Newsletter

Vol. 13 No. 52

Des Moines, Iowa

April 15, 1985

FDIC Clarifies Public Funds Rule

HE board of Directors of the Federal Deposit Insurance Corporation has announced that it has acted to provide a phase-in period for a new FDIC Legal Division staff interpretation regarding separate deposit insurance coverage for deposits made by multiple custodians of public units who do not qualify as "offical custodians" of those funds. The interpretation replaces an earlier 1979 staff opinion that reached an opposite conclusion. Both interpretations were issued in response to inquiries from the Colorado State Treasurer.

The Board's action gave public officials, including those in the State of Colorado where the issue arose, ample time to take appropriate steps to ensure adequate protection of public funds in light of the revised interpretation of the FDIC's insur-

ance regulation.

On March 19, 1985, an FDIC legal opinion rescinded an opinion issued in 1979 that had concluded that multiple custodians of State funds in time deposit accounts in FDIC-insured banks qualified under the FDIC's insurance regulation for separate deposit insurance coverage. The 1979 opinion was based on a Colorado law that authorized the State Treasurer to appoint one or more persons to act as custodians for State funds in time deposit accounts.

The 1985 interpretation concludes that multiple custodians appointed pursuant to the Colorado statute are not "official custodians" under the Federal Deposit Insurance Act or under the FDIC's insurance regulation. Therefore, they are not entitled to separate deposit insurance coverage. The revised interpretation notes that the multiple custodians appointed under the Colorado statute exercise no control over public funds and are not, therefore, custodians in fact, and appear to have been appointed solely in an effort to increase deposit insurance coverage.

In order to protect public funds placed in FDIC-insured banks in reliance on the 1979 opinion, the Board ordered that the new ruling be phased-in for all State or local public unit deposits placed before announcement of the revised interpretation. Specifically, the Board ordered that any deposit in an FDICinsured bank which was made by a public unit official through multiple custodians appointed under the Colorado statute in question or under any similar State or local law and which was made, renewed, or extended on or before April 5, 1985 (March 19, 1985 for deposits made by the Colorado State Treasurer) will be insured under the 1979 interpretation, and those made, renewed, or extended after that date will be insured under the 1985 rule.

L. Wm. Seidman Proposed As FDIC Chairman Nominee

The name of L. William Seidman, currently dean of the Arizona State University Business School of Phoenix, is being tested in Congress as the leading nominee for chairman of the FDIC to succeed Wm. M. Isaac, who announced earlier he would leave that office. Mr. Seidman is well-known in Washington circles as a former economic advisor to former President Gerald Ford. Mr. Seidman, 64, is a CPA by profession and has held a number of previous state and federal government posts. A formal nomination is expected soon.

Iowa News

Thomas H. Huston, Iowa superintendent of banking, said last week a decision has not yet been made whether to appeal a ruling from the 8th Circuit Court of Appeals in St. Louis that upheld the Federal Reserve Board's approval of purchase of stock in two Iowa banking units by out-of-state bank holding compa-

The 8th Court upheld the Fed's approval in February, 1984, for First Bank System of Minneapolis to purchase 500,000 non-voting shares (21%) of Banks of Iowa, Des Moines. It also upheld Fed approval for Omaha National Corporation to buy 24.9% of KSAD, Inc., which owns First National Bank of Council Bluffs.

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John Cretzmeyer

The 60 days for appeal extends to late May.

The Iowa Bankers Association is sponsoring a Loan Documentation Workshop to be held May 1 at the Airport Hilton in Des Moines and May 2 at Stouffer's Five Seasons Hotel in Cedar Rapids.

The workshop will run from 9:00 a.m. to noon and begin again at 1:00 p.m. Registration is at 8:00 a.m. For more information contact the IBA office in Des Moines.

ALGONA: Robert E. Westbee, currently president and CEO of United Central Bank & Trust Co. in Mason City, has been named to the additional post of president of United



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Central Bank in Algona. He succeeds William Mullins who resigned. Mr. Westbee joined the Mason City bank in November, 1983 from his previous position of president of First Bank Bismarck, North Dakota.

CHARLES CITY: Commercial Trust and Savings Bank has announced the election of James E. Hughes as president and chief executive officer. Victor M. Meyer, president since 1971, was named chairman. Mr. Hughes had been serving as president and CEO of United Central Bank & Trust of Fort Dodge.

SOMERS: Charles L. Brockett, chairman of Somers Savings Bank, passed away at his home on April 2. He had been associated with the bank since 1938. Mr. Brockett was born in Runnells and lived in Des Moines most of his life.

WASHINGTON: Washington State Bank recently announced that Bill D. Reha has joined the bank's staff as vice president in the loan and investment area. Mr. Reha formerly was with the Exchange State Bank of Adair.

Nebraska News

The Nebraska Department of Banking and Finance has scheduled a public hearing on a bank charter application for First United Bank of Bellevue proposed to be located at the intersection of Highway 370 and Serving bankers quietly and efficiently.

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Hillcrest Drive in Bellevue.

The hearing will take place at 9:30 a.m. on May 16 in the conference room 2B, State Office Building, 301 Centennial Mall South, Lincoln.

NELIGH: Gary Gunderson has been elected assistant vice president and loan officer at The National Bank of Neligh, according to John E.-Glandt, president. Mr. Gunderson joined the bank last November 1 after previously serving five and one-half years with The DeLay First National Bank & Trust Co., most recently as assistant auditor. Mr. Gunderson is a native of Wausa where his father, G.E. Gunderson, is president of Commercial State Bank.

SUPERIOR: Steven Wright has been named president of Security National Bank here, succeeding Richard Squires who resigned. Mr. Wright has been in banking the past 12 years in Iowa and Minnesota in connection with the Myers Brothers, owners of the local bank. Most recently Mr. Wright was with Payne Webber in Omaha as an investment banker.

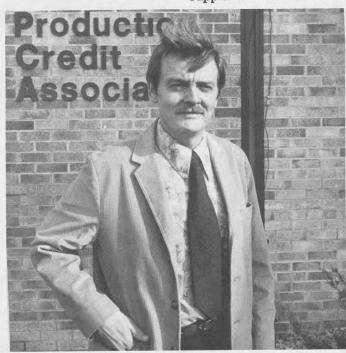
WEST POINT: Charter West National Bank opened for business April 1, according to Steven L. Paus, chairman. Prior to completion of the bank's permanent structure located at 201 South Main Street, the bank is providing service from a temporary facility located on the construction site. Steve Bell, previously with First National Bank in West Point, is president of the new bank. Other officers include: Kevin Larson, vice president and cashier, and Carol Lofgren, assistant vice president.



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Ron Molstad, V.P. in charge of branch operations and credit, employed a branch manager with the help of AGRIcareers' Linda Heit. Today's high-stress financial situation in rural America requires hiring loan personnel with excellent skills in financial, production and farm commodity management...people difficult to find, he relates.



Greg Simmons manages PCA's Mora, Minn. branch in a rural community of 2600 located 60 miles north of the Twin Cities. This 28-year-old University of Minn. ag graduate had five years in ag lending and professional farm management before starting this position in June of 1984.

Minnesota P.C.A. Officer:

"There's No Room in Ag Lending for the Amateur Any More."

High-stress financial times in rural America have dramatically beefed up the need for loan officer competence, according to the credit administration of a large midwestern Production Credit Association.

Also vice president in charge of branch operations, Ron Molstad at the St. Cloud. Minn. PCA, recently employed Greg Simmons through farm debt, and some have severe problems. Due to deterioration of assets, their alternatives as to refinancing, partial liquidation, etc. are few.

"Dealing with human emotions of people that are having financial difficulties can be very dramatic for the lender.'

Needed, feels Molstad, are loan personnel with empathy, maturity, and good counseling skills—the ability to listen as well as communicate. Stamina, perseverance, and firmness also are vital, he says.

Persons with these skills in full measure are few, and are difficult to

who borrow owe 70% of the total find, he adds. "We look harder and consider our choices much more carefully now, especially for the branch manager position.

Molstad relates that working with AGRIcareers helps, and he calls the personnel firm after first searching within the Farm Credit System. Greg Simmons had ag credit experience at a Federal Land

particularly liked her follow-up."

Ron Molstad

Bank, bringing long-term credit expertise.

"He has good communication skills, works hard and is conscientious. He has demonstrated an ability to deal with the stress of the times.'

In employing Simmons, Molstad worked directly with AGRIcareers' personnel specialist Linda Heit at the New Hampton office. "I particularly liked her followup," he notes. "Soon after I'd interview a candidate, she'd call and 'interview' me as to what I liked and didn't like.'

Says Molstad, "For PCA, AGRIcareers adds an outside reservoir of candidates. They help 'hybridize'

"I could pick and choose." Ron Molstad, VP **Branch Operations Production Credit** Association St. Cloud, Minnesota

AGRIcareers. Simmons is now manager of the branch in Mora, Minn.

Loan volume of St. Cloud PCA, with six branches and serving 19 counties, totals \$95 million.

"AGRIcareers provided me with a vast array of candidates, a good selection," relates Molstad. "I could pick and choose.'

The opportunity to pick and choose in order to employ the high degree of personal skills needed today is paramount, feels Molstad:

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Jean 515/263-9598 (W/F)

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Personnel Specialists Serving America's Ag Banks

Our candidates are personally interviewed, screened, referenced, and evaluated by our specialists. If you have an interest in candidates listed below, call Jean or Linda to discuss your needs. Employers pay our modest fee to hire the best.

NJ-1 SR. LOAN OFFICER—Handles 50% ag and 50% commercial loans in \$60MM IA bank. Also strong accounting and computer skills. Attended I.S.U. Married. \$35,000. Call Jean.

NJ-2 AG LOAN OFFICER—Offers 2 yrs. ag lending experience (FmHA and Farm Credit System). Articulate and aggressive, active in community. Wants long term career in banking. B.S. Ag Married. Age 25. \$23,000 Call Jean.

NJ-3 V.P. AG—10 yrs. ag lending experience (bank and PCA). Appearance, references, and experience rate him a '9' on a 1-10 scale. Handles the tough loans in a \$20MM dept. B.S. Bus. Admin. Married. Age 32. \$36,000. Call Jean.

NJ-4 E.V.P.—Sr. Loan Officer in charge of \$35MM loans in \$70MM bank. 20 yrs. bank experience in loans, operations and personnel. Married. Age 49. \$40,000 + Call Jean.

NJ-5 AG LOAN OFFICER—Two yrs. experience with FmHA as Asst. County Supervisor. Strong computer skills. B.S. Ag Econ. (3.5/4.0 GPA). Married. Age 25. Lives NE. \$22,000 Call Jean.

NJ-6 AG LOAN OFFICER—Currently A.V.P. in \$7MM branch PCA. References say, "has learned more in less than two yrs. than we used to learn in five!" Also has 3 yrs. sales experience with major feed co. B.S. Ag. Married. Age 28. \$28,000. Call Jean.

NL-7 BANK LENDER—Offers five years of current expr. in consumer lending (\$8MM), development and implementation of department operating, lending policies and procedures along with business development and cross selling of bank services. Participates on the bank loan review committee. Have been exposed to commercial and ag lending. SUPER COLLECTOR. Good references. Holds current insurance licenses. A.A.S. Ag Business. Married. Age: 31. Lives MN. \$22-28,000. Call Linda.

NL-8 AG REP—References say, "Very conscientious and meticulous and a quick learner. Relates to the customers well. Rated an A...,young but very mature." Offers two previous years in ag, installment and RE lending for a small town ag bank. Hands on experience in farming and insurance claim adjusting. A.A. Finance/Credit Mgt. (3.9/4.0). Single. Age: 23. Lives MN. \$15-17,000. Call Linda.

NL-9 AG LOAN TRAINEE—This sharp college grad wants to pursue a career in ag banking. Has been selling farm real estate, offers a B.S. in Finance, RE & Insurance with a minor in Accounting. Receives excellent references. Farm raised. Married. Age: 24. Lives MN. \$16-20,000. Call Linda.

NL-10 SR. MANAGER OF SMALL BANK—Reference says, "SUPER credit judgement-no question about it! Excellent rapport with customers." Responsible for ag, commercial, RE and installment loans for a \$13MM ag bank and supervision of bank operations. B.S. Accounting. Licensed to sell insurance and real estate. Married. Age: 33. Lives MN. Making \$40,000 + but willing to take a decrease for a new challenge. Call Linda.

NL-11 AG LOAN ANALYST—Strengths include credit analysis, projections and documentation. Present owner of bank says, "He's a good solid, responsible lender...capable and knowledgeable, handles ag lending and the insurance agency, intelligent and analytical." Self taught on own computer. B.S. Sales & Mktg. Married. Age: 45. Lives MN. \$30,000 plus. Call Linda.

NL·12 AG LOAN OFFICER—Close to five years with FLB where this ag lender is responsible for all phases of loans from application, appraisal to closing. Makes an excellent personal impression. B.S. & M.S. Ag Economics. Married. Age: 29. Lives MN. \$25,000. Call Linda.

ND-13 AG LOAN OFFICER—Strong ag background which includes farming (crops, hogs, and cattle) and three years bank experience in operations with small rural Nebraska bank. Responsibilities include, loan documentation, profit and loss statements, cash flows, computer input, farm calls. Reference says, "Works very well with others, relates very well to the farmer. Excellent with detail." B.S. Agronomy. Married. Age: 29. Lives NE. \$15-17,000. Call Jean.

ND-14 AG CREDIT I—Has five years experience with production credit systems, managing \$4MM loan portfolio. Reference says, "Good manager, good public relations skills, effective communicator, very innovative, has done excellent job coordinating insurance program." Married. Age: 32. Lives NE. \$35,000. Call Jean.

ND-15 AG LOAN OFFICER—Has nine years bank and PCA experience. Sharp, well spoken candidate with super attitude! Strengths include public relations, new business development, analysis, and cash flows. Reference says, "Very well liked, community oriented, good rapport with farmers. I'd hire him here if I had room." BS AgBus. Married. Age: 32. Lives IA. \$30,000. Call Jean.

NL-16 INSURANCE AGENCY MANAGER—Insurance agent who is involved in managing, servicing and new business development for a \$800,000 gross volume insurance agency the past four years. Reference says, "I would recommend him because he made the insurance agency very profitable for me." 3 yrs. college. Married. Age: 28. Lives IA. \$22-24,000. Call Linda.

NL-17 AG LOAN OFFICER—Reference says, "Very qualified cash flow lender." This ag banker's long-term goal is to be the BEST ag lender possible. Offers three years with PCA and currently ag officer in charge of \$19MM ag loan dept. and staff of two loan officers. B.S. Ag. Married. Age: 36. Lives WI. \$30,000. Call Linda.

NJ-21 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 ben 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.

Our reputation of maintaining our candidates' confidentiality enables us to attract a SELECT group of ag bankers and lenders...those currently employed and not actively job hunting or flooding the market with their resumes, but ready to make a move for the right opportunity. Therefore, when you describe your needs to us, we contact our candidates who fit your description to discuss the position and location to ascertain their interest before disclosing their names or sending you their resumes. This not only protects our candidates identity, but saves you time...when we submit a person for your consideration, you'll know he or she has an interest in your bank, community and salary range. Let us know your needs without commitment; we won't 'hound' you with phone calls or 'flood' you with resumes, and there is no fee unless you hire. We serve as the source to locate candidates who meet your qualifications and are interested in your position. We are available to assist, not 'insist'. We allow and encourage your direct contact with our candidates. YOU make the choice and decision without pressure.

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N-1—Two major lowa holding companies seek EXECU-TIVE OFFICERS for several IA locations. Require 5-10 yrs. ag banking experience. Good record of problem solving. Salaries to \$50,000.

N-2 LOAN REVIEWER—for major holding company. Requires 5 yrs. exper. at holding co. level in similar capacity. Must have strong ag loan experience. Salary open.

N-3 E.V.P.—#2 in \$50M W. IA bank; part of chain. 5 yrs. ag lending exper. required. \$30K + full benefits.

N-4 COMMERCIAL LOAN OFFICER—\$60MM E. IA bank. Will handle approx. \$10MM commercial & R.E. loans. Must know technical aspects of commercial lending and be able to handle and make decisions on \$100-\$200,000 lines. Requires 2-3 yrs. commercial lending exper. \$30K + .

N-5 AG REP.—Report to pres. in \$60MM N.E. IA bank. Work with 2 other A.L.O.'s in \$15MM ag dept. Must be conservative lender with good credit judgement. Requires 4-5 yrs. ag lending exper. \$28,000.

N-6 C.E.O.—Responsible for all major decisions of loans, investments, operations, savings, and personnel in small N.C. IA bank. Good work out skills + 10 yrs. bank operations and ag lending experience requires. \$35,000 + bonus, benefits, car.

N-7 E.V.P.—Back-up for president in \$35MM S. IA bank. Good earnings; solid bank; one of growing bank chain. Excellent opportunity for #1 spot. Requires 10 + yrs. exper. with one bank. \$35,000 +.

N-8 #2—In \$20MM N.W. IA bank. No problem loans. Must be good business developer with 5+ yrs. bank exper. \$35K.

N-9 AG LENDER—\$25MM S.W. IA bank with \$10MM ag loans. Assist with ag loans, FmHA apps, etc. Must be good credit analyst with 2 yrs. lending exper. from Farm Credit System of FmHA. \$25,000.

N-10 BANK INSURANCE AGENCY MRGS.—Needed for lowa and Nebraska ag banks with agencies ranging from \$200,000-\$300,000 + + gross volume. Must have solid track record in insurance sales and management. All lines of insurance licenses. \$20-25,000 base plus insurance commissions.

N-11 SENIOR LENDING OFF.—Independently owned ag bank seeks senior lender responsible for loan portfolio of \$6MM with emphasis in ag area. Five or more years of ag credit experience, MN. \$30,000 +.

N-12 VP—\$30MM banks wants to hire Sr. Loan Off. to be in charge of total loan portfolio (\$15MM). Build loans but maintain loan discipline. 15-20 years bank lending expr. in "community" bank with ag exposure. MN. \$31-37,000 + + + .

N-13 AG LENDER—\$8MM rural ag bank is seeking lender with primary responsibility in ag loans and an opportunity to work into the insurance. 3-5 yrs. ag credit expr. MN. \$25-30.000.

N-14 #3—Strictly ag loans for a \$30MM ag bank. Will consider 2-5 yrs. in bank, PCA or FMA. Needs good documentation and problem loan expr. IA, \$20-25,000.

N-15 CEO—Well capitalized Illinois ag bank has #2 spot position which will lead to CEO very rapidly in short period of time. Must be an accomplished ag lender, good working knowledge or operations and other loan duties. Strong documentation skills needed. Ten or more years of bank expr. \$40-45,000.

N-16 JR. AG LENDER—Strong Illinois ag bank (\$17MM with \$100MM in loans) is looking for an aggressive ag lender to market and service existing accounts and ag loans. 1-3 yrs. min. ag banking expr. Good on documentation, new business dev. and marketing skills. Mid \$20,000's.

 Several C.E.O. and Sr. V.P. positions not listed at clients' requests. Salaries from \$35K - \$60K in choice locations. Require top credentials and records of success. Candidates must be currently employed in ag-related banks of \$25-\$100MM.

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Minnesota News

The Minnesota Bankers Association, in cooperation with the Minnesota Safe Deposit Association, will sponsor a Safe Deposit Workshop Wednesday, April 24, at the Sheraton Airport Inn in Bloomington.

In conjunction with the workshop, the MBA Safe Deposit Manual has been completely revised by a special task force appointed by Richard Franzmeier, chairman of the MBA Operations Committee.

Ludgate, Brown, and Zwart will conduct the one-day workshop which will highlight several critical areas important for safe deposit operations.

The following seminars have been planned by the American Institute of Banking Minneapolis. All seminars will be held at the AIB Education Center in Minneapolis.

Seminar:

May 8-AIB Customer Relations/ Telephone Transactions Seminar; May 16-AIB Supervising the Teller Line Seminar, and

May 22-AIB Investigations in Banking Seminar.

EDINA: Judy O'Hagen has been named vice president, retail banking division, at First Bank Edina. Ms. O'Hagen joined First Bank System in 1959.

MINNEAPOLIS: At National City Bank, James R. Carlson was named vice president and officer in charge of personal banking, and Roberta L. Comstock was named vice president and group head of the executive and professional banking group.

MINNEAPOLIS: John M. Brown has joined St. Anthony National Bank as vice president, commercial lending. He previously was with First Bank Northtown as senior lending officer - vice president.

SAINT PAUL: First Bank Security has announced the promotion of Mark J. Ouradnik as vice president, with responsibility for managing the bank's commercial loan division. He

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joins the bank from First Bank Minneapolis.

Illinois News

CHICAGO: Charles W. Pacey has been elected vice president and trust officer of The Mid-City National Bank of Chicago. He most recently served as second vice president of Continental Illinois National Bank.

CHICAGO: National Security Bank has announced that James E. Krajewski has been named first vice president and Robert E. Cutlan has been named vice president and head of the retail lending division. Mr. Krajewski joined the bank in 1965. Mr. Cutlan has been with the bank since 1972.

North Dakota News

BancInsure, the captive insurance May 7-AIB Effective Interaction company formed by the North Dakota Bankers Association and four other state banking associations, has completed incorporation and capitalization. NDBA will now commence to explain the company to member banks and plans to conduct special information meetings at six sites across North Dakota on May 15, 16 and 17.

Governed by a board of directors of bankers and state bankers association executives, the company will initially write blanket bonds, directors' and officers' liability, errors and omissions or professional liability, and special multi-peril coverages. BancInsure has contracted with the C.L. Frates Company of Oklahoma City for management and underwriting. This will be an Oklahoma domestic company and licensed to sell in all five states.

BancInsure will not be in a position to write insurance on any member bank until premium commitments totalling \$12 million are attained across the five-state area. This will translate to a market pene-

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tration of about 20%; a level thought to be totally attainable.

Wyoming News

M. Clare Mundell, Dean Emeritus, University of Wyoming College of Commerce and Industry and former executive vice president of the Wyoming Bankers Association, died March 4 at Ivinson Memorial Hospital in Laramie at the age of 79. He is survived by his wife Edith, Laramie.

FOR SALE

- 7750 2501 Proof Machine With MDC, #12 504326, Auto Feed Hopper, Cassette, 12 High Speed Pockets #1322611, #1322612, #1322613. 3 - Model 796-101 CRT's #12254922, #12254942,
- 7900-101 CRT #11413141 7901-101 CRT's #98-14709543, #98-14591606, #98-14709937
- 3 MCAA Boards (Asyn Adapter)
- 14 4.9 Mb Disks 16 13.5 Mb Disks
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INVESTMENT OFFICER for small regional midwestern bank. Needs 10 years' experience. Investment portfolio \$250 million. Must have excellent credentials. Salary commensurate with experience. Contact file WCV, c/o Northwestern Banker. (PA)

LOAN OFFICER-\$50 Million Central North Dakota Bank has an immediate position for an enthusiastic, well rounded lender. Lender should have minimum 5 years lending experience. Excellent opportunity with growth potential for right candidate. Send resume and references to: P.O. Box 1074, Bismarck, North Dakota 58502. (PA

"SENIOR LOAN OFFICER needed in \$65 million bank in Central lowa. Successful candidate should be strong in all areas of lending, knowledgeable of banking laws, able to supervise, innovative, self starter, good organizer with positive attitude, willing to promote bank and be involved in community." Send resume to file WDA, c/o Northwest ern Banker. (PA)

CONSUMER LOAN OFFICER \$40mm NW lowa bank seeks candidate with proven consumer lending skills. Contact Larry Geisinger, VP, Hawkeye Bank & Trust, Spencer, Iowa. Phone: 712/262-1940.

ASSISTANT VICE PRESIDENT-LOAN DEPARTMENT \$40mm NW lowa bank seeks candidate with 2-3 years lending experience. Good advancement opportunities Contact John Bowen, SVP, Hawkeye Bank & Trust, Spen cer, Iowa. Phone: 712/262-1940.

POSITIONS AVAILABLE

AG LOAN OFFICER - Visible position \$130m bank. 3+ yrs ag lending exp.

CONSUMER CR ANAL - Mgmt/growth oppty for strong consumer lender with 2+ yrs exp and good cr analysis LOW-\$20's.

SR LOAN OFFICER - #2 spot in clean \$30m + rural bank with diversified portfolio. 10+ yrs banking as an officer.

#2 POSITION - Rural ag bank near large metro area offers stepping stone to presidency. 5+ yrs banking in rural en

PRESIDENT - Challenging position in a well supported ag bank, work-out exp a must. \$50K

COM'L LENDER - DM bank needs 5+ yrs in a \$150m + cr \$45K loan dept. Com'l lending school & degree.

LOAN SUPV - Highly responsible position for ag specialist. Exp in cr anal and 8 + yrs in ag lending. \$35K

PORTFOLIO MGR - Large CO S&L has opening for indiv versed in A&L mgmt, short/L-T investments. \$45K

AG LOAN OFFICER - 1-2 yrs ag lending exp in a bank can lead to leadership role within 2 yrs. Deg'd with 3+ yrs in \$20-25K. bank environ musts.

JR COM' LENDERS - Holding co needs 1-3 yr deg'd com'l/consumer lenders for com'l loan positions

SR TRUST ADMIN - JD, large trust area is looking for a exp trust professional with personal trust bkgd to lead their \$200m + dept.

TRUST OFFICER - Rapidly expanding dept in prime market desires fast track trust person. JD. \$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

TRUST OFFICER, EMPLOYEE **BENEFITS ADMINISTRATION**

Opening for an individual who has employee benefits administration experience. Must have good communication, organizational, and management skills. This position is responsible for all the daily operational aspects of the employee benefit department as well as some customer contact. We offer excellent company benefits and a salary commensurate with experience. Send resume and salary requirements in confidence to:

VALLEY NATIONAL BANK P.O. Box 906 Des Moines, la. 50304 ATTN: Personnel Dept. Equal Opportunity Employer

(PA)

DIEBOLD TABS 910 ATM with or without building. Current ly on maintenance contract, low usage, excellent condition. Contact First National Bank, Minden, NE 68959. Phone 308/832-2030.

FOR SALE

NEW BANK EQUIPMENT leases for sale. Investment tax credit, residual, depreciation belong to the buyer. Phone: 319/362-9579 (FS)

TRUST OFFICER

for department in \$200 MM bank. Continued growth presents real opportunity. Responsibilities include trust and estate administration and taxation, employee benefit plan administration, extensive customer contact and business development. Trust experience and knowledge of investments helpful. Send resume to:

> J.R. Gordon - Trust Department Hills Bank and Trust Company Hills, Iowa 52235

(PA)

MORTGAGE BANKING (Loan Officer)

Our client, a prominent lowa banking organization needs a Loan Officer with banking administrativemanagement abilities for their mortgage banking subsidiary. Candidates must be experienced in commercial transactions. Marketing and opera-tions talent required. Excellent compensation and benefit package. For confidential consideration send resume with salary history to:

J.T. Textor PERSONNEL INCORPORATED 2626 Ruan Center Des Moines, Iowa 50309 (PA) No fees, we are retained by management

DON: CHOOLER In: ASSOCIATES

"Successful Banking is Quality Personnel"

Send your resume or phone Don Schooler, 417-882-2265, 2508 East Meadow, Springfield, Missouri 65804.

POSITIONS CURRENTLY AVAILABLE

HEAD OF COMMERCIAL LENDING \$90mm bank,

CHIEF ADMINISTRATIVE OFFICER \$150mm bank, lending and administration background and knowledgeable in operations, Missouri Open

CREDIT REVIEW OFFICER for small holding com pany, Missouri\$40,000

HEAD OF COMMERCIAL LENDING \$140mm bank, Missouri Open

#2 OFFICER, AG, \$20mm bank, Missouri . \$28,000 PRESIDENT \$60mm bank, Missouri\$60,000

CONTROLLER \$70mm bank, Louisiana ...\$50,000 COMMERCIAL LENDER, \$100mm bank, Kansas

Financial Careers

CEO needed by \$40 million ag bank located in town of Salary \$50,000 +

CEO needed by purchasers of \$35 million bank in town of 2,000. Excellent opportunity for future Salary \$35,000 NO. 2 OFFICER for long-established bank in college town

of 8,000. Must have all-around experience . . Salary \$40,000 COMMERCIAL LENDER to cover metro market area for midwest bank. Must have experience of five or more years

..... Salary \$45,000 **COMMERCIAL LENDER** for Kansas metro bankSalary \$40,000

COMMERCIAL LENDER with two or more years experience for \$50 million bank located in MidwestSalary \$40,000

AG LENDER for \$50 million bank in town of 8,000. Requires three or more years experience plus degreeSalary \$30,000

LOAN REVIEW OFFICER for major banking organization. Requires experience in commercial/ag loan documentation and cash flow projectives. Some travel required Salary to \$50,000

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

POSITIONS AVAILABLE

TRUST OFFICERS - Investment & Personal Florida, Texas, and Cleveland, Ohio. To \$75K.

AG LENDER - 3-4 yrs experience. Will lend to the co-#2 position. East Central Nebraska. \$25-30K.

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

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BANKING OPPORTUNITIES

TRUST OFFICER EMPLOYEE BENEFITS-2 positions in Eastern Wisconsin with large banks. 2-4 years experience. Salaries to \$40K. Contact Pamela J. Swenson

VP COMMERCIAL LOANS—Metro Kansas bank, assets \$200mm. Minimum 5 years commercial lending & strong in credit analysis. Contact Pamela J. Swenson Salary to \$50K.

COMMERCIAL LENDER-possible Sr LO in \$60mm metro IL bank. Excellent profit-sharing plan. Contact Barbara J. Ritta To \$45K.

AG LENDERS-Central \$50mm NE bank; #2 in \$25mm So MO bank; #2 in dept in \$100 + mm SD Salaries to \$30K.

Contact Barbara J. Ritta

PROFESSIONAL RECRUITERS 6818 Grover Street Omaha, NE 68106 Phone: 402/397-2885

POSITIONS AVAILABLE

COMMERCIAL LOAN - Division Head position in large suburban bank. Oversee all lending functions and lend support to affiliate staffs.

COMMERCIAL/REAL ESTATE - Medium size suburban bank. Handle all Real Estate lending and assist with com-

CEO - Suburban bank with poor performance record. Has potential for strong administrator with good commercial loan background. \$50K

AGRI-LOAN - Handle all Agri credits for \$30MM southern Missouri bank, Could lend to second man position. \$30K

COMMERCIAL LOAN - Addition to staff of \$200MM suburban bank. Handle portfolio of approximately \$10MM. Require degree and experience in \$100MM + bank. \$40K

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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