

NORTHWESTERN Banker Newsletter

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Des Moines, Iowa

February 18, 1985

Iowa News

BOONE: Douglas E. Rieken has been elected vice president at Boone State Bank & Trust Company. Prior to joining the bank in 1983 as an assistant vice president, Mr. Rieken was with Griswold State Bank.

BURLINGTON: Farmers and Merchants Bank and Trust has set aside \$5 million for farm operating loans this spring at a rate of 10% - 3½% less than the current price at most ag banks. William Kuehn, vice president and farm rep at F&M Bank said officers at the bank became "tired of all the meetings and all the talk" about the sagging farm economy and decided on "putting our money where our mouth is." The move will cut deeply into F&M's potential profit, Mr. Kuehn said, but said the bank is determined to help the people who have helped the bank.

DUBUQUE: Bill Schrup and Jeffrey P. Mozena have been appointed vice presidents, commercial loan officers, at American Trust and Savings Bank. A graduate of the University of Santa Clara, Mr. Schrup joined the bank in 1982. Mr. Mozena is a 1975 graduate of Loras College in Dubuque and joined the bank in 1975.

FARLEY: It recently was announced that James K. Burdick has been named executive vice president of Farley State Bank. Most recently

Mr. Burdick was employed in insurance sales and also as senior vice president of the Delhi Savings Bank in Delhi.

GRINNELL: Wilbur McLane Mollison, 52, cashier of the Grinnell State Bank, died February 10. Mr. Mollison joined the bank January 1, 1963, and prior to that had been in extension service with Iowa State University. He had served the past 22 years as Grinnell State's principal ag credit officer. He was a graduate of Iowa State University and was a graduate of the Iowa Bankers Association Ag Credit School at ISU and the Graduate School of Banking at the University of Wisconsin.

INDIANOLA: At the January board meeting of Peoples Trust & Savings Bank, T.J. Nicholls and Pam Merritt were elected senior vice presidents and Verlyn Noring and Bruce Sorensen were elected vice presidents. Mr. Nicholls, cashier, has been with the bank since 1949. Ms. Merritt joined the bank in 1976 and continues as marketing director.

IOWA CITY: At Iowa State Bank & Trust Company, David R. Lundquist was recently promoted to vice president and trust officer. Mr. Lundquist has been with the bank since May, 1979. In addition, Michael J. Donohue has joined the bank as a consumer loan officer. He most recently managed the Cedar Rapids ITT Office.

PARKERSBURG: Charles V. Perry was recently named president, trust officer, and chief executive officer of the Parkersburg State Bank. Mr. Perry has been executive vice president and CEO for the past 18 months.

WELLSBURG: Following the annual meeting of Peoples Savings Bank the following officer changes were announced: Bernard J. Harms was advanced from vice president to president. He succeeds Leland D. Luwe, who has been named chairman. Gary W. James advanced from cashier to vice president and cashier, and Frederick Frazell from office manager at the Cleves Office to assistant vice president and office manager.

WOODBINE: The First National Bank was declared insolvent on February 6 by the Comptroller of the Currency and the FDIC was named receiver. A new state-chartered institution, Iowa Savings Bank, opened the following day and it assumed all of the more than \$25 million deposits of the failed bank. The new bank owners - Dick Wikert of Fremont, Nebr., A.C. Benton and Wm. A. Krause of Hampton, and R. Wilson Pursinger of Sioux City - paid the FDIC a premium of \$367,700. The new bank retained \$647,000 in installment loans and \$440,000 in real estate loans. FDIC paid \$16 million into the new bank and retained all other loans of First

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National, some of which Iowa Savings Bank may purchase from the FDIC in the near future. Bill Tuford was named president of Iowa Savings Bank. Most recently he has been vice president-manager of the Renwick office of Hawkeye Bank and Trust Co. of Humboldt.

Nebraska News

The Nebraska Bankers Association is sponsoring a Bank Director's Seminar for CEOs and their bank directors, to be held March 7 at the Lincoln Hilton.

Registration and continental breakfast will begin at 8:30 a.m. Dr. Douglas V. Austin, president of Douglas Austin & Associates, Inc. and professor in the department of

finance at the University of Toledo, Ohio, and Mark S. Mandula, vice president, also with Douglas Austin & Associates, will present a number of topics throughout the day, including "The Responsibilities and Liabilities of the Directorship," "Reading and Understanding Financial Statements," "Capital," "Financial Comparisons" and "Policy Planning." At 3:30 p.m., Don Towle, president of Kansas Bankers Surety Company in Topeka, Kan., will present "Director and Officer Liability Insurance." A reception will follow from 4:30-5:30.

Advanced registration fee is \$85 for the first registrant and \$75 for each additional person.

MARTELL: Jay D. Peters has been appointed executive vice president and Paul Williams, assistant vice president, at Martell State Bank, according to Fred W. Morgan, chairman. In addition, Mr. Peters was elected to the board.

OMAHA: Gary L. Parker, former president of the Bank of Bellevue, has been named vice president of FirstTier, Inc. He will be involved in the financial institutions and correspondent banking groups. Mr. Parker joined Bank of Bellevue in 1968 and was named president in 1980.

Minnesota News

The Minnesota Chapter of the Bank Marketing Association will

BANK OPENINGS

CHIEF OPERATING OFFICER—requires 7 years banking experience including lending, administration and business development. Small Nebraska bank holding company. Opportunity to be CEO in 12 months. To \$35K.

SR. LOAN OFFICER—IA and NE banks. Requires 5 years bank Ag lending, degree preferred, buy-in opportunities. To \$45K.

AG LOAN OFFICER—IA Bank - nice community. Package of \$30K.

VP MARKETING—IA and NE banks. To \$60K.

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hold a one day conference on Wednesday, March 13, at the Sheraton Park Place Hotel in Minneapolis.

The conference focus is "Creating a Sales Environment in Your Bank" with Dr. Leonard L. Berry and Dr. Charles M. Futrell of Texas A & M University as the leaders. Dr. Berry and Dr. Futrell, who are both Professors of Marketing at Texas A & M, have co-authored the book *Bankers Who Sell: Improving Sales Effectiveness in Banking*.

The conference, which will begin at 8:00 a.m. and conclude at 4:00 p.m., will feature breakout sessions in the afternoon on telemarketing and effective selling.

For additional information or to make reservations, please contact Mark L. Jeter at Norwest Corporation, 1200 Peavey Bldg., Minneapolis, Minnesota 55437, (612) 372-7550.

MINNEAPOLIS: At F&M Marquette National Bank, Jerilyn R. Slinger was promoted to vice president and credit manager in the business services group and David A. Hoven was promoted to vice president, investment services group. Ms. Slinger joined the bank in 1979, and Mr. Hoven has been with the bank since last year, previously serving with Piper, Jaffray & Hopwood.

HUTCHINSON: Citizens Bank & Trust Co. has announced the promotion of Joel C. Kraft to vice president and consumer banking group head. Prior to joining Citizens Bank in December, 1983, Mr. Kraft was with Norwest Bank in Fergus Falls.

OWATONNA: Kenneth J. Bloomer has been promoted to senior vice president/retail business manager of Norwest Bank Owatonna, N.A. He joined Norwest Bank in 1961 and was named vice president in 1979.

ROCHESTER: At First Bank Rochester, Paul E. Clavadetscher has been promoted to senior vice president of consumer banking; James C. Neuroth to senior vice president, agricultural lending, and Dianne L. Hoover to assistant vice president, real estate.

WILLMAR: At the annual meeting

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Illinois Bank President

Hires Two Senior V.P.s With One Call to AGRICAREERS

Bank President L.W. "Link" Phillips intended to hire one senior vice president but wound up hiring two, both through AGRICAREERS.

"We needed a capable ag loan officer quickly for our bank at Knoxville, Illinois, and employed the most readily available of two excellent candidates recommended by AGRICAREERS," relates Phillips.

He is president of First Farmers

"I had worked with other personnel firms without success."

—L.W. Phillips

National Bank, Knoxville, and of Bank of Galesburg (Illinois), a nearby larger city. Agriculture in the western Illinois area involves corn, soybeans and livestock production.

Ed Anderson began work at Knoxville in August, handling the bank's large volume of ag loans, plus administrative and policy-making duties.

In October, Link Phillips decided that another of the AGRICAREERS candidates he had interviewed, Chris Dunemann, could fill the need for a senior vice president at Bank of Galesburg.

Dunemann was employed to

handle commercial loans, and does administrative and loan policy work.

About AGRICAREERS' personnel services, Phillips comments, "I was very satisfied. I had worked with other personnel firms without success, but AGRICAREERS secured a well-qualified ag loan man within a month."

Working with Linda Heit at the firm's New Hampton office, and Jean Eden, Massena and Des Moines, he received several resumes by mail. Interviews were quickly scheduled.

"The two personnel specialists were anxious to help, but weren't pushy," reports Phillips. "That wasn't always the case with other firms. Some of them 'bugged' the heck out of me!"

"I liked AGRICAREERS' level of follow-up."

Senior V.P.s Anderson and Dunemann are mid-30s in age, and each came with over 10 years PCA experience. Both hold college degrees, had done administrative work and loan policy formulation.

"They were productive immediately," recalls Phillips.

Summing up his experience locating bank executive personnel through AGRICAREERS, he remarks, "I like the fact that they draw job applicants from a broad geographic area. They found well-qualified people who are interested in the agricultural climate we have here."

"And the pre-screening of applicants helps."

"I wouldn't hesitate to call AGRICAREERS again."



Link Phillips, left, is president of Bank of Galesburg and First Farmers National Bank, Knoxville, both in highly ag-productive west central Illinois. With him is Ed Anderson, Knoxville senior vice president and ag loan officer, who was employed through AGRICAREERS last August. A senior vice president for the Galesburg bank, Chris Dunemann, also was employed through the personnel firm. (Dunemann not available for photo.)

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NJ-1 AG LENDER—A real PROBLEM SOLVER! Currently handling large number of PCA's problem loans. FmHA Co. Supr. for 10 yrs., past 3 with PCA. Has been thru both extremes of ag lending; the liberal practices of several yrs. ago and the conservative, clean-up phase of today; has adapted to and learned from both. References say, "has successfully reduced loan problems, and helped farmers gain business sense as well"... "able to waltz thru FmHA's forms & regulations and get a loan put thru fast"... "offers practical solutions to loan problems." Good attitude and down-to-earth personality. B.S. Ag, married, age 35. S. IA or N. MO location. \$33,000. Call Jean.

NJ-2 AG REP—Offers 1½ yrs. ag lending exper. from bank & FmHA. Serving as mgmt. trainee for the past yr. in ag dept. of large IL bank. Has strong analytical & technical skills, good with customers, and helped develop Farm Plan. Wants more responsibility and opportunity to learn all phases of banking. Farm raised in IL, paid own college expenses and maintained high GPA (Iowa State grad—B.S. Ag Bus.), internship with FmHA. Married. Age 24. IL or IA location. \$23,000. Call Jean.

NJ-3 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.

NJ-4 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. \$45,000. Call Jean.

ND-5 AG LENDER—Branch manager with six years experience in farm credit systems. In charge of all office functions, responsible for \$6MM loans. Strong analytical abilities, well recommended. B.S. Ag Bus. Single. Age: 30. Lives IA. \$28,000 +. Call Jean.

ND-6 AG LENDER—Sharp, young trainee looking for entry level position. Did six month internship in bank. Looks, personality, and enthusiasm. B.S. Ag Econ from K State. Single. Age: 23. Lives KS. \$16,000. Call Jean.

ND-7 AG LENDING/MARKETING—An excellent candidate with two years bank loan experience. Strong background in sales and marketing. Seeking opportunity to use marketing skills to promote bank services. Reference says, "I've never met a more professional individual. He has the ability to motivate and promote, truly an outstanding individual." B.S. Marketing. Married. Age: 35. Lives IA. \$30,000 +. Call Jean.

ND-8 AG BANKING—Confident, polished trainee with FmHA experience, appraisals, loan applications, good with numbers. Good communicator and strong ag background. References say "Would recommend him without hesitation." B.S. ISU Ag Bus. Single. Age: 23. Lives IA. \$18,000. Call Jean.

ND-9 AG LENDER—Extremely sharp ag lender offers close to one year with FLB. Very knowledgeable in agriculture. Self motivator. Supervisor says, "Good credit aptitude... fast pace achiever...he's got a lot of potential." B.A. Finance. Single. Lives IA. \$21,000. Call Linda.

ND-10 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.

ND-11 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.

ND-12 LOANS/OPERATIONS OFFICER—Sharp, young banker who is experienced in all phases of lending and operations spending 60% of the time in loans and 40% of the time in operations. Reference says, "Excellent performance-one of the best employees I ever had without a

doubt...very intelligent and quick learner." Wants to locate near college town to complete his education. Two years college. Married. Age: 24. Lives WI. \$22-24,000. Call Linda.

NL-13 AG BANKING—References say, "He has good credit judgement...aggressive...collection skills are good along with a strong personality and ability to communicate." Six-and-one-half years (one with Farm Credit) of ag credit experience with responsibility in staff supervision, marketing, credit analysis and collections. B.S. Ag Economics. Single. Age: 28. Lives WI. \$31,000. Call Linda.

NJ-14 SENIOR OFFICER—Twelve years as V.P. in \$90MM bank, responsible for \$15MM ag loans, also shares commercial loans, farm management, trust and administrative duties. Serves as officer of state banking association and president of many community organizations. Masters degree in Ag Business, graduate of banking school, etc. Married. Age: 40. Open to relocate in Ia or IL. \$48,000. Call Jean.

NJ-15 AG LOAN OFFICER—Two years as A.V.P. in \$50MM bank. Works with ag and commercial loans, collection, documentation, inspections, and micro computers. Very familiar with loan problems and corrective actions. Farm raised. Single. B.S. Animal Science (I.S.U.), plus additional banking courses. Age: 27. Lives IA. \$25,000. Call Jean.

NJ-16 SENIOR OFFICER—V.P. (#2 man) in \$20MM bank for past 10 years. In charge of \$11MM loan portfolio. Strong ag lending skills, heavy work-out, restructure and collection experience. Works in operations, compliance, with computer and insurance as well. B.A. degree, attended Ag Credit School and graduate school of banking. Married. Age: 36. Lives IA. \$32,000. Call Jean.

NL-17 AG LOAN OFFICER—Four years as loan officer with PCA. Supervises \$13MM branch. Farm raised. Active in community affairs and ag-related activities. B.S. Animal Science. Married. Age: 33. Will relocate in E. IA or N. IL. \$29,000. Call Jean.

NL-18 AG FINANCE—Offers twenty years of versatile ag credit experience which includes Farm Credit, ag banking and captive financing experience. Strengths are his credit judgement, communication skills and sales personality. B.S. Ag. Married. Age: 49. Lives WI. \$36,000. Call Linda.

NL-19 AG LENDER—Experienced in small rural bank (\$5MM) operations and lending functions. Wants more concentration in ag loan area. References say he is detailed, organized and gets along with people. Area Voc. Tech. Grad. in Ag Banking. Married. Age: 23. Lives MN. \$17-18,000. Call Linda.

NL-20 INSURANCE AGENCY MANAGER—Currently sales agent for \$300,000 gross volume agency which he started from scratch to present size. Eight years prior as manager of insurance/Real Estate corporation. Past reference said, "He's a self motivator...good performer...professional...I'd hire him if I was considering adding an insurance agency at the bank." Licensed in all insurance lines. Two years college plus several insurance and R.E. courses. Married. Age: 39. Lives IA. \$25,000 +. Call Linda.

NL-21 AG CREDIT—Strong ag background which includes farming (crop and swine) and a year of ag credit experience with a small rural bank in Iowa. Duties are ag loans, loan documentation, cash flowing, etc. along with problem loan work outs. B.S. from ISU. Married. Age: 34. Lives IA. \$25,000 +. Call Linda.

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N-1 BANK PRESIDENT—Large holding company needs sharp individual currently serving as president or #2 person in bank to manage \$25MM + Iowa bank (with no major loan problems!). Must have strong loan experience and be active in community. \$45-\$50,000 + excellent benefits.

N-2 SR. COMMERCIAL LOAN OFFICER—To specialize in loans to cattle feeders. Will take charge of \$40MM loan portfolio for major bank holding co. in So. CA. MUST HAVE 5-7 yrs. current bank lending exper. handling similar portf. of loans to cattle feeders. Solid skills in credit analysis, problem solving, written and oral communication. Good mgmt. potential. Salary to \$45,000 + full benefits.

N-3 EVP—Number 2 person in \$30MM bank with \$15MM plus in loans (very few classified) needs banker with 5-10 yrs. current exper. in operations, compliance, computers and ag/commercial lending to assist with and oversee all. IA location. Full benefits \$35-40,000.

N-4 COMMERCIAL LENDER—\$50MM bank with \$15MM in commercial loans needs an experienced commercial lender. Family owned. College town location in MN. \$20-28,000 depending on experience.

N-5 AG LOAN OFFICER—Number two in a two-person ag dept. of \$10-12MM. 2-5 yrs. ag banking exper. preferred. Strong dairy area. MN. \$18-24,000. + benefits.

N-6 AG LENDER—Experienced ag banker needed for \$11MM bank with \$4MM ag portfolio. Seeks a self starter and a problem solver. 4-5 yrs. ag credit experience. S.D. Low \$20,000's.

N-7 JR. AG LENDER—Strong Illinois ag bank (\$170MM with \$100MM in loans) is looking for an aggressive ag lender to market and service existing accounts and ag loans. 2 yrs. min. ag lending exper. Good on documentation and new business develop. Mid \$20,000's.

N-8 AG LENDER—#2 in 3-person, \$20MM ag dept. of \$150MM hold. co. bank in N. IL. Handle ag loans and farm calls. Very good chance to move up in bank or holding co. Requires 2-3 yrs. bank or PCA ag lending exper., 4 yr. ag degree, outgoing personality. To \$29,000 + all insurance, pension, profit sharing, bonus.

N-9 VP—Primarily responsible for \$7MM ag business loans & farm loans in \$40MM ind. bank with good credit quality. Can lead to president position. 5-10 yrs. bank exper. with strong ag lending & loan analysis skills. An aggressive & personable individual who fits into rural farm community on IL-IN border. Short distance to urban area. \$30K + possible stock ownership.

N-10 AG LOAN OFFICER—\$95MM ind. bank in N. IL. town of 30,000. Will be #2 in \$10MM ag dept. (loans in good shape), and spend 20% of time in farm mgmt. and new business development. Offers excellent advancement opportunities and full benefit pkg. Requires 1-5 yrs. ag lending exper. (bank, PCA, FLB), 4 yr. ag degree; farm mgmt. exper. helpful. \$20-\$30K.

N-11 AG LOAN OFFICER—\$19MM bank in western IL. Requires experienced ag lender with strong ag credit skills (5-7 years bank or PCA) with top communication abilities. Business developer. \$28-30,000 +.

N-12 JR. AG LENDERS—Three Iowa positions available for ambitious candidates with 1-2 yrs. current ag lending exper. from bank or PCA. Must be knowledgeable in and willing to work with problem loans. \$18-25,000.

N-13 SENIOR VP—Report to pres. in \$60MM bank. Take charge of \$30MM ag loans, improve credit quality. Rapid advancement opportunity. 5-10 yrs. current ag lending and problem solving exper. required. IA. \$40,000 + benefit pkg.

N-14 ADMINISTRATOR—Bank chain needs ambitious and energetic ag banker to ride herd on loans, business development and work with secondary markets for five banks with combined total assets of \$100MM. 5-10 yrs. bank operations, secondary markets and lending skills needed. \$30-40,000.

N-15 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-16 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-17 MANAGER of \$5MM bank. Progressive and competitive ag area. 4-5 years of bank exper. a must. \$25,000 + profit sharing. SD.

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of First Bank Willmar, David G. Landgrebe was elected vice president, according to Lyle R. Weismantel, president. Mr. Landgrebe will be responsible for the commercial loan agricultural loan departments.

South Dakota News

CANTON: At the annual meeting of Farmers State Bank, Elmer Anderson retired as president, and was named chairman. George Hanson was named to succeed him as president. Other changes include: Luverne Hammerstrom was advanced to vice president, moving from the instalment loan department to general loan officer. Bruce Anderson was elected executive vice president and Drew Anderson was named assistant cashier. He will assume the duties of the instalment loan department.

North Dakota News

The 10th Annual Bank of North Dakota "Mid-Winter Break" will be held February 20, 21 and 22. With this being the 10th anniversary of the "Break," an extra special program is in store for those attending, as well as food and entertainment sure to please all.

Montana News

HAMILTON: Three officers were recently promoted to vice presidents at Ravalli County Bank: Geraldine M. Solander, Mildred L. Higgins and David L. Hardy. Mrs. Solander joined the bank in 1961 and currently serves as data processing and general operations supervisor. Ms. Higgins also joined in 1961 and since 1981 has been in charge of the

bank's escrow department. Mr. Hardy joined the staff in 1978 and has spent the last three years as a commercial loan officer.

Wyoming News

CASPER: Roger M. Trupp and Terry Ham have been named vice presidents of Wyoming National Bank. Mr. Trupp joined the bank in 1983 in the commercial loan department. Mr. Ham, who will also serve as manager of the consumer lending department, previously was with Citizens National Bank and Trust, Oklahoma City Okla.

LARAMIE: Jerry Walker was recently promoted to senior vice president of First Wyoming Bank, N.A. Jerry Pilch was promoted to commercial loan officer and Howard White to assistant cashier. Mr. Walker joined the bank as an officer in 1980 and was named vice president in 1982.

NEWCASTLE: First State Bank recently named Leonard Nack, senior vice president; Gordon Williams, vice president, and Shirley Harder to assistant vice president. The bank's board also named John Sullivan of Livingston to the newly-created post of vice chairman of the board.

SHERIDAN: Bryan Dvirnak has been named vice president of commercial loans at First National Bank here. Mr. Dvirnak joins the bank from his prior position with a bank in Bowman, N.D. He has also worked for banks in Dickinson, N.D., and Lewistown, Mont.

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OMAHA - CONSUMER & COMM. LENDER - 3-4 years. To \$28K.

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COMMERCIAL LOAN OFFICER—Immediate opening for head of commercial loan department. This person will also supervise officer in charge of consumer loans. Minimum of 3 years commercial experience required. Salary commensurate with experience. Excellent benefits and career opportunities. Contact: **Robert S. DeWaay, President, United State Bank, P.O. Box 309, Cedar Rapids, IA, 52406.** Member Hawkeye Bancorporation. Phone 319/366-8413. (PA)

PRESIDENT—\$25 million Fort Madison, Iowa bank. Good earnings, not a problem bank. Must have lending background. Contact **Larry Wenzl, P.O. Box 450, Ames, Iowa 50010.** Phone: 515/232-8200. (PA)

SENIOR LOAN OFFICER—NW Illinois \$52 million community bank. Must have 5-8 years banking experience in all phases of banking. Excellent opportunity in a good rural community. Phone Andy Rogers, First National Bank of Galena, IL. Phone: 815/777-0344. (PA)

VICE PRESIDENT—\$40 million southeast Iowa bank seeking individual with strong credit and operations background needed. Near major college town. Excellent benefits and career opportunity. Send resume and salary history in confidence to file WCS, c/o Northwestern Banker. (PA)

NEEDED IMMEDIATELY—2nd officer in \$12 million SE Iowa bank. Prefer minimum of 2 yrs. experience in Ag. lending or operations. Send resume, including salary requirements to file WCT, c/o Northwestern Banker. (PA)

SMALL REGIONAL MIDWESTERN BANK needs investment officer with 10 years' experience. Investment portfolio \$250 million. Must have excellent credentials. Salary commensurate with experience. File WCV, c/o Northwestern Banker. (PA)

FOR SALE

NCR 7750-2500 PROOF MACHINE—12 pockets, auto-feed hopper, cassette handler, 3.7 million items, has been on maintenance. Contact: Mark Sams, First State Bank, Webster City. Phone: 515/832-2520. (FS)

POSITIONS AVAILABLE

AG LENDER - Clear path to bank president in a MW rural bank. Degreed indiv with 2-5 yrs ag lending exp. Will be #1 man within 10 yrs. Strong bank with no loan problem. \$26K.

VICE PRESIDENT - Solid community bank near metro area seeks indiv with strong commercial lending and banking bkgd. 4+ yrs comm'l or ag lending in a \$35mm+ environment. \$35K.

PRESIDENT/CEO - Dream position for young, fast tracker. Rural holding co bank seeks degreed ag lender with 3+ years experience to be top man. Oppty to take charge and move up through holding company's executive ranks. \$33K.

TRUST - WARM WEATHER. Trust department in sunbelt seeks JD or CPA with business development skills. 2-3 yrs experience. \$30K.

COMMERCIAL LENDER - Large progressive bank offers high visibility, good pay, and growth potential in growing bank. 3+ yrs comm'l lending experience, leasing knowledge and large bank environment are all musts. \$30K.

INVESTMENT MANAGER - Top-notch large institution with exceptional reputation is in search of 4+ years experience in portfolio management, hedging and A&L management. Degree necessary. \$35K+.

FOR FURTHER INFORMATION
FOR THESE AND OTHER POSITIONS
RESPOND IN CONFIDENCE TO:

R. KURT ROSENCRANTS AT (515) 244-4414

**ROBERT HALF**

317 6th Ave, Ste. 650
Des Moines, IA 50309
(515) 244-4414

ALL FEES COMPANY PAID

IOWA NATIONAL BANK CURRENCY**WANTED
FOR PERSONAL COLLECTION**

Other services include purchase or appraisal of coin/currency estates or collections. I also wish to document the survival of Iowa National currency not necessarily available for purchase at this time.

DON MARK

Box 1, Adel, IA 50003 • 515/270-8170

**TRUST ACCOUNTING
SOFTWARE FOR
MICROCOMPUTERS****MBS, Inc.**

7387 Pacific St., Omaha, NE 68114

Phone: 402/399-8021

POSITION WANTED

ENTRY LEVEL POSITION. Graduate of the University of South Dakota. With interest in finance and economics. Contact Jeff Wollman, 803 Dakota St., Yankton, SD 57078. Phone: (605) 665-8293. (PW)

AG LOAN OFFICER—36 years old, Iowa State University graduate, farming, ag business, and 4 years banking experience. Experienced with cash flows, micro-computers and loan documentation. Have real estate and insurance licenses. Contact file WCR, c/o Northwestern Banker. (PW)

**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

ALL AROUND LENDER, heavy in Ag, \$30mm+ bank, 5,000 population\$30,000

EXECUTIVE VICE PRESIDENT, HEAD OF ALL LENDING in a \$70mm+ bank, town of 7,500\$40,000-\$50,000

ALL AROUND LENDER, \$30mm bank, Lake area, 2,000 population\$30,000

PRESIDENT, \$40mm bank, superb location, candidate should be steady, mature, and an organized administrator\$60,000

COMMERCIAL CREDIT ANALYST, COMPLIANCE, & REVIEW for a small holding company, college town, 10,000 population\$40,000

COMMERCIAL LENDER, \$60mm bank, 10,000 population\$35,000-\$40,000

VICE PRESIDENT, COMMERCIAL LOANS, excellent college town\$40,000

#2 OFFICER, \$10mm bank, 2,000 population\$30,000

NEW CHARTER, METRO AREAOPEN

OPERATIONS HEAD, \$30mm bank, nice college town\$25,000-\$30,000

Financial Careers

V.P. & CASHIER for \$32 million Iowa bank. College communitySalary Open

CEO for \$28 million Iowa bank. Affiliated with major holding company. Prefer experienced banker with good ag backgroundSalary \$45,000+

CEO for \$14 million Iowa community bank. Requires 5 to 10 years experience. Good ag background.Salary open

COMMERCIAL LENDER for \$100 million bank. Requires 5-10 years experience. Job entails loan cleanup—both ag and commercialSalary \$40,000+

COMMERCIAL LENDER for \$600 million midwest bank. Must be experienced in handling major credits and good at documentationSalary \$40,000.

NUMBER TWO person for \$140 million bank. Must have loan experience in larger bank. Position leads to CEOSalary \$50,000+

COMMERCIAL LENDER for major southern Minnesota bank. Requires 5 or more years experience.Salary to \$40,000.

TRUST OFFICER for \$300 million midwest bank. Prefer lawyer or CPA with trust experience.Salary \$35,000+

AG LENDER for major eastern Iowa bank. Located in metro area. Candidate will work in rural office.Salary to \$30,000.

TRUST OFFICER for \$70 million Iowa bank. Prefer lawyer with two or more years experience in handling trusts and estatesSalary \$30,000.

VICE PRESIDENT—COMMERCIAL LOANS for \$40 million Iowa bank. Insurance license is a plus.Salary to \$35,000

CASHIER for eastern Nebraska bank. Requires 3-5 years experience.Salary to \$32,000.

AG LENDER for northern Iowa bank. Prefer college grad with one or two years experience. Must know documentationSalary to \$25,000.

AG LENDERS for PCA, to serve as managers in excellent farming areas. Offices do not have major problem loans. Prefer college grads with 3 or more years experience and farm background. Good documentation record is essentialSalary to \$30,000.

Write or call Malcolm Freeland or Cy Kirk in care of Freeland Financial Service, Inc., 1010 Equitable Bldg., Des Moines, Iowa 50309. Phone 515/282-6462. Employer pays reasonable fee. Many other opportunities now available.

WANT TO BUY

WANTED—Minnesota, Iowa or Wisconsin \$10-\$20 million sound bank. File WCQ, c/o Northwestern Banker. (WTB)

**COMMERCIAL-AG LOAN
VICE PRESIDENT**

Position in northeast Iowa. Minimum 3-5 years lending experience. Cash flow and loan documentation necessary. Excellent benefits and career opportunities with growing multi-bank holding company. Salary commensurate with experience. Send resume and references to:

**Charles V. Perry, President
Parkersburg State Bank
Box 70, Parkersburg, IA 50665
Phone: 319/346-2114** (PA)

POSITIONS AVAILABLE

REAL ESTATE OFFICER - manage dept. for \$100MM bank located in college town. Experience with secondary market operation a plus. \$28K

SECOND OFFICER - \$35MM Agri-oriented bank. Minimum five yrs. Ag-Lending experience \$35K

SENIOR LENDER - supervise all lending divisions of \$125MM community bank. Degree and experience in large bank desired. \$45K

COMMERCIAL LOAN - \$75MM suburban bank affiliated with major holding company. Requires excellent documentation and analysis skills. \$30K

CEO - medium size Ag bank located in small northern Missouri community. Previous administrative experience required. \$40K

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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