

NORTHWESTERN Banker Newsletter

Vol. 13 No. 9

Des Moines, Iowa

June 18, 1984

At Colorado Bankers Convention:

"Pricing of Bank Services" Assessed

DR. WILLIAM Wilsted, director of the Colorado Graduate School of Banking at the University of Colorado, Boulder, gave an outstanding presentation of his talk on "Pricing of Bank Services," at the Colorado Bankers Association Convention held June 7-9 at the Broadmoor in Colorado Springs. After noting that "pricing philosophy has changed in light of regulations," Dr. Wilsted said "the pricing of services should be made on the value to customers. Too often, in today's deregulated market, we haven't done this."

He listed four factors to consider:

1. **Product utility**, which has four aspects—form (savings and checking accounts, auto loans, home mortgages and other services); place (location convenience); possession (taking possession of something now instead of later—e.g., an auto loan that offers time payments to enjoy a car now); time (saving customer time, or realizing the time value of his money).

2. **Customer alternatives** (competition). Bank needs to devise a strategy that *reduces* customer alternatives—by pricing, service, type of product.

3. **Customer perception** in value of the service provided. Enhancing the "what will it do for me" concept.

4. **Customer capacity**, which re-

quires three essential ingredients, none of which can be missing—demand, sufficient number of prospective customers, sufficient number of customers willing to pay.

"In summary," Dr. Wilsted said, "in the marketplace where the customer has a choice, our strategy is to recognize customer needs, provide the product to satisfy those needs, and price the product to make a profit."

Federal Regulators Testify Before House

On Tuesday of last week, Chairman William Isaac of the FDIC, Comptroller of the Currency C.T. Conover, and Chairman Ed Gray of the Federal Home Loan Bank Board testified before the House Banking Committee on HR5734, the Financial Institutions Equity Act introduced by Rep. St. Germain and Rep. Chalmers Wylie. This is the bill that is basically aimed at closing the loopholes in current banking law.

On Wednesday of this week, Secretary Regan will testify, and on Thursday, June 21, the House Banking Committee will mark up the St. Germain-Wylie bill.

Iowa News

The Iowa Bankers Insurance and Services, Inc. will be sponsoring an

IDEA Annuity Seminar, Wednesday, July 11, at Holiday Inn South, 2101 Fleur Drive, Des Moines.

This seminar has been designed to provide a thorough understanding of the IDEA programs, and of the administrative procedures and forms.

Registration fee is \$30 and covers the seminar, materials, lunch and refreshments. For more information and to register contact Jeanette M. Ellington, IBIS, Inc., 400 Financial Services Bldg., 508 Tenth Street, Des Moines, Iowa 50308.

* * *

A Bank Directors Seminar will be held July 11 in Des Moines and July 12 in Amana. This one-day directors retreat has been arranged by the Iowa Bankers Association to give your board perspectives on long and short-range planning, organization and effectiveness.

Robert Dye, vice president, Financial Shares, Inc., Chicago, will present the morning agenda. Don Wright, Don Wright Associates, Dallas, will present the afternoon session. He is a frequent speaker on banking and economic subjects.

For more information contact Judi Carber at the IBA in Des Moines.

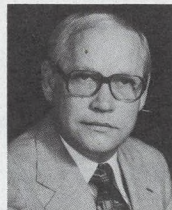
CORALVILLE: The acquisition of uniBank & Trust by Hills Bank and Trust Company, Hills, has been completed. On June 1, the former uniBank locations in both Coralville and North Liberty opened as offices

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Dorothea Wolfe

of Hills Bank and Trust Company. Gordon L. Hinz, vice president, has been named to manage the Coralville office. He will be assisted by Keith Jones, assistant vice president, and by Joanne Kuddes, assistant cashier.

DUBUQUE: First National Bank of Dubuque will be celebrating its 120th anniversary, Wednesday, June 20. Activities have been planned for the entire week of June 18-22 including an employee breakfast, a day-long open house at all four First National Bank locations and a Concert in the Park, all planned for Wednesday, June 20. First National opened for business 120 years ago at the corner of 6th and Main Streets and moved to its current main office

headquarters at Seventh and Town Clock Plaza in 1962.

LEGRAND: Citizens Savings Bank here will be holding its 3rd Annual Golf Outing, August 15. The bank will be announcing more details in July.

OTTUMWA: Max von Schrader recently retired as chairman of Union Bank and Trust Company here and was elected honorary chairman, continuing his duties as a director. Max von Schrader, Jr., was elected chairman and will continue his duties as chief executive officer of the bank. Richard M. Ackley has been elected president. He previously served as executive vice president.

Nebraska News

According to a ruling of the Nebraska State Claims Board announced earlier this month, the State of Nebraska would pay \$33 million to depositors of the insolvent Commonwealth Savings Co., giving depositors an immediate 55 cents on the dollar for deposits.

If Nebraska Banking Director Roger Beverage accepts the settlement, it must have the approval of the Lancaster District Court, and the Nebraska Legislature must appropriate the funds. A July 10 date has been set for the Lancaster Dis-

trict Court to hear arguments on whether or not to let Mr. Beverage sign the agreement, and to decide whether the court will approve the State Claims Board's settlement on the liability.

* * *

The Mid Plains Group of the National Association of Bank Women will hold its next meeting June 26 at the Lakeshore Country Club in Lake Manawa, Council Bluffs. Dinner will begin at 6:30 p.m.

Guest speaker for the evening is Donald Leu, president of Consumer Credit Counseling Service. Mr. Leu will speak on "Family Financial Planning."

LINCOLN: First National Bank & Trust Company of Lincoln has announced the promotion of Tom Novotny as installations officer in the automated customer service division, and Eugene E. Oltman as direct loan officer in installment lending. Mr. Novotny joined the bank in 1981. Mr. Oltman joined in 1980.

LISCO: The Lisco State Bank celebrated its 75th anniversary earlier this month by hosting a reception and dinner for area bankers and correspondents, and a special luncheon for its customers. Special guest was Harold B. Olson, chairman, who was honored for 60 years of service with Lisco State Bank.

Minnesota News

Galen T. Pate, president of Signal Hills State Bank in West St. Paul, was elected president of the Minnesota Bankers Association for 1984-85 at the 94th annual convention June 12 at the Radisson St. Paul Hotel. He succeeds Herbert A. Lund, president of Security State Bank in Albert Lea. Clinton D.



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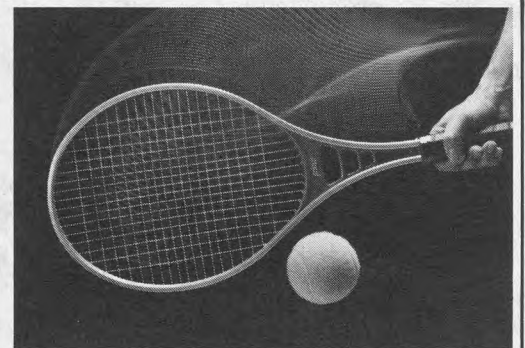
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Iowa Bank V.P. Says: "We Didn't Have a Year to Train a New Ag Loan Man"

"We didn't have a year to train a new ag loan man," remarks Dave Stephens, Executive Vice President of Central Trust & Savings Bank, Eldridge, Iowa.

"We needed a man who could climb in the saddle and ride!"

With his own ag loan workload extremely heavy, Stephens turned to AGRICareers for help in locating an experienced man. Chris Cunningham, 26, was recommended by the personnel firm and was employed.

"We offered Chris the job and he was here in two weeks," explains Stephens. "Very soon, he was visiting customers.

"Chris works well with farmers and with fellow employees here at the bank. And he can size up a loan profile and an individual quickly and accurately.

Continues Stephens, "Chris has the ability to say no when it's appropriate, yet keep the customer."

The eastern Iowa bank is in Scott County, where farm crop failures are extremely rare. Corn yields commonly run 150 bu./acre, and corn and soybean yield contests often are won by farmers in the bank's trade area. Cash rent for cropland sometimes reaches \$200/acre. Livestock enterprises involve hog production, cattle finishing, and occasionally dairying.

"We back agriculture!" points out Stephens, who is in charge of the bank's lending to farmers. "Right now, it's tough times for farmers—low farm commodity prices, the reduction in land values, high interest rates, and sometimes over-investment.

"Ag banking today requires highly capable loan officers, perhaps more than ever."

In Cunningham, AGRICareers was able to meet Stephens' "specifi-



Dave Stephens, left, Executive Vice President of Central Trust & Savings Bank, Eldridge, Iowa, located Chris Cunningham, the bank's new ag loan rep, through AGRICareers. "We needed a man who could climb in the saddle and ride!" says Stephens.

cations" for an ag loan representative: (1) Farm-reared, ag college degree, a willingness to relocate, three to five years ag lending experience, and "not set in his ways—a willingness to grow and change."

"AGRICareers has a good reputation. They're personnel professionals."

—Dave Stephens, Exec. VP
Central Trust & Savings Bank
Eldridge, Iowa

Central Trust & Savings Bank's footings total \$58 million, and loans direct to farmers are about \$13 million. Forty-five people are employed at the full-service bank.

Sums up Stephens, "AGRICareers has a good reputation. They're personnel professionals.

"I didn't have time to do the personnel search and sort myself," he adds. "An ad in the paper can bring 100 resumes to study! AGRICareers sent us only people who could meet our needs.

"We interviewed four and hired Chris."



Cunningham is comfortable in suit and tie or in the country talking financing with farmer-customers. Formerly, he worked for PCA over three years as an ag loan officer. AGRICareers' Massena, Iowa office bank personnel specialist, Jean Eden, recommended this 26-year-old Iowa State University ag business grad to his new bank position.

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NL-1 SENIOR LOAN OFFICER—TOP NOTCH ag lender offers fourteen years with farm credit system and is available as a result of territorial re-alignment and nepotism. Progressed from loan officer, branch manager, credit manager to current V.P./Treasurer. Responsible for \$65MM association, six branch offices and 33 employees. Instrumental in implementation of six IBMPC's for financial statement analysis in all branches. References say, "Ambitious, understands farming, has an analytical mind...lot of ability...does a good job for me." B.S. Ag Business. Divorced. Age: 36. Lives MN. \$35,000. Call Linda.

NL-2 #2 OR 3 POSITION—Wants less specialization (currently #2 in ag dept. of large holding company) and more involvement in banking activities. Offers six previous years as cashier for \$8MM bank with duties of operations, all types of lending, compliance, insurance and investments. Excellent references. Four year degree. Married. Age: 31. Lives MN. \$30,000. Call Linda.

NL-3 VP—Diversified lending skills which include four years in long term area and currently two years in short term lending with the farm credit system. Responsible for \$6-7MM in ag loans, life and crop insurance and computerized record keeping system. Experienced in workout situations. Wants more diversification to banking operations and management. B.S. Ag Economics. GPA 3.2/4.0. Married. Age: 28. Lives IA. \$25-30,000. Call Linda.

NL-4 CEO/EVP—Fifteen plus years of overall ag banking experience which includes ag lending (has good loan judgement), trust management and familiar with setting up and implementing new bank policies using computers. Reference says this ag banker has a strong farm clientele...a TOUGH competitor in the banking field. Community involved. Degreed. Married. Age: 45. \$35,000+. Call Linda.

NL-5 AVP/VP—When asked on a reference regarding this candidate the reference said, "Put it this way, if we had an opening for him - we would hire him." Currently with \$16MM bank as loan officer and responsible for loan portfolio of \$10MM which includes ag (Ag Credit Corp. \$2MM), Real Estate, installment, consumer and commercial loans. B.S. Ag Economics. GPA 3.00/4.00. Married. Age: 26. Lives MN. \$25,000+. Call Linda.

NL-6 AG LOAN OFFICER—Currently with farm credit branch of \$16MM loan volume and he's responsible for \$3MM in loans, new business development and marketing related services. Has some light exposure to complex loans. References say, "TOP NOTCH...BRIGHT...learns fast...skilled in modern technology (computers)." B.A. Business Administration GPA 3.73/4.00. Married. Age: 25. Lives MN. \$21,000. Call Linda.

NL-7 AG LENDER—Reference says, "Extremely strong communicator...good personality...assists in collecting problem loans and prospects for new accounts." A little over one year's experience for an ag credit corp. Real Estate license. B.S. Tech. Ag. Single. Age: 28. Lives WI. \$17-20,000. Call Linda.

NL-8 AG BANKING—Very sharp appearing (professional) 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: 26. Lives MN. \$26-30,000. Call Linda.

NL-9 VP/AVP/AG LOANS—Five-and-one-half years in ag lending for a major ag bank. Good loan documentation skills. Experience on computer (both setting up programs and running them). Double Major/Ag Business/Economics. Married. Age: 28. Lives MN. \$28,000. Call Linda.

NJ-10 AG LOAN OFFICER—Offers six years banking experience. Currently AVP/Ag Rep for \$30MM holding company bank. Handles \$10MM in ag loans, plus shares commercial and installment loans, and operations. Holds all insurance licenses and has microcomputer experience. Masters degree from ISU. Married. Age: 35. \$27-30,000. Call Jean.

NJ-11 AG LOAN OFFICER—An excellent candidate for ag banking. His appearance personality and attitude are EXCEPTIONAL. Currently and for the past six years with FmHA, supervising loans in a drought area. Great references... "has managed to keep his morale up and maintain a positive attitude...a good judge of ag credit, and knows what loans should be made...needs to be in a bank!" B.S. Farm Ops. ISU. Married. Age: 28. Lives IA. \$27,000. Call Jean.

NJ-12 AG LENDER—Seven years ag credit experience (one year with PCA, past two years in \$18 million bank) currently VP in charge of \$8 million ag loans. References say, "able to handle a heavy load of problem loans, strong technical expertise, good with numbers." Very professional, no-nonsense individual. Four year degree plus computer courses and insurance licenses. Married. Age: 37. Lives IA. \$30,000. Call Jean.

NJ-13 AG LENDER—Has 4 yrs. bank exper. Started in installments, is now ag rep handling \$3 mil. of \$5 mil. in ag loans in \$22 mil. bank. Reference says; "strong on cash flows, excels in ag lending...understands farming, analytical, good judgement, an outgoing and popular individual." Degree in Ag Banking plus MN bank courses and ag lending school. Apple computer exper. also Married. Age: 25. MN. \$25,000. Call Jean.

NJ-14 BANKER—Currently EVP/Cashier of \$7 million bank with \$4 million in loans. Experienced in lending, securities, insurance and staff management. Total of eight years in banking, plus one year as bank examiner. B.S. in Finance and Insurance. A high caliber individual. Married. Age: 33. Lives IA. \$35,000. Call Jean.

NJ-15 AG LOAN OFFICER—3½ yrs. current exper. with Farm Credit System. Very professional manner & appearance. References say; "thorough, organized, excellent documentation, hard working, knows farming and what loans will or won't work...EFFECTIVE...whoever hires him will get their money's worth...the kind of ag lender needed today." Iowa St. grad. Married. Age: 26. Lives IA. \$23,000. Call Jean.

NJ-16 BANK MANAGEMENT—Now President & C.E.O. of \$35 million bank with \$15 million in loans and 20 employees. Has been with same bank system for 20 years, handling primarily ag loans, as well as R.E. and commercial duties. Strong in overall bank management. Accounting degree, several bank schools. Married. Age: 40. \$50,000. Call Jean.

NJ-17 AG BANKING—Offers nine years loan experience, including two years with a bank. Currently managing two branch offices in Farm Credit System with \$15 million loans. Trained and supervising loan officers and clerical staff. Exceptional references: "Gets the job done right...good to work for, and with...lots of drive...a polished and sophisticated man, yet able to put farmers at ease." College degree. Married. Age: 35. Lives IA. \$36,000+. Call Jean.

NJ-18 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. Ag Banking graduate. Single. Age: 24. Lives SD. \$25,000. Call Jean.

NJ-19 AG DEPARTMENT HEAD—Currently manages \$10 million ag department in \$70 million bank. Supervises two assistants, cross sells bank services, and has insurance and micro computer experience. Formerly PCA Branch Manager for four years. A 1st class candidate! B.S. Ag Bus. plus banking school graduate. Married. Age: 32. Lives IL. \$40,000. Call Jean.

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NWB-1 CORRSP. BANKER—Calling on country banks and new business dev. for an independent bank. Exp. in banking, lending and oper. IA. \$22-28,000.

NWB-2 AVP/VP—Experienced banker to make ag loans for \$100MM+ + bank with ag loans of \$20MM. Large multi holding company. MT. \$25-33,000.

NWB-3 ASST. MGR—Banker needed for multi holding company with a branch of \$30MM+ +. Ag background required. \$25-36,000.

NWB-4 FARM DEPT. HEAD—\$150MM bank, in charge of \$13MM ag loans, supervise one ag loan officer, work on loan problems. Excellent bennies and advancement potential. Metro location. 5-10 years. ag & commercial loan expr. In \$30-\$75MM bank, a finance or acctg. degree. IL. Up to \$37,000.

NWB-5 EVP/PRESIDENT—Bank management for \$25MM bank with \$15MM in loans. Must have bank mgt. skills. NE. \$50,000.

NWB-6 VP—In charge of ag loans, loan analysis, fin. statements, etc. for a small ag bank. Five years ag lending. MN. \$25-30,000.

NWB-7 FARM REP—Handle farm accounts and some exposure to insurance field. One-three years ag credit expr. IA. \$16-18,000.

NWB-8 VP—In charge of ag loan dept. of \$8-10MM in loans for a large holding company. Aggressive, ag oriented and good documentator. Good advancement potential. IL. \$32-35,000.

NWB-9 CEO—Small ag bank needs senior banker to come in and manage ag bank of \$15MM. Ag background, communication skills and bank management needed. IA. \$35-40,000.

NWB-10 COMM/AG LDR—Handle \$6-8MM in loans for a \$70MM bank. 4-5 years ag lending, know banking (commercial area). IA. \$25-30,000.

NWB-11 AG REP—Start as ag rep then progress to VP with resp. of ag loans for a \$20MM+ bank. SOLID ag loan expr. required. Bus. devel. skills. IA. \$30,000.

NWB-12 AG LOAN OFF—Performance oriented ag lender in \$60MM+ bank. 1-3 years ag lending expr. IA. \$21-23,000.

NWB-13 #2—\$18MM bank needs a strong ag credit person to be in charge of all ag loans (\$14MM) and other phases of bank. High performance, service oriented bank. MN. \$25-30,000.

NWB-14 SR. LDG. OFF—Supervise five lenders in total lending functions with \$40MM in loans. Requires 5-10 years lending expr. MN. \$40-45,000.

NWB-15 #2/AG DEPT—Assist dept. head with ag loans (\$10MM) for a large independently owned bank. Sales oriented and aggressive. MN. \$20-25,000.

NWB-16 VP—Resp. for operations and loans of a small ag bank of \$9MM. Major emphasis in ag loans. Bus. devel. skills. MN. \$25-35,000.

NWB-17 AG LOAN OFF—Service ag loans with 30% of time in country for a \$20MM bank with \$5MM+ in ag loans. Related ag credit expr. MN. \$25-28,000.

NWB-18 2ND IN CHARGE—\$20MM bank. Resp. for ag loans, asset liability mgmt., profit & budget planning, etc. 10 yrs. bank lending exp. (strong in ag) prefer from corp. bank. SD. \$35,000+.

NWB-19 AG LENDER—Performance oriented individual for ag bank (\$30MM). 3+ yrs. ag lending. IA. \$20-30,000.

NWB-20 AG LOAN OFF—Handle ag loans, work out details and documentation, review credit quality and make farm calls for \$26MM bank. Requires BS in ag, and ag lending experience with bank or PCA. Person must be promotable. IA. \$20-30,000.

NWB-21 JUNIOR AG REP—\$50MM bank needs additional person in ag dept. Will start out making ag calls and assisting other loan officers. Must have ag credit experience and four year ag degree. IA. \$16,000.

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Kurtz, president of Citizens State Bank, Norwood, was advanced to first vice president. The new second vice president is Roy W. Terwilliger, president, Suburban National Bank, Eden Prairie, and the new treasurer is R. Scott Jones, president of Goodhue County National Bank in Red Wing.

Illinois News

CHICAGO: In a surprise move, First Chicago Corp. announced last Monday that it no longer should be considered a candidate to take over the troubled Continental Illinois National Bank and Trust Co., according to Barry F. Sullivan, chairman and CEO of First Chicago Corp. First Chicago, which owns the First National Bank of Chicago, had lobbied in the state legislature earlier this month for a measure that would give First Chicago the right of "first refusal" before Continental could be sold to a bank based outside Illinois.

FREEPORT: State Bank of Freeport has acquired controlling interest in three area banks from the Lawrence E. McKee family, according to Dan Heine, president and CEO. The three banks involved are Bank of Pecatonica, the Whaples and Farmers State Bank, Neponset, and Rock City Bank. Assets for the three banks total \$43 million.

ROCK FALLS: Rock Falls National Bank will now be offering discount brokerage services through Wayne Hummer and Company, according to Roger Aschbrenner, president. To help introduce the new service, the bank will be sponsoring a free seminar on Discount Brokerage Service, June 25 at 7:30 p.m. in the main office community room. Phillip Hummer of Wayne Hummer and Company, Chicago, is the speaker.

Wisconsin News

CLINTONVILLE: Paul C. Paddock recently was elected president of Firststar Bank Clintonville. Mr. Paddock joined the bank in 1978 as a loan officer and was elected vice president in 1980.

HILBERT: H.D. McWilliams has

been appointed president of the State Bank of Hilbert. Previously executive vice president, Mr. McWilliams succeeds George Rossmeier who recently retired as president and a director. Mr. Rossmeier has served as president since 1960.

MENOMONEE FALLS: Lawrence K. Elton has joined F&M Bank here as executive vice president and chief operating officer. Mr. Elton previously was senior vice president, corporate banking, at First Bank, Milwaukee.

VIROQUA: Merlin Zitzner, chairman of State Bank of Viroqua, has announced the election of Palmer Hoffland as executive vice president and chief executive officer. Mr. Hoffland most recently was president of Norwest Bank Slayton, Minnesota, and had been affiliated with Norwest Corporation since 1964.

South Dakota News

SIOUX FALLS: Western Bank in Sioux Falls has announced the promotion of Michael J. Schumacher to vice president in commercial loans. Formerly assistant vice president, he has been with the commercial banking division at Western since early 1983. He previously spent eight years in banking in Minnesota.

SIOUX FALLS: Nels E. Turnquist, chairman of First Bank of South Dakota, announced he will retire July 1, after more than 33 years with First Bank System. Mr. Turnquist started his banking career in 1951 at First Bank Helena, Montana, and was elected president in 1960. In 1968 he was named vice president and senior liaison officer of first Bank System, Inc., in Minneapolis. In 1972 he was elected president of First Bank of South Dakota and was named chairman in 1980.

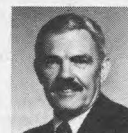
WAUBAY: H.P. Mogen, president of the State Bank of Waubay, has announced the transfer of ownership of the bank to Frank Farrar of Britton. Mr. Mogen, who will continue on a part-time basis, started his banking career in 1937 and plans to retire soon. Brent E. Dykstra has

been appointed president and chief executive officer of the bank. He previously was vice president in commercial loans at First National Bank in Pierre, where he has been the past eight years.

Colorado News

Conrad Kern, chairman of Omnibancorp, Denver, advanced to the presidency of the Colorado Bankers Association June 8 during the CBA annual convention at The Broadmoor in Colorado Springs. He succeeds Norman M. Dean, president, United Bank of Greeley. The newly-elected vice president is Royce B. Clark, chairman and CEO of IntraWest Bank of Greeley.

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Wyoming News

AFTON: First State Bank of Afton was acquired by American Bank Corporation, effective May 18, according to D.L. Day, Jr., president of American Bank Corp. The First State Bank also converted to a national bank charter and will be known as the American National Bank of Afton. Randy K. Sanderson serves as president of American National. He joined the bank in 1982 and has served as assistant vice president and cashier.

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POSITION AVAILABLE

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VICE PRESIDENT/AGRICULTURAL LOANS—Excellent career opportunity. Requires bachelor's degree (emphasis in agricultural subjects preferred) and a minimum of 3 to 5 years experience in ag lending. The individual must possess a working knowledge of agriculture, including the production of grain and livestock. Salary commensurate with experience, plus excellent benefits. Contact: Steven L. Afdahl, President, Hawkeye Bank and Trust, P.O. Box 4068, Spencer, Iowa, 51301. Phone (712) 262-1940. Member Hawkeye Bancorporation. (PA)

INSURANCE AGENT \$26 million southwest Minnesota community bank seeks experienced insurance agent. Salary open. Send resume to file WBK, c/o Northwestern Banker. (PA)

CASHIER—\$20 million central Iowa bank near Ames and Des Moines. Should have a minimum 3-5 years bank experience. Would also make loans. Salary based on ability and experience. Good fringe benefits. Write file WBM, c/o Northwestern Banker. (PA)

LOAN OFFICER—Promotion creates opening for experienced lender to handle sound portfolio of small to medium retail, wholesale and manufacturing accounts in a progressive bank located in a solid agri-business community. Send resume in confidence to: **First National Bank, Box 658, Montevideo, MN 56265.** (PA)

SECOND OFFICER—\$15 million asset broadly owned community bank in Butte, Montana, seeks person with several years operations experience who is willing to assume substantial responsibility. Send resume to Jerry James, C.E.O., First Citizens Bank of Butte, P.O. Box 3149, Butte, MT 59701. (PA)

LOAN AND BUSINESS DEVELOPMENT OFFICER—For growing eastern Colorado bank. Operations experience a plus. Degree preferred. Forward resume and salary history to file WBO, c/o Northwestern Banker. (PA)

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EXEC - Iowa bank, \$45 mill. \$40K +
TRUST OFFICER - \$70 mill. Nebraska bank. \$33K.
CREDIT MGR. - Large midwestern bank, requires RMA-Omega. \$40K.

Let's talk about your career goals and my clients' needs. All fees, relocation, and interview expenses are paid by my clients.

Phyllis S. Lynch
GUMBERT EXECUTIVE EXCHANGE, INC.
11246 Davenport Street
Omaha, NE 68154
402/330-3260

FOR SALE

SIX MILLION DOLLAR BANK—Outstanding earnings. Located in Illinois town of 1,000. Clean. Contact file WBN, c/o Northwestern Banker. (FS)

VAULT DOOR 7" used. Phone 402/453-6600 (FS)

LUCY HUBER

"Banking Specialist"

7625 Metro Boulevard • Suite 350
Minneapolis, Minnesota 55435
Phone (612) 835-4466

MR MANAGEMENT RECRUITERS
OF MINNEAPOLIS
THE SEARCH AND RECRUITING SPECIALIST

BANK AUCTION

As we have moved into our new location, we will be having an auction of all of our previous bank furniture. Available for purchase will be a large solid wood president's desk with 10 ft. credenza; four large officer desks with walnut finish and matching credenzas and returns; several more desks with returns; a six window curved teller counter with walnut finish and matching 25 ft. storage counter, and a 5 ft. round customer counter with walnut base. Also a good selection of officer and secretary chairs and misc. office equipment and furnishing.

Saturday, June 23 at 1:30 p.m.
North Shopping Center
Spencer, Iowa

For more information contact Brent Hanson or Ronald Milbach at 712/262-2200



UNITED CENTRAL BANK
AFFILIATED WITH UNITED CENTRAL BANKSHARES, INC. MEMBER FDIC

Financial Careers

President for \$50 million Illinois bank. Must have proven record. To \$70,000.

Number Two banker with commercial and ag lending record for Iowa bank in \$50 million deposit range. To \$42,000.

Cashier for \$30 million southern Iowa bank. Ideal working conditions and recreational area. To \$28,000.

Number Two person for southern Illinois bank. Excellent situation. To \$35,000.

Ag Lender for \$60 million northern Iowa bank. Opening due to retirement. Nice community. To \$28,000.

Commercial Lender for southern Minnesota, multi-bank holding company bank. To \$30,000.

Commercial Lender for large western Iowa bank. Requires at least 5 years experience with larger bank. To \$35,000.

Number Two person for northeast Iowa community bank. To \$35,000.

Lender for \$50 million bank located in lake area To \$28,000.

Auditor with CPA degree and bank experience for major eastern Iowa bank. Salary open.

Loan Review Officer for major bank holding company. To \$35,000.

Ag Lender for northeast Iowa community bank To \$30,000.

Ag Lender for community bank located on Mississippi. To \$25,000.

Ag Lender for \$100 million Iowa bank. Requires college degree and bank experience. To \$30,000.

Commercial Lender with five or more years experience for \$300 million Illinois bank. Salary Open.

Write or call Malcolm Freeland or Cy Kirk at Freeland Financial Service, Inc., 1010 Equitable Building, Des Moines, Iowa 50309. Phone 515/282-6462. Employer pays fee, and we have many other opportunities.

WANT TO BUY

DIEBOLD 906 OR 910 FREESTANDING ATM—Contact Ken or Ron at 402/288-4242. (WTB)

FOR LEASE

MOBILE BANK UNIT—12'x62' complete banking equipment. Includes drive-up window, night depository, two teller stations, private office off lobby. AVAILABLE NOW. Drommer Leasing, 401 Queens Court, Sioux City, IA 51104. Phone 712/239-2315. (FL)

MUNICIPAL BOND

We are looking for an experienced municipal bond sales person to take over and expand the sales manager's territory, which is already developed. This is a tremendous opportunity for the right person to join a rapidly growing department. Phone Jan Noland at 612/341-6578 for more information.

F & M MARQUETTE NATIONAL BANK
6th & Marquette
Minneapolis, MN 55480
Equal Opportunity Employer (PA)

POSITIONS AVAILABLE

COMMERCIAL/INSTL. LOAN - \$80MM bank with large consumer loan portfolio seeks experienced lender to understudy senior loan officer. \$25,000

CASHIER - \$25MM community bank. Handle operations, personnel and regulatory reports. Third man position. \$25,000

AGRILOAN - senior position in \$35MM rural bank. Some experience with commercial credits desired. \$35,000

COMMERCIAL LOAN - \$60MM suburban bank. Requires three or more yrs. commercial lending experience and good business development skills. \$33,000

PRESIDENT - major midwestern holding company seeks experienced CEO with strong agricultural loan background to manage \$45MM affiliate bank. \$ Open

All inquiries confidential. Resume requested.

TOM HAGAN & ASSOCIATES

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

"Serving the Banking Industry Since 1970"

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