialized agribusiness department of three people, commercial, ag, and real estate loans (total loan portfolio of \$13½ million). Skilled in written and verbal communication. Reference says, "Does a good job...very thorough...strong points in ag loans...farm knowledge...relates very well with people." B.S. Ag Education. Married. Age: 30. Lives KY. \$25,000. Call Linda.

NL-17—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-18—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.

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IOWA

NW-1 AG LOAN OFFICERS—Several ag lenders needed for different locations. Excellent opportunity. 3-5 years ag credit experience. Sales personality. IA. \$25-30,000.

NW-2 JR. AG LENDER—Ag credit responsibilities for a \$35 + million bank. Know farming. 25 years ag lending experience. IA. \$25,000.

NW-3 #2 MAN IN AG DEPT—Assist ag loan officer... farm calls...make use of Apple computer. 1-3 years bank (preferred) or other ag credit exp. Hard worker. IA. \$15-20,000.

NW-4 JR. AG LENDER—Cash flow projections, fin. statements and farm calls. Need ag background and an ag degree. Exposed to computers. IA. Middle teens.

NW-5 SENIOR AG OFFICER—Head of ag loan dept. (\$14 million in ag) plus some marketing. 5-10 years ag credit exp. Sales oriented. IA. \$35,000.

NW-6 VP—In charge of running bank of \$5 million in size. Aggressive, personable, and have a good farm background. 3 + years experience. IA. \$20-25,000.

NW-7 AG LENDING REP—Entry level bank or other ag credit experience, sales oriented and outgoing individual needed for small ag bank of \$20 + million. IA. \$16,000.

NW-8 SENIOR AG LOAN—All types of loans, trusts, marketing and banking. Bank experience a must. Innovative thinker. IA. \$35-40,000.

NW-9 SENIOR AG OFF—Step in and take charge of \$12 million ag portfolio. Bank exp. preferred (5-10 years). Personable, business development skills. IA. \$32-35,000.

NW-10 PRESIDENT—Run small ag bank...investments...all types of loans. Aggressive and a community worker. IA. \$37,000.

MINNESOTA

NW-11 #2 MAN—Cash flow proj., fin. statements, farm calls responsibilities for a \$18 million bank. 5 years ag credit exp. New business dev. skills. MN \$18-24,000.

NW-12 AG LOAN OFF—Report to SVP...ag loans of \$10-11 million...responsible for \$6 million. Ag credit exp. Relate to the farmer. MN. \$25-35,000.

NW-13 AVP—Ag, commercial and some real estate lending (4-5 million). 2-5 years strong ag lending and some commercial exp. Aggressive and sales oriented. MN. \$18-25,000.

NW-14 VP—Report to SVP...ag loan portfolio and staff of two ag loan officers. Require management experience and solid credit exposure. MN. Upper \$20's.

ILLINOIS

NW-15 AG LOAN OFF—Need high performance individual to assist in ag loan dept. Large ag bank. 3-4 years ag credit experience. Self motivated. IL. \$25-35,000.

NW-16—AG LOAN OFF—Expertise in credit analysis and new business development in a four man dept. with ag loans in excess of \$30 million. 4-5 years. ag experience. \$20-25,000.

NEBRASKA/DAKOTAS/MISSOURI

NW-17 #2 MAN—Multi-bank holding company seeking #2 man for ag loans, business development, work out problem loans, etc. Min. 3 years banking. Good personality. MO. \$30,000.

NW-18 AG LENDER—Two people dept...ag loans, servicing, cash flow proj. and farm visits. Ag credit experience a must. Mathematically inclined. ND. \$20,000.

NW-19 3RD MAN—Ag credit responsibilities for a \$40 + million bank. Experience a must. Community oriented. Nebraska. \$18-20,000.

NW-20 AG LOAN OFF—Ag and some small commercial loans, installment and real estate. 3 years experience in ag credit. Nebraska. \$20,000.

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was uninsured and the fate of the estimated \$70 million in deposits is in doubt. It was reported that 80% of Commonwealth's assets, basically real estate related, were non-earning when it was closed.

TEKAMAH: David H. Luhman has been elected president of First National Bank, effective December 1. He succeeds V.R. Beavers, who had been serving as president and chairman, and is leaving the bank to pursue other interests. Mr. Luhman previously was serving as executive vice president and director of the Karlstad State Bank since 1978.

Minnesota News

The National Association of Bank Women has announced the formation of the Minnesota Valley Group, a new southern Minnesota chapter.

Newly elected officers include: Chairman Pamela Baird, National Bank of Commerce, Mankato; Vice Chairman Peggy Wecker, and Secretary Jan Lowery, both with First National Bank, Waseca, and Treasurer Lois Roberts, People's State Bank-Wells.

* * *

The Minnesota Chapter of the Bank Marketing Association will hold an advertising seminar entitled "Bank Advertising at its Best" on November 16 from 8:30 to 5:00.

Featured speakers will include: Elizabeth A. McMahon of Bozell & Jacobs, Inc. (chairperson of the BMA

National Advertising Conference); James E. Turner, president of ETRA Corporation in Naperville, Ill.; John W. Bootu, Sr., The Direct Mail Group in New York, and Michael J. Warner, vice president of the Bank Marketing Association in Chicago.

For more information or registration contact Michael W. Riley at Signal Hills State Bank: (612) 457-1776.

MAPLE LAKE: Russ Baker, president of the Security State Bank, has announced that controlling interest in the bank has been sold, subject to regulator approval, to a group headed by John A. McHugh, partner with the law firm of Larkin, Hoffman, Daly and Lindgren Ltd. in Minneapolis. Mr. McHugh formerly was president of Norwest bank of Minneapolis, N.A. Russ Baker and George Palmer will remain as president and executive vice president respectively. Donald Weismann, chairman, will retire from the banking business but remain active in the insurance department of the bank.

RUSHFORD: Richard D. Gillen has been elected president and member of the board of the First National Bank of Rushford. He succeeds Morris Anderson, who recently resigned. Mr. Gillen most recently was sales supervisor and financial manager of Hiawathaland Harvestore in Chatfield, and also served as vice president of the Merchants National Bank of Winona.

North Dakota News

MANDAN: Jay C. Feil recently joined the staff of Norwest Bank Mandan, N.A. as commercial loan officer. Mr. Feil previously was associated with Mandan Security Bank,

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Wyoming News

RAWLINS: The Wyoming Bank of Rawlins has announced the appointment of A. Jay Hunsaker as vice president and cashier. Mr. Hunsaker previously was cashier at First State Bank of Afton, and has 17 years of banking experience in operations and lending.

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POSITION AVAILABLE

EXECUTIVE VICE PRESIDENT retiring Central Iowa Bank of \$11½ million. Three to five years experience necessary. Operation: loans and insurance. Excellent opportunity. Write file VBI, c/o Northwestern Banker. (PA)

AG REPRESENTATIVE \$20 million bank in SE Iowa. Some experience desired. Salary commensurate with experience. Send letter with resume to file VBG, c/o Northwestern Banker. (PA)

Bank in N.E. Iowa needs **EXPERIENCED AGRICULTURAL LOAN OFFICER**. Salary negotiable. Please send Resume. Write file VBH, c/o Northwestern Banker. (PA)

Immediate opening for **COMMERCIAL AND INSTALLMENT LOAN OFFICER** in a 50 million western Montana bank. Salary negotiable. Experience necessary. One of the most desirable locations in the western US. Send resume to file VBK, c/o Northwestern Banker (PA)

NW Illinois 50 million community bank needs a **SENIOR LOAN OFFICER**. Must have 5-8 years banking experience in all phases of lending, including agriculture. Excellent opportunity in a good rural community. Call Andy Rogers, 1st National Bank of Galena, IL. Phone (815)777-0344. (PA)

Opportunity for **AGGRESSIVE SALES-ORIENTED INDIVIDUAL** with a fast growing bank holding company in northwest Iowa. Position involves selling of leasing services. Salary \$30,000-\$35,000 and full benefits. Send resume to file VBM, c/o Northwestern Banker (PA)

AG LENDING OFFICER—Need person with 1 to 3 years of experience in ag lending. Must have ag degree. Some knowledge of mini-computers beneficial. Send resume & salary requirements to George Mechem, president, Brenton Bank & Trust Co., Box 388, Clarion, Ia. 50525. (PA)

LOAN OFFICER—Excellent opportunity for aggressive person with minimum of 2 years banking experience. Future for management. Send resume to Don Collins, First State Bank, Murdock, MN 56271. Phone (612) 875-2431. (PA)

COMMERCIAL LOAN OFFICER—\$30 million community bank located in the NW corner of Illinois. Minimum 5 years experience. Salary commensurate with background. Good benefit package. Send resume and salary history to file VBO, c/o Northwestern Banker. (PA)

CEO—\$40 million financial institution located in southwestern Minnesota town of 5,000. Send resume to file VBN, c/o Northwestern Banker. (PA)

WANT TO BUY

WANT TO BUY \$20-\$50 million bank in agricultural area. Any midwest location. Write file VBL, c/o Northwestern Banker. (WTB)

POSITIONS AVAILABLE

All positions are in Missouri, Iowa, Kansas, Arkansas or Okla.
Vice President, Funds Management Head, Metro Bank open
President, \$30mm bank, 10,000 population open
Senior Vice President, Commercial, 90,000 population open
Three positions: All Around bankers, small towns, all types of lending, salaries range from \$22,000-\$35,000
Vice President, Commercial, 450,000 population open
Commercial Lender, Department Administrator . . . to \$60,000
Commercial Lender, Large bank, 300,000 population \$40,000
Ag Lender, Ag oriented bank, 90,000 population open
President, \$30mm bank, 20,000 population \$40,000-\$45,000
Two positions: Ag lenders, #2 in bank to \$30,000
#2 Man, Combination lender/cashier to \$30,000
Commercial lender, 2 yrs. experience in large bank, resort area, aggressive lender \$27,000
 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, 2508 East Meadow, Springfield, Missouri 65804. Phone (417) 882-2265 (24 hrs.).**

DON W. SCHOOLER, JR.
 AND ASSOCIATES
 "Successful Banking is Quality Personnel"
 "Banking Employment Agency"

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 Bankers Needed**

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**SENIOR VICE PRESIDENT-
 RETAIL BANKING**

Excellent opportunity for experienced banker to assume senior management position with overall responsibility for retail banking functions. Major emphasis on supervision of marketing and personal banking. Will also coordinate business development activities in all departments. All resumes will remain strictly confidential and no inquiries will be made without the applicant's permission. Send resume to:

**Carol Jackson, Personnel Office
 MARQUETTE BANK & TRUST CO.
 Broadway at Second
 Rochester, MN 55903**

Equal Opportunity Employer (PA)

POSITION WANTED

Highly motivated mature individual with ag background and BS in agricultural economics from Nebraska, seeks banking position and experience leading to ultimate goal of **AG LOAN OFFICER**. Phone James Beckman at 402/529-6585. (PW)

Holder and Associates
Bank Consultants
Specializing in Bank Acquisitions
 515-232-0814
 P.O. Box 450 405 Main Ames, Iowa 50010
DONALD E. HOLDER, Principal

**REAL ESTATE LOAN OFFICER
 DEPARTMENT MANAGER**

Excellent opportunity for Real Estate Lender to assume responsibility for all real estate lending and related business development activities. Position requires a good working knowledge of residential lending and secondary markets. Salary plus incentive. All replies will remain strictly confidential. Send resume to:

**Carol Jackson, Personnel Office
 MARQUETTE BANK & TRUST CO.
 Broadway at Second
 Rochester, MN 55903**

Equal Opportunity Employer (PA)

BANKERS AVAILABLE

CEO with 5 year earning average of 1.67 desires new challenge in Nebraska or Western Iowa community bank. Salary Negotiable
CEO with top performance record as head of community bank for multi-bank holding company seeks new Iowa situation. Salary Negotiable
Top Ag Lender recognized as one of the best in the midwest seeks number one or number two position in aggressive community bank with deposits to \$60 million. Salary Negotiable

We have many other highly qualified bankers, so if you are seeking a person to either take over or to lighten your load, call Malcolm Freeland, Freeland Financial Services, Inc., 1032 Carriers Bldg., Des Moines, Ia, 50309. Phone 515/282-6462. Employer pays reasonable fee.

POSITIONS AVAILABLE

CEO for North Central Iowa community bank. Salary Open.
Senior Ag Lender for larger multi-bank holding company bank in Upper Midwest. Requires strong ag lending background. To \$40,000.
Correspondent Bank Head for major midwest bank. Requires strong lending and administrative ability. To \$50,000.
Commercial Lender for bank located in university city in Upper Midwest. To \$32,000.
Senior Ag Lender for Southern Minnesota Community bank. Excellent location and opportunity. To \$35,000.
Ag Lender with bank experience for western Illinois banking office. To \$25,000
Senior Ag Lender for N.E. Iowa bank located near metro area. To \$35,000.
Operations/Customer Contact for major Iowa banking group. To \$30,000.
Installment Lender with farm background. Immediate opening. Low \$20s.
Number Two Person for N.W. Iowa community bank. Excellent conditions. To \$30,000
Junior Ag Lenders with two or more years banking experience for Illinois, South Dakota, and Iowa locations. Salary to \$23,000.
 Write or call Malcolm Freeland, Freeland Financial Service, Inc., 1032 Carriers Bldg., Des Moines, Ia. 50309. Phone 515/282-6462 Employer pays fee.

FOR SALE

CANON SV-10 PROGRAMMED INSURANCE CALCULATOR. \$400. Phone Gary Livesay, Iowa Bankers Insurance and Services, Inc. 1-800/532-1423. (FS)
IBM SYSTEMS 34 WITH 5211 (300LPM) PRINTER. Under maintenance. Phone 402/474-3211. (FS)

B-80 SYSTEM FOR SALE

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 • 180 CPS Console Printer
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 Dodge, Nebraska 68633
 Phone 402/693-2251 (Russ) (FS)

POSITIONS AVAILABLE

OPERATIONS—\$40MM community bank seeks junior officer with "day to day" operations experience to understudy cashier. \$22K
AGRI LOAN—\$30MM agri bank located within 30 minutes of major metro area. Handle all ag credits and some commercial. \$28K
REAL ESTATE LOAN—manage and develop R.E. dept for \$100MM suburban bank. Requires working knowledge of secondary market. \$35K
PRESIDENT—\$30MM community bank with excellent performance record. Strong commercial and agri lending skills desired. \$Open
OPERATIONS—\$75MM suburban bank seeks manager of internal operations. Prefer degree and 2-3 yrs. large bank experience. \$22K
TRUST OFFICER—manage growing dept. for affiliate of small holding company; 2-3 yrs. trust administration experience required. \$25K
 Forward resume and salary information. All inquiries confidential.

TOM HAGAN & ASSOCIATES
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