

NORTHWESTERN Banker Newsletter

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Des Moines, Iowa

November 19, 1984

Farm Credit Conditions Worsen

The following is a summary of comments presented to the 1984 ABA National Agricultural Bankers Conference, by William Herr, professor, Department of Agribusiness Economics, Southern Illinois University.

ABOUT three-fifths of the agricultural bankers responding to this year's ABA Agricultural Credit Survey reported the overall quality of their farm portfolio declined. Only 12 percent reported quality increased and 28 percent detected no change. Moreover, the number of bankers expecting the quality of their farm loan portfolio to decrease in the current year ending mid-1985 exceeds the number expecting the quality to increase. If those expectations are realized it will be the fifth consecutive year in which the quality of farm loan portfolios at agricultural banks on balance declined.

Deterioration of the quality of bank farm loan portfolios is supported by the elevated levels of refinancing, renewals, delinquencies and losses in the 1981-84 period compared to the late 1970s. Also loan repayment rates have been lower in the 1981-84 period than in the earlier period. The survey provides evidence that bank farm credit conditions are weakest in the Plains and Corn Belt and more manageable in the South.

The length and persistence of the

deterioration in farm credit conditions cannot help but cause stress to some farmers and bank loan officers. Ag bankers estimated they discontinued 3.4 percent of their farm borrowers during the year ending mid-1984. On average they report one-third of their farm borrowers were loaned up to their practical limit. They also estimated that 3.6 percent of all farmers in their trade area went out of business during the past year and 2.6 percent went through bankruptcy. All of these measures increased during the past year according to ag bankers. As disturbing as these measures are, they have not increased to a sharply higher level since 1981. This no doubt is due in part to the continuing efforts of farm borrowers and their lenders to restructure the financial organization of many farms and thereby contain the more serious symptoms of financial distress.

Ag bankers indicate that their portfolios contain a significant portion of borrowers who are in a precarious financial position. Their projections concerning the proportion of borrowers they will discontinue (3.1 percent) in the current year ending mid-1985 remains near this year's level.

These are some of the findings which emerge from the mid-1984 survey of agricultural bankers. Nearly nine hundred agricultural

bankers responded to the survey which included a variety of questions about the financial condition of their farm customers and the credit situation at their bank. The responding banks held about \$8.4 billion of nonreal-estate secured farm loans. This was about one-fifth of the total held by all U.S. banks. Because of their substantive involvement in farm lending, their views are important in assessing farm credit conditions in the U.S.

Other major findings of the survey include: According to ag bankers, demand for credit is strongest for operating loans and those secured by farm real estate. For other kinds of loans—machinery, livestock, crop storage—more bankers report declines than report increases. This pattern of demand for various types of farm loans is expected to continue in the current year ending mid-1985.

Ag bankers report that available loan funds are ample. Over one-half reported their bank's own funds exceeded demand for loans. Only 12 percent reported that loan demand at their banks exceeded available funds while about 35 percent reported a good balance between loan demand and available funds.

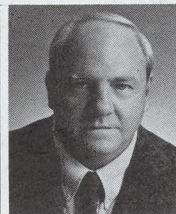
At mid year interest rates on bank farm loans averaged 14.4 percent. This was about .8 percent higher than in mid-1983. At the time of this survey more ag bankers expected interest rates on ag loans to

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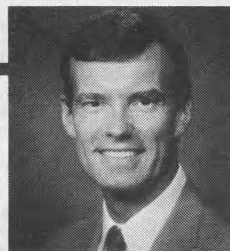
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firm than the number expecting rates to decline.

Farmland values declined on average by more than 15 percent between mid-1983 and mid-1984 according to ag bankers. Declines were reported in all regions. They ranged from about 13 percent in the South and West to over 16 percent in the Corn Belt and Plains. Bankers expect further declines in the current year but the rate of decline is projected to slow to 8 percent. □

ABA Sponsors Financial Planning Teleconference

The American Bankers Association, in cooperation with banking associations in several states, is presenting a teleconference on "Finan-



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cial Planning for the Middle Market: A New Challenge for Your Bank" to be held December 11.

Registration on that day is at 9:30 a.m. with the teleconference running from 10:00 to 3:00.

A panel of experts will answer your specific questions. Panelists include Dr. Phillip D. White, associate professor of marketing at the University of Colorado; Marilyn MacGruder Barnewall, president, MacGruder Agency Inc.; Ronald Issacson, president and CEO, State Bank of Medford, Wisc.; Robert J. Moss, vice president and director of research and planning, Chemical Bank, New York, and David C. Williams, assistant vice president and manager of trust personal financial planning, Rainier National Bank, Seattle.

Conference sites include: Des Moines Area Community College, Ankeny, Iowa; Chicago, Decatur and Mt. Vernon, Illinois; Bloomington, Minnesota; and Denver, Colorado.

Iowa News

ALBIA: Will Schippers has joined the staff of First Iowa State Bank as vice president of operations. Mr. Schippers most recently was vice president of operations of Mahaska State Bank in Oskaloosa and prior to that was with Norwest Bank in Des Moines.

BEDFORD: First Taylor County Bancorporation, Inc. has acquired 100% of Bedford National Bank. Douglas M. Kratz, who owns controlling interest in the holding company, will serve as chairman of the bank. Richard D. Gillen, previously senior vice president with Merchants National Bank, Winona, Minn., has been named president in Bedford. Mr. Gillen started his banking career 25 years ago with First Bank System in Owatonna, Minn. In addition, Bedford National Bank received an equity capital injection of \$900,000 bringing its capital level to

approximately 9% of total assets. Mr. Kratz is affiliated with banks in Minnesota and Iowa, and serves as chairman of First National Bank, Mabel, Minn.

GRISWOLD: J. William Daulton has accepted the position of executive vice president and director of the Griswold State Bank. Mr. Daulton, whose banking background spans thirty-two years, has spent the majority of his career as a vice president and cashier of the McCook County National Bank, Salem, South Dakota.

Nebraska News

The first of seven Legislative Dinners, sponsored by the Nebraska Bankers Association, is scheduled for November 20 at the Kearney Holiday Inn. The other Legislative Dinners are scheduled as follows: December 6—Scottsbluff Country Club; December 10—North Platte Country Club; December 17—Norfolk Country Club; December 18—Ross's Steak House, Omaha; December 19—Elks Club, Beatrice; December 20—Nebraska Club, Lincoln.

BROKEN BOW: Broken Bow State Bank recently announced the appointment of Jim Croghan as president; Don Jelinek as vice president in charge of loans; Garnet Wright as vice president in charge of investments, and Tom Varney as cashier.

LINCOLN: At City Bank & Trust Company, Allan J. Zach was recently elected senior vice president, lending and personnel officer, and Michael R. Hansen was elected vice president, commercial lending and compliance officer.

LINCOLN: Stanley Maly, III, has been appointed vice president and manager of the administrative services division of First National Bank & Trust Company of Lincoln. Formerly vice president in the marketing division, Mr. Maly will also assume full responsibility for the bank's marketing and advertising activities.

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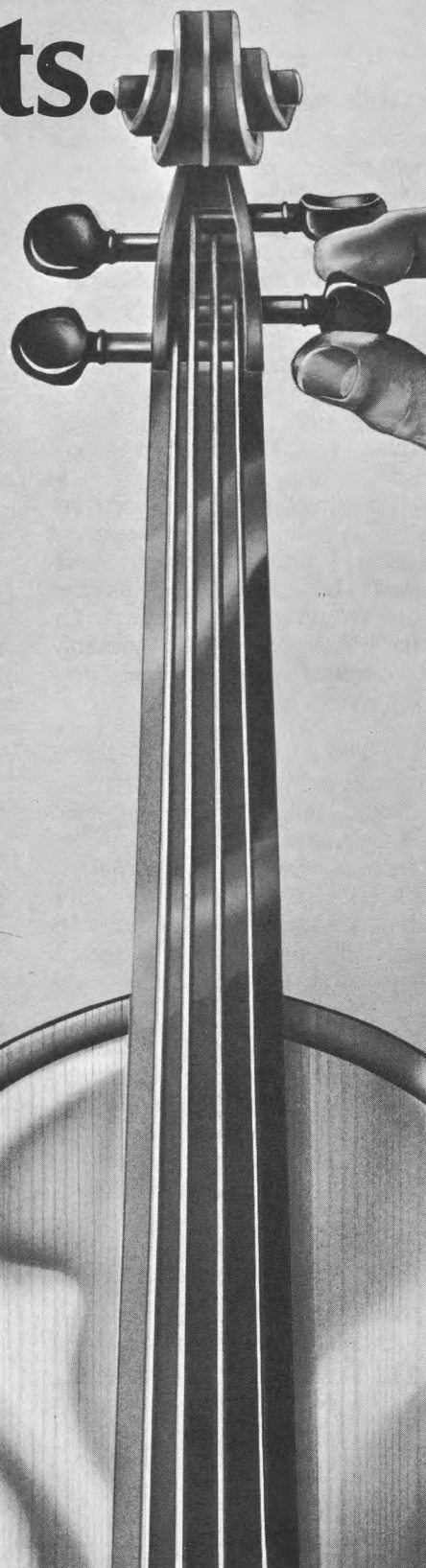
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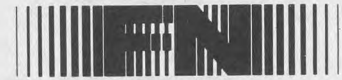
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Minnesota News

The Minnesota Bankers Association will present a two-day Security Management Seminar December 5-6 at the Sheraton Midway, St. Paul.

The program, designed for the bank security officer, will outline advanced techniques in security, risk, and threat management. Current security regulations will also be discussed.

Jerry Kenna, President, Profit Protection, Inc., Miami, Florida, will conduct the program.

Each program participant will receive a certification of security management training which specifies that the seminar fulfills the periodic training requirements for security officers under the security program specified in the Bank Protection Act of 1968.

EDINA: Daniel D. Poppe, has been appointed vice president of Americana State Bank. Mr. Poppe, who will be a commercial lending officer for the bank in addition to other responsibilities, previously was vice president in charge of commercial lending, real estate and business development at the New Hope State Bank.

MINNEAPOLIS: John M. Warder has been named vice president in the urban development department of First Bank Minneapolis. Mr. Warder joined First Bank System in 1968 and was chairman and CEO of First Bank Plymouth prior to becoming a vice president of urban affairs for First Bank System in 1983.

RED WING: Wallace D. Johnson has been elected vice president of

Norwest Bank Red Wing. Mr. Johnson, who will manage the bank's agriculture department, previously was with Hiawatha National Bank in Hagar City, Wisc., where he has been since 1978.

Wisconsin News

EDGERTON: Thomas O. Veum has been named executive vice president of First State Bank here. Mr. Veum joined the bank in 1971 as cashier and was elected to the board in 1973. In 1976 he was named vice president.

FRANKSVILLE: John W. Kis has joined the staff of First Bank Southeast, N.A. as vice president and senior loan officer. He most recently had been employed by Pioneer Savings and Loan Association.

JUNEAU: Leo C. Hartman, president of Valley Bank of Juneau, retired the end of September. A director for 20 years, Mr. Hartman has been serving as president since 1971, when it was Citizens Bank of Juneau. Succeeding Mr. Hartman as president is Daniel W. Rohde, who has been with the bank since 1949 most recently as executive vice president. Other changes include Wayne D. Klug, executive vice president, and Beverly A. Weinheimer, cashier.

WAUSAUKEE: Louise M. Policello has been named vice president at Pembine Wausaukee Bank. She joined the bank in 1975.

Illinois News

CHICAGO: John M. McKinley has been elected vice president and auditor of The Mid-City National Bank of Chicago. Mr. McKinley joined the bank in 1980 after seven years as a senior auditor with Walter E. Heller.

ELMHURST: Walter S. Johnston has joined the management staff of Elmhurst National Bank as vice president in the corporate banking division. Mr. Johnston has been in banking 14 years and will be responsible for servicing the bank's commercial loan portfolio and assisting in the bank's overall expansion.

North Dakota News

LANGDON: Joel E. Krueger has been elected president of First Bank Langdon. He succeeds William F. Pich, who recently accepted a position at a bank in southern Minnesota. Mr. Krueger most recently was associated with the Farm Credit Administration, Washington, D.C., where he served as senior supervisory officer in the deputy governor's office.

Montana News

CUT BANK: Kenneth McConwell has been named vice president and cashier of First National Bank here, according to Art Wiedeman, executive vice president. Mr. McConwell previously was vice president and cashier of the Miners Bank of Montana in Butte.

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Minn. Banker Considers 100

Four Personnel Firms Compete . . . AGRicareers Wins!

Differences in the quality of service employers receive from personnel firms was graphically illustrated recently by a Minnesota banker's experience.

Executive Vice President Kevin Jensen of the **State Bank of Springfield** called four personnel firms for help in finding a new ag loan officer. One of the firms was AGRicareers, Inc., and Jensen worked with Linda Heit in the New Hampton, Iowa office.

The one interview set up by AGRicareers resulted in the hiring.

"From the four firms I received a total of about 100 resumes," says Jensen, "which took a lot of time to study. I had detailed to all personnel firms the specific qualifications I was looking for in a loan officer. But many of the people I received resumes on did not meet those qualifications at all!

"On the other hand, AGRicareers saved me time. Candidate resumes did meet the qualifications I was looking for."

At the bank in south central Minnesota, Jensen interviewed 10 to 15 persons. The one interview set up by AGRicareers resulted in the hiring of Doug Voll.

Qualifications included farm background, ag credit experience, and a strong desire to improve personally as well as help the bank improve.

"Doug met the qualifications very well," says Jensen. He had worked in ag credit at a PCA in western North Dakota.

"The Step Ahead Bank" is the financial institution's slogan. "We're a step ahead in service and customer satisfaction," explains Jensen.

State Bank of Springfield has total footings of \$42.5 million, and is one of two banks in the dominantly agricultural community. Employees total 17, and about half the loan volume is with farmers. Additional is with agri-business firms.

"AGRicareers was worth every dollar of their fee."

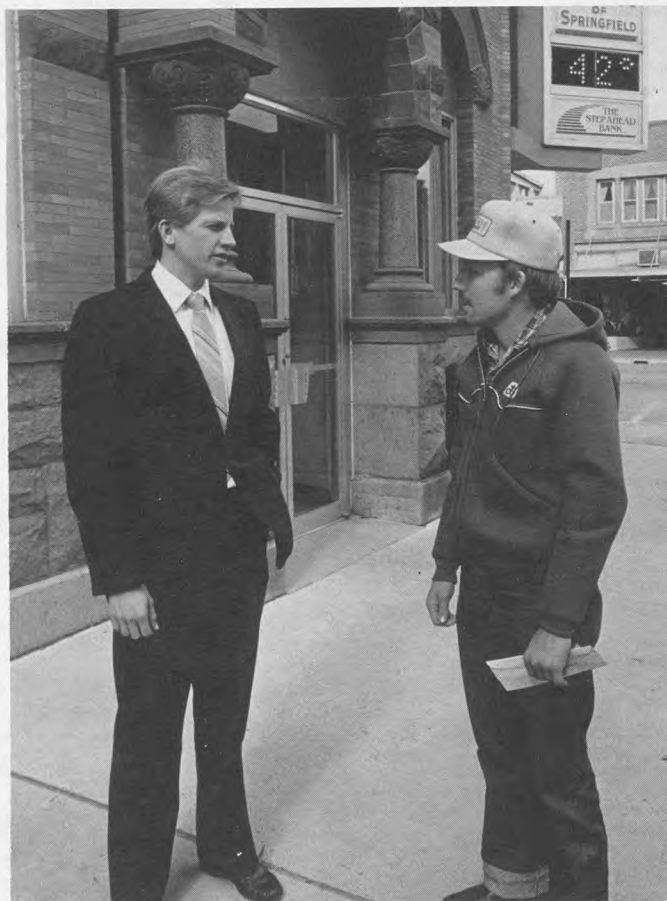
**Kevin Jensen, Exec. V.P.
State Bank of Springfield, Minn.**

Jensen and Voll handle ag lending. Agriculture in the region includes production of corn and soybeans for cash sale, and diversified farming of grain and livestock.

Sums up Jensen about his hiring experience, "AGRicareers was worth every dollar of their fee because they saved me a lot of time."



At State Bank of Springfield (Minnesota), Kevin Jensen (right), executive vice president, discusses a loan with Doug Voll, ag loan officer. Voll was employed in May, 1983, through AGRicareers.



Voll asks about fall harvest progress with bank customer Steve Lax of Sleepy Eye, Minn. Lax produces corn and soybeans and has livestock.

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NWJ-1 SENIOR AG LENDER—Now V.P. and Sr. Loan Officer in \$100mm bank since 1981. Supervises four loan officers and has good overall bank management experience in lending and operations. Handles large complex credit lines, ag business loans, and small operating loans to farmers. Also has five years PCA experience. Strong in credit analysis, communications skills and accounting. M.S. Ag Economics. Married. Age 37. Lives OH. \$40,000. Call Jean.

NWJ-2 PRESIDENT OR SECOND MAN—Has 13 years experience in \$7mm rural bank; the last 5 yrs. as president. References are excellent: "Has done everything involved in a bank this size; worked his way up the ladder. Honest, hard worker; takes initiative; positive attitude; wife is an asset, and also has bank experience as cashier." Age 33. Lives NE. \$37,000. Call Jean.

NWJ-3 AG BANKER—Currently VP in \$10mm bank, in charge of lending and handles some of operations also. Previous experience includes 4 years as Branch Manager with PCA and 2 years as assistant cashier in rural bank. Reference says, "A hard worker with a very good knowledge of ag credit, who works well with the customers." B.S. Ag Econ. with Finance option. Has taken courses in commercial lending and commodities. Married. Age 30. Lives NE. \$33,000. Call Jean.

NWJ-4 AG LOAN OFFICER—Offers 3½ yrs. experience as Sr. Loan Officer with PCA. Formerly Vo-ag teacher for 7 years. B.A. Iowa State. Married. Age 34. Lives IA. \$25,000. Call Jean.

NWJ-5 C.E.O./E.V.P.—Currently V.P./T.O. in \$28mm bank. Second-in-charge, responsible for \$15mm in loans (primarily ag) and overall management. References are top. College education plus graduate of two banking schools. Active in community and bank activities. Married. Age 43. Lives IL. Call Jean.

NWL-6 AG LENDER—Terrific references from present employer. County supervisor says, "He's valuable to us... hate to lose him... would hire him on the spot!" Assistant county supervisor the past one-and-one-half years for FmHA for one of the busiest offices in the state (a depressed area) which has given this ag lender more experience and training than time could. B.S. degree. Married. Age: 24. Lives MN. \$20,000. Call Linda.

NWL-7 DEPT. HEAD—This ag banker is available due to decreasing loan volume and responsibility. Close to one-and-one-half years with \$150MM + bank making and servicing loans. Three years with farm credit system. Super references. Extensive computer exposure. Ag Economics grad. Single. Age: 26. Lives MN. \$28,000. Call Linda.

NWL-8 AG LOAN OFFICER—Reference says, "He borders on OUTSTANDING in his work performance... a team player... makes a good image." Almost has two years of ag lending experience with farm credit system. Community involved. B.S. Ag Economics. Single. Age: 24. Lives IA. \$20-24,000.

NWL-9 EVP/#2—In charge of all types of loans for a \$11MM bank plus overall bank management. Fourteen years with previous \$18MM bank responsible for all types of lending (ag, commercial, installment, real estate, etc.). Reference says, "He's a capable banker... very well liked by customers... reliable and dedicated." Computer exposure. One year of college. Married. Age: 45. Lives MN. \$28-30,000. Call Linda.

NWL-10 AG BANKER—Branch manager in charge of four staff, ag loans and office operations for the past five years with the farm credit system. Strong work out experience. Rated "very good" on work performance review. Iowa State grad in Ag Business. Single. Age: 27. Lives IA. \$25-30,000. Call Linda.

NWL-11 AG CREDIT—Twelve years with farm credit system with responsibilities of \$6MM in ag loans for a diversified ag area. Good working knowledge of cash flows, cash projections, agrifax, hail and life insurance. B.S. Animal Science. Married. Age: 39. Lives MN. \$33-35,000. Call Linda.

NWJ-12 EVP OR SR. AG LENDER—Currently in charge of \$7 million in ag loans in \$50 million bank. Also manages Federal Fund Investments and correspondent accounts. Has eight years previous experience as manager of ag/correspondent department in \$200 million bank. B.S. Ag Econ. Graduate School of Banking. Married. Age 38. Lives MO. \$35,000. Call Jean.

NWJ-13 AG REP—Professional and polished young man, with one year's experience as Assistant County Supervisor with FmHA. Wants ag lending position in rural southern Iowa bank, with opportunity to advance. Strong micro computer experience, farm raised, energetic and detail oriented. Great reference. M.S. Ag Econ. Married. Age 23. Lives IA. \$21,000. Call Jean.

NWJ-14 AG LOAN OFFICER—Two years experience with finance company; past year as manager. Works with cash flows, financial statements, collections, etc. Holds all insurance licenses. Trained at bank during college work study program. Excellent references. Solid farm background. A.A. Ag Banking. Married. Age 25. \$18,000. Lives IA. Call Jean.

NWJ-15 VP/HEAD OF AG DEPT—Ten years bank experience. Responsible for \$10mm in ag loans, plus share of other loan duties, marketing, personnel, training, and operations. MS and BA from ISU, plus graduate of banking school and computer training. Active in community. Married. Age 39. Lives IA. \$45,000. Call Jean.

NWJ-16 EXECUTIVE V.P. or SECOND MAN—Has been in charge of all lending functions in three banks of same holding company; from \$25-\$35 million in volume. Has five years current ag loan experience. Looks for ways to make loans, yet is a conservative lender. Profit and people oriented. Several banking courses. Married. Age 43. Lives IA. \$40,000. Call Jean.

NWL-17 INSURANCE AGENCY MANAGER—Three-and-one-half years operating an \$800,000 gross volume insurance agency servicing accounts, new business development and collections. References say that he's successful in the insurance field... tremendous at keeping the farm clientele... energetic and meets customers well. Licensed in all lines of insurance and Real Estate. Married. Age: 27. Lives IA. \$25,000. Call Linda.

NWL-18 SENIOR CREDIT REVIEW OFFICER—Former Iowa raised banker offers seven years with Iowa bank in operations; more recently responsible for analyzing examination reports and monitoring condition of banks for the Federal Reserve Bank. Recommended very highly by past references. BBA Business Finance. Single. Age: 47. \$38-40,000. Call Linda.

NWL-19 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.

NWJ-20 JR. AG OFFICER—Has much to offer: over 1 yr. in officer training program of \$100MM ag bank, including rotation through all depts. & hands on exper. in all functions of bank. Summer internship with FLB, teacher's asst. of AGNET computer system, and ag marketing class. Excellent appearance. Open on relocation. B.S. Ag Honors (3.9/4.0 GPA) Age 23. \$17,000. Call Jean.

NWJ-21 VICE PRESIDENT—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. Lives IA. \$28,000. Call Jean.

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N-1 SR. V.P.—#2 position in mid-size major hold. co. bank in central IA. Requires 10-15 yrs. bank exper. with proven credit skills in ag and commercial lending, strong administrative exper. and ability to take over #1 spot in near future. To \$50K.

N-2 V.P.—(Soon to be #2) in \$60mm independent E. IA bank. Take charge of \$25mm loan port. (primarily ag loans; very good shape). Requires min. of 7 yrs. bank ag lending exper., strong in analysis and cash flows; a conservative lender. Stock ownership available. To \$60K.

N-3 V.P.—Head and develop small ag dept. in \$40mm E. IA bank near metro area. 10 yrs. ag bank exper. required. To \$50K.

N-4 V.P.—To manage \$25mm ag bank. Requires min. of 5 yrs. bank exper., strong in ag lending, some operations exper. and supervisory skills. Central IA. To \$45K.

N-10 AG LOAN OFFICER—\$15MM ind. bank with \$6MM ag loans (and very few problems!) seeks 1-3 yrs. ag lending exper. Will also work with accruals, call reports, etc. Accounting skills helpful. N.W. IA. \$20-\$27K.

N-11 C.E.O.—Small (but progressive & increasingly profitable) bank seeks dynamic and aggressive individual with 5-10 yrs. bank management exper., who keeps up with modern banking & lending practices. Central IA. To \$50K.

N-14 VP—Opportunity to be #2 in \$40MM major hold. co. bank in Central MO. \$25MM total loans. Primary responsibility is handling \$15MM ag loans, and share of commercial. Requires min. of 5 yrs. ag lending, from bank or PCA, + degree. Sizeable town, good location. To \$35K.

N-15 EVP—Function as CEO of small, troubled bank in MO. Work out loan problems (last exam shows improvement), handle ag loans, management, & some investments. Requires 5 or more yrs. exper. in same. Good future opportunity. \$35K.

N-16 CEO—In charge of bank operations, ag credits, collections & supervising staff for \$40MM bank. Demands strong bank exper. MO. \$35K-\$40K.

N-17 AG BUSINESS LOAN OFFICERS—4 needed in sizeable NE towns to establish new ag lending program. Will be responsible for initiating, developing & managing all ag bus. loan production, and ensure that loans are in compliance with established lending policies & procedures. Requires 5 yrs. in ag bus. loans (working with large lines of credit), strong communication & cash flows. \$35K + commissions.

N-20 VP—Need a 1st class person to share #2 spot & take charge of \$10MM ag loans ('a clean shop') in \$35MM profitable, ind. bank. Min requirements: 5 yrs. ag lending (PCA, bank, or FLB), an up to date ag lender with down to earth personality. MN (10 mi. from city) \$35K + car, clothing allowance, profit sharing, & other perks.

N-22 COMMERCIAL LOAN OFFICERS (2)—Join management team & supervise staff, handle commercial & R.E. loans, marketing, advertising, new business development & computer area. Must have 3-10 yrs. bank exper. in all of above, and a strong farm background. \$40MM ind. bank (high performance & rate of growth) with \$30MM in loans. MN. Salary open; D.O.E.

N-23 SR. LOAN OFFICER—Potential for #2 in \$25MM ind. bank with \$10MM loan port. (\$5MM ag). Will begin by working on problem ag loans, with total responsibility for all loans. An effective organizer, strong in cash flows, P & L's, analytical skills, administering loan programs, supervising & supporting staff is needed, plus 10-15 yrs. ag/commercial lending. \$40K + possible stock ownership in near future.

N-24 AG LOAN OFFICER—\$45MM bank in central SD. Recent exam gave "clean bill of health." \$10MM ag port; report to EVP, do detailed documentations & cash flows, get involved in this very attractive & progressive community. 5 yrs. ag credit exper. with strengths in above areas. Super bennies, \$30K.

N-27 AG LOAN OFFICER—#3 in \$35MM ag dept. of \$100 + MM, performance-oriented bank. Requires 2-5 yrs. ag lending exper. from bank or farm credit system; an aggressive goal oriented individual who practices & keeps up with modern ag lending procedures. W. IL town of 6000. Salary open; commensurate with experience.

N-28 CASHIER—\$80MM bank near Chicago. Be part of mgmt. team, take charge of all internal operations, supervise the heads of teller, bookkeeping and computer depts. Requires 7-10 yrs. of similar experience in bank of equal size. To \$35,000.

Attention - All Iowa and Nebraska Bankers



Collin W. Fritz

**IOWA - NEBRASKA BANKERS
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IRA AGENDA
(Essentials)

The IRA seminar's purpose is to furnish a comprehensive explanation of IRA rules, regulations, administrative requirements & procedures & marketing issues. The seminar is directed towards financial institution personnel who work with IRAs. The changes mandated by the Tax Reform Act of 1984 (TRA-84) & the Retirement Equity Act of 1984 (REA-84) will be thoroughly discussed and illustrated. These topics will be covered in detail;

1. Plan documents & disclosure
2. Administration services
3. Tax changes
4. SEPs
5. New distribution rules

QUALIFIED PLAN AGENDA
(Formerly HR-10 KEOGH)

The purpose of the qualified plan seminar is to provide the BASICS of qualified plans in an easy to understand manner. After this seminar an individual should have the information needed to advise whether and in what manner a financial institution should seek pension deposits by offering pension services. HELP! Business customers are and will be looking for someone to help them with their pension needs. Every pension plan in the United States must be updated to comply with these major law changes: (1) The Tax Equity and Fiscal Responsibility Act of 1982 (TEFRA); (2) The tax Reform Act of 1984; and (3) The Retirement Equity Act of 1984. All three laws make significant changes in qualified plans.

Dates and Locations:

November 27, 1984 Des Moines, IA
Savery Hotel
November 29, 1984 Iowa City, IA
Highlander

Fees:

\$85 for first registrant
\$75 for each additional registrant

Seminar Schedule:

Registration - 8:15
Seminar Begins - 9:00
Morning Break - 10:30-10:45
Lunch - 12:00-1:15
Conclusion - 4:00



REGISTRATION FORM

Site _____

Name of Bank _____

City _____ State _____ Zip _____

Phone _____

NAME	AMOUNT
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_____	\$ _____
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_____	\$ _____
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_____	\$ _____
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_____	\$ _____
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Total Enclosed \$ _____

MAIL TO:

Collin W. Fritz & Associates
3211 Wakonda Court
Des Moines, IA 50321

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

POSITION AVAILABLE

SENIOR VICE PRESIDENT—The individual will supervise all loan departments. Requires Bachelor's degree plus minimum five years' lending experience. Salary commensurate with experience plus excellent benefits. Excellent career opportunity. Contact: **Steve Afdahl, President Hawkeye Bank and Trust, P.O. Box 4068, Spencer, Iowa, 51301. Member Hawkeye Bancorporation. Phone 712/262-1940.** (PA)

CEO WANTED—\$10 million rural bank in Marion county Illinois. Must be strong in ag lending and documentation. Good salary and benefits. Write file WCF, c/o Northwestern Banker. (PA)

AG LENDER—Position available for individual with ag lending background in \$65 million bank in Grafton, ND. Applicant should have minimum of three to five years ag lending experience and strong business development skills. Send resume to: President, Norwest Bank Grafton, N.A., P.O. Box 580, Grafton, ND 58237. (PA)

SENIOR AG LOAN OFFICER—with 5-10 years experience. Salary open. \$24 million northeast Nebraska bank. Send resume to Bank of Elgin, R.K. Draper, Jr., President, Box 329, Elgin, NE 68636. (PA)

EXCELLENT CAREER opportunity with \$40 million S.E. Iowa bank as Senior Lending Officer and second in command. Position requires a degree and a minimum of 5 years lending experience, with approximately 15 years total business experience, and a solid ag background. Some overall bank management and broad lending exposure desired. Salary based on qualifications. A generous fringe benefit package is in place. Send resume to file WCJ, c/o Northwestern Banker. (PA)

AG LENDING POSITION—Eastern Nebraska. Opportunity to work with experienced ag lenders in servicing large portfolio. Ag degree required. Experience helpful, but not required. Reply to file: WCK, c/o Northwestern Banker. (PA)

SENIOR LOAN OFFICER AND ADMINISTRATOR—This individual will manage entire loan portfolio. Extensive commercial and supervisory experience required. Extremely competitive salary and benefits. \$125 million bank. Contact: J.P. Mansfield III, Pres./CEO, United Central Bank & Trust, P.O. Box U, Ft. Dodge, IA, 50501. (PA)

DON SCHOOLER JR. AND ASSOCIATES

"Successful Banking is Quality Personnel"

If you would like to be informed of positions as they become available and if you are interested in changing your present position, send your resume or phone **Don Schooler, 417-882-2265, 2508 East Meadow, Springfield, Missouri 65804**. Information on you will be kept confidential until you are interested in a specific position.

Eighteen years of banking serving as President of rural and metropolitan banks enables me to match you, technically and personally, with the right banking environment.

POSITIONS CURRENTLY AVAILABLE

Missouri, Iowa Oklahoma, Kansas, Arkansas, Illinois, and Nebraska

VICE PRESIDENT, COMMERCIAL LENDER, in a \$150mm bank, (Kansas) to \$40,000

COMMERCIAL LENDER, \$225mm bank, (Iowa) OPEN

COMMERCIAL LENDERS, (Texas), \$200mm bank to \$40,000

ALL AROUND with **AGRICULTURAL** emphasis, 8,000 population mid \$30,000

CASHIER for a \$50mm bank, 10,000 population close to city to \$25,000

PRESIDENT for a \$30mm bank in small town close to city to \$45,000

AG LENDER, \$95mm bank, 30,000 population, (Illinois) to \$35,000

SENIOR LOAN OFFICER, \$60mm bank, 12,000 population \$35,000-\$40,000

EXECUTIVE VICE PRESIDENT, \$40mm bank \$40,000 +

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Stay within minutes of 4 major Colorado ski areas. Luxury and economy condominiums and townhomes. Call: Dwayne Smith, Anne Marie or Sue at

PARADISE PROPERTIES

Toll Free 800-922-2590
Denver, 892-9367 or 303-468-5846.

POSITION WANTED

OPERATION OFFICER—with 12 years' experience in operations, personnel and management in medium size bank. Also have 8 years of experience in lending and collections, with excellent performance record in all areas. Looking for good management position with future. Phone: 402/895-1372 or 402/896-0925. (PV)

PAPPAS & ASSOCIATES

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Act now—save Capital!
Chris Pappas, Principal
27 Years' Banking Experience
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West Des Moines, Ia. 50265
515 225-1625

FOR SALE

IBM 5120 COMPUTER AND PRINTER. Contact: The Home Bank, Elwood, NE. Phone: 308/785-2530. (FS)

HEAVY DUTY STEEL CASH BUS: 42" long, 20" deep, 42" high - 4 shelves - 5" rubber casters - \$100.00. Phone: 319/927-3814, W.K. Wiewel, First State Bank, Manchester, Iowa 52057. (FS)

1980 BURROUGHS L5000 POSTING MACHINE. Contact: Gresham State Bank, Gresham, Nebraska. Phone: 402/735-7277. (FS)

POSITIONS AVAILABLE

COMMERCIAL LENDERS - Need 2 for Central Iowa. Salary mid \$30's to upper \$30's. Need 3-5 years of solid commercial lending.

BANK PRESIDENTS - Need 5 - Western Iowa and Eastern Nebraska banks, \$30-75 million. Salary \$50 - \$70K. Need ag oriented - 10 years - degree or not. Call or send resume to:

Richard L. Beam, CPC
GUMBERT EXECUTIVE EXCHANGE, INC.
11246 Davenport Street
Omaha, NE 68154
Phone: 402/330-3260

Financial Careers

CEO for \$17 million bank in Montana Salary to \$35,000

COMMERCIAL LENDER for \$150 million bank in Midwest. Must be experienced in handling and documenting large credits. Prefer 10 years lending background Salary to \$45,000

NUMBER TWO person for \$40 million bank. Must have a strong ag lending background and college degree Salary OPEN

NUMBER TWO officer for major community bank in central Iowa. Requires ag/commercial loan experience and college degree. Excellent benefits Salary to \$45,000

TRUST OFFICER for \$60 million bank in college community Salary to \$32,000

AG OFFICER for \$65 million bank in central Iowa. Requires bank experience and college degree Salary to \$35,000

AG OFFICER for \$40 million bank in southern Minnesota. Requires college degree and three or more years lending experience. High performance bank with \$10 million in ag loans Salary to \$35,000

AG OFFICER for \$30 million bank on Iowa/Illinois line. Experience with bank or PCA required. Excellent recreation area Salary to \$26,000

We have many other opportunities. Call or write Malcolm Freeland or Cy Kirk at Freeland Financial Service, Inc., 1010 Equitable Building, Des Moines, Iowa 50309. Phone 515/282-6462. Employer pays reasonable fee.

Bankers Available

CEO with 10 years commercial lending experience in \$60 million bank. Graduate of ABA commercial lending school and working knowledge of current banking practices.

CEO, 45, now serving as president of \$60 million bank in metro area. Heads loan committee, and directs asset-liability management. Twenty years banking experience. TOP references.

COMMERCIAL LENDER, 38, a results-oriented professional with 17 years of diversified commercial lending and financial management experience. Extensive knowledge of credit analysis, loan administration, workout and loss control - and asset/liability management.

COMMERCIAL LENDER, 40, now responsible for commercial, agricultural and real estate lending in \$80 million bank. College graduate with additional degrees from ABA commercial lending school and ISU ag lending school. OF-FERS 14 years intensive banking experience.

COMMERCIAL LENDER, 37, now with \$300 million bank; five years' experience in large bank environment. Detailed knowledge of commercial and agricultural leasing. Good people skills, as well as both credit and operations.

INSTALLMENT MANAGER, 28, with 3 years' college and five years managing \$4 million portfolio of consumer, student and floor plan loans in community bank.

AG LENDER, 34, with over 10 years' experience and college degree in economics. Currently in charge of \$11 million ag loan portfolio. Experienced in ag, commercial, real estate, consumer and student loans. Graduate of ABA Advanced Ag Credit School.

We have many other applicants. Call or write Malcolm Freeland or Cy Kirk at Freeland Financial Service, Inc., 1010 Equitable Building, Des Moines, Iowa 50309. Phone 515/282-6462. Employer pays reasonable fee.

REAL ESTATE APPRAISER

Experienced real estate appraiser needed to supervise operation of appraisal department and review and critique appraisals on commercial real estate loans. Must be designated member or candidate for membership of either the Society of Real Estate Appraisers or the American Institute of Real Estate Appraisers and have 4 years appraisal experience, including 3 years of commercial experience. Send resume and salary requirements in confidence to: **F.B. Bruner, Human Resources Department, United Federal Savings Bank of Iowa, Locust at Fourth, Des Moines, Iowa 50308.** (PA)

BANKING CAREER OPPORTUNITIES

CEO, \$125mm rural bank near recreational area, NE \$35-55K.

Sr. Loan Ofcr., #2 in \$70mm IL bank, ag & commercial portfolio \$40's

Sr VP/Sr Loan Ofcr., \$120mm portfolio, primarily commercial \$40K +.

Trust Dept Head, near college town \$40's.

Barbara J. Ritta
PROFESSIONAL RECRUITERS, INC
6818 Grover Street, Suite 102
Omaha, NE 68106
Phone: 402/397-2885

POSITIONS AVAILABLE

SENIOR LENDER - \$25MM rural bank affiliated with major holding company. Overall management experience with emphasis on Agrilending. Will become #2 within one year. \$35K

CEO - Southern Missouri bank of \$25MM. Requires strong agriload and administrative experience. Small community. \$38K

AGRILOAN - handle majority of Ag and some Instal. credits for \$20MM community bank. Prefer degree. . . \$24K

COMMERCIAL LENDER - suburban bank of \$60MM located in large metro area. Position demands ability to generate new business and good analytical skills. . . \$30K

SECOND OFFICER - medium size community bank. Prefer Agriload and Operations background. Excellent recreational facilities nearby. \$36K

Additional opportunities available in midwestern states.

TOM HAGAN & ASSOCIATES

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

"Serving the Banking Industry Since 1970"

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