

NORTHWESTERN Banker Newsletter

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Des Moines, Iowa

January 20, 1986

Budget Cuts Hit Farm Programs Hard

AG LENDERS and their farm customers were left perplexed and bewildered last week after the Office of Management and Budget and the Congressional Budget Office published details of the spending reductions mandated by the Gramm-Rudman Act. The effect of the joint OMB-CBO action is to slice farm programs and the USDA by \$1.3 billion.

Many questions were left unanswered following the initial announcement, but one thing was certain—agriculture was taking the brunt of domestic spending cuts with more than a 20% reduction in its support programs. Defense is required to accept a 4.9% reduction and domestic programs a 4.3% cut; the more than 20% cut for agriculture results in the announced \$1.3 billion reduction, principally because so many programs such as Social Security are exempt by Gramm-Rudman.

The Commodity Credit Corporation funds, which provide the money for price support programs, were slashed by \$824 million, but nothing further was offered as to how that would be administered or affect deficiency payments.

One veteran ag banker said he wanted to know if the 4.3% mandated cut would also affect the current \$3.03 target price for corn, and whether the \$1.3 billion ag cuts of

last week would trim further the deficiency amounts to be paid. "We're all up in the air at this point," he stated, "and we have people trying to arrange their spring financing right now. This whole thing could significantly affect the first half of 1986."

He added that "Farmers with any debt will have no choice but to sign up for the total program and in so doing they'll have to set aside 20% of their land, which reduces their total production and income. Then, when they seal their corn in the fall at \$1.92 instead of the present \$2.50, their cash flow is down drastically. Thus, the borrower who uses his spring deficiency payments to get in the ground is working with only half his crop money in the fall to repay his operating loans."

One Washington source, responding to questions about the OMB-CBO pronouncement on spending reductions, commented, "There is a common belief here in the capital that Congress and the Administration will not be able to agree on the President's proposed budget. Therefore, when they do *not* agree, the automatic reductions will take place as dictated by the Gramm-Rudman Act." He said he had not examined the Act to determine if it has specifics detailing how and where ag spending is to be cut under such a procedure, "but my guess is that the

automatic reductions would probably affect agriculture to a lesser degree than OMB's proposed cuts."

At this point, the USDA is obligated to review the OMB-CBO proposal and come up with a program to administer the cuts required, then return that plan to OMB. "But that doesn't mean OMB has to accept it," this source stated. "David Stockman wasn't the only person in OMB to have it in for the USDA farm programs." As a case in point to illustrate the touchy nature between various federal bureaus and the OMB he said "SBA made a lot of enemies in the past 10 years over at OMB and I think the SBA will probably be terminated."

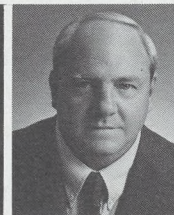
Some Congressmen expressed concern because, they said, federal agencies and commercial bankers were already cutting back on lending for this spring. The NORTHWESTERN BANKER just completed its "1986 Agricultural Survey," which will be published in the February issue, and the first question asked bankers to tell their lending plans for spring. Of the 306 completed questionnaires, 208, or 68%, said they would do the "same" volume of lending, and 51, or 16.6% said "more." These two categories total 84.6% of bankers who say they will do the "same" or "more" ag lending this spring. There were 35 who replied "less," or 11.4%, and 12 said they "didn't know." Survey details will appear in February, as noted. □

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Mark Conway

Iowa News

William R. Bernau officially took over his new duties as Iowa superintendent of banking on January 10. He succeeds Thomas H. Huston, who left that post the day before after more than 10 years on the job, to return to Columbus Junction where he is president of Columbus Junction State Bank. Mr. Bernau is chairman and president of Peoples Savings Bank in Crawfordsville. He is also chairman and president of Iowa State Bank and Trust Co. in Center Point and chairman of Walker State Bank.

BOONE: Steven G. Patterson has been elected president of Citizens National Bank of Boone-Stratford.



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He has been with Hawkeye Bancorporation for 13 years, most recently as president of The First National Bank of Sibley.

KELLOGG: At Kellogg-Sully Bank & Trust, Roger J. Holck has been elected president. He previously served as vice president and manager of the agricultural division of First American State Bank in Fort Dodge.

WATERLOO: At Waterloo Savings Bank, E. James O'Connor has been promoted to executive vice president. He has been with the bank for 35 years and previously served as senior vice president. He will continue as president of the Hudson State Bank which, along with Waterloo State Bank, is an affiliate of the Metro Bancorporation. Mr. O'Connor is also vice president/secretary of Metro Bancorporation.

WEST DES MOINES: At West Des Moines State Bank, five officers have been promoted. Michele A. Gregory, who joined the bank in 1981, was promoted from second vice president to first vice president. Richard H. Hickman, who joined the bank as first vice president in 1984, was promoted to vice president. David R. Milligan, who was with the bank since 1980, was advanced from first vice president—trust officer to vice president—trust officer. Rod S. Weikert, who came to West Bank in 1981, was advanced from first vice

president to vice president. Phyllis J. Brown, who joined the bank in 1965, was promoted from first vice president to vice president.

Minnesota News

The Minnesota Bankers Association will present a Head Teller Workshop at three locations: Feb. 3-4 at the Holiday Inn, North Mankato; Feb. 5-6 at the Sheraton Airport Inn, Bloomington, and March 17-18 at the Holiday Inn in Alexandria. Bev Licata, vice president, financial education and development, will conduct the workshop. Contact the MBA office in Minneapolis for more information.

* * *

The Minnesota Bankers Association will sponsor a video teleconference entitled "Bank Compliance Symposium '86" on Feb. 6 at the Holiday Inn International, Bloomington. Jerry Wright, chairman of the MBA lending committee and president of First Bank Coon Rapids, will moderate the program which will include extensive workshop materials for each attendee.

BURNSVILLE: Scott Seiberlich has been elected president of First Burnsville State Bank. He has over 14 years banking experience, most recently as commercial loan vice president at Commercial State Bank in St. Paul.

ST. PAUL: A. William Sands has been elected chairman of Western Bank, where he has been president since 1978. Stephen C. Erdall has been elected to the board and as president and CEO. Dennis J. Prchal has been elected president of Western Insurance Agency and to the board. James J. Kuhn has been promoted to senior vice president of the bank. Al Mueller has been promoted to vice president.

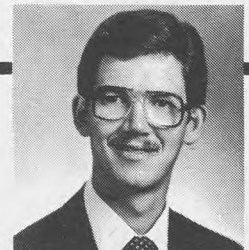
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AG BANKERS AVAILABLE

NJ-1 AG LOAN OFFICER—Two yrs. experience as ag loan officer, responsible for approximately \$10mm loans, heavily involved in collections, analysis, and workouts on problem ag loans. Also familiar with SBA, commercial, installment and real estate loans, personal computers. References say, "heavy experience in all aspects of ag lending...shows excellent judgment...strong in workouts, collections, documentation...good rapport with farmers...solid farm background...striking appearance...has far more experience than the 2 yrs. would indicate...more than many with 5 yrs. lending under their belt." B.S. Bus. Admin. \$25,000.

NJ-2 AG LOAN OFFICER—Currently in charge of ag loans in small country bank. Handles FmHA guaranteed loans, cash flow and financial statement analysis, and some consumer loans. Also 1 yr. as FmHA Asst. Co. Supervisor. References say, "handles a heavy load of work, ambitious, hard working, personable...has a good future in banking." B.S. Ag Econ. \$21,000.

NJ-3 VP—Offers 10 yrs. banking experience. Second officer in \$30mm bank, handles majority of ag loans, few commercial and real estate loans. Supervises loan officers and clerical. Interested in advancement opportunity, wants to run a bank in near future. B.S. Ag (I.S.U.), Graduate School of Banking. \$36,000.

NJ-4 AG LOAN OFFICER—Two yrs. experience as ag loan assistant in \$100mm bank. Duties include lending, collections, spread sheet analysis; has developed bank programs on microcomputers. References say, "lots of drive and initiative...whiz on computers...an aggressive and aspiring banker capable of successfully handling responsibilities and challenge." B.S. Farm Op (I.S.U.), A.A. Farm Op, A.I.B. \$20,000.

NJ-5 VP—Past 2 yrs. in \$20mm bank. Main responsibility in ag lending. Previous experience includes Br. Mgr. of \$5mm bank office (and all insurance business), and 3 yrs. with PCA. Licensed in all lines insurance. Active in community, professional appearance, very good references. IA School of Banking and Ag Credit School. \$25,000.

NJ-6 AG LOAN REP—Offers 2 yrs. ag lending experience and 4 yrs. running own farming operation. Currently employed by small bank as FmHA Loan Co-ordinator, with very successful record. Also has 1 yr. PCA experience. B.S. degree. \$21,000.

NJ-7 BANK OFFICER—Offers nearly 10 yrs. current banking experience. Manager of \$10mm branch office, \$5mm loans, 2 employees. Handles all ag loans, plus real estate, installment, and small business loans. Sharp! I.S.U. grad (Ag Bus), Graduate School of Banking. \$35,000.

NJ-8 VP/AG DEPT—Seven yrs. in \$100mm bank, responsible for \$10mm ag loans. Also 2 yrs. previous experience with Farm Credit System. Professional and well qualified to become head of ag dept. or #2 in smaller bank. B.S. Ag Bus. \$35,000.

NJ-9 CEO/EVP—Nearly 10 yrs. in banking, has experience in all areas including commercial, real estate, installment and ag lending, operations, personnel supervision. Began as jr. officer in small country bank, now sr. officer in \$50mm+ bank. An excellent candidate! A.I.B. and Graduate School of Banking. \$35,000 minimum.

NJ-10 AVP—Handles over \$7mm ag/real estate loans in \$50mm bank (major holding co.) for past 3 yrs.; non-accruals, workouts, restructuring, guaranteed loans, etc. Strong computer skills, a farm background. Excellent references, "very well-versed in all areas of modern ag lending...great attitude...lots of drive...a real pro." B.S. Ag Bus. \$25,000.

NJ-11 BANK PRESIDENTS—We have 7 OUTSTANDING bank presidents, currently running \$25mm-\$100mm midwestern banks, from independent and major holding companies. (Several hold offices in state banking associations.) All are progressive, successful PROFESSIONALS, and are interested in advancing their banking careers. Salaries range from \$40-\$80K.

NJ-12 VP—Currently branch mgr. in charge of loans, operations, and business development at small branch bank. Has total of 4 yrs. banking experience, with first yr. spent as ag lender and asst. cashier. An energetic, well-spoken individual. M.S Ag plus bank schooling. \$28,000.

NJ-13 C.E.O.—Offers 7 yrs. bank management experience plus 10 yrs. as bank examiner. Has established loan review procedures and successfully implemented corrective action in problem loans at current bank. Ag and commercial lending knowledge as well as operations, personnel and investments. B.S. Ag. \$50,000.

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, but ready to make a move for the right opportunity.

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 candidate 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.

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AG BANKERS AVAILABLE

NJ-14 V.P./AG—Four yrs. as ag lender with major holding company bank, and past 2 yrs. as V.P. of \$25mm independent bank, in charge of problem ag loans and workouts. Reference says, "Has experience in all areas...learns quickly and thinks before he speaks...really works well with farm accounts." Farm raised. B.S. Business Admin. \$28,000.

NJ-15 JR. AG/OPERATIONS OFFICER—References say, "Exceptional! Bright and willing to work." Offers 4 years bank exper. Started in small ag bank running in-house computer and helping with ag loan analysis and collections. Now handles general ledger and loan accounting, and is assistant to comptroller and auditor of Bancorp in \$100MM ag bank. Has attended ag lending school and Chicago Board of Trade Marketing Seminar. IBM-PC, Burroughs, and Hewlett Packert computer experience. Desires position combining operations and ag lending duties. Farm raised. B.S. Degree. \$21,000.

NJ-16 SR. V.P.—With 4 yrs. current banking experience (VP/ALO, responsible for \$10mm ag loans and assists with commercial), and 10 yrs. previous PCA and farm management experience, he's a versatile and seasoned candidate for your bank. Reference says, "Qualified to be Sr. L.O. in any \$50-\$75mm bank. Able to bring in quality loans...spends time after hours calling on farm customers helping them avoid problems. Excellent on cash flows, documentation, counselling, and QUALITY!" B.S. Ag Econ. and numerous credit schools and banking conferences. \$35,000.

NJ-17 AG LOAN OFFICER—Over 6 yrs. ag lending experience, past 2 yrs. with \$50mm bank as #2 in ag dept. Very personable young

man with much to offer. Reference says, "Has all the tools to be successful." B.S. Ag Bus. from ISU. \$30,000.

NJ-18 SR. V.P.—Workout specialist for past 2 yrs. in \$25mm bank. Successfully handles large loans and legal matters in clean up process. Six yrs. previous experience as Branch Mgr. with PCA. Strong military background. Reference says, "A high performance individual...digs in and works through problems...a detail-oriented, self started...good decision maker, who's had experience by fire." B.S. Ag. \$43,000.

NJ-19 AG LOAN OFFICER—References say, "A hard credit man; analyzes the total picture, makes a decision, and takes a firm stand...results-oriented." Over 7 yrs. PCA experience. Responsible for collections, budget, marketing and personnel. Distinguished appearance, congenial personality. B.S. Ag \$28,000.

NJ-20 AG LENDER—Over 2 yrs. with Farm Credit System, plus previous experience in ag sales and teaching vo-ag. References report, "A dedicated and conscientious worker. Pays attention to detail. A smooth and intelligent individual, who has thorough knowledge of agriculture." B.S. Ag. \$27,000.

NJ-21 SR. V.P.—Over 7 yrs. with same \$50mm. Responsible for approximately \$5mm ag & \$5mm commercial loans. A 'conservatively aggressive' banker—able to recognize and add good loans, and work out problems. Strong on cash flows. Thorough understanding of wheat and cattle ranching. Qualified for C.E.O. or E.V.P. positions, or will consider V.P. with growth potential. Prefers Western U.S. location, in or near college town. B.S. Ag Econ. plus numerous ag and commercial lending schools. \$36-\$45,000.

POSITIONS AVAILABLE

Continuous demand for banking professionals. Our CONFIDENTIAL service allows you to explore career opportunities in banking without risk to your current position. No contacts are made without your prior knowledge and consent. All fees paid by employers.

1. PRESIDENT—Small, SOLID bank, nice central IA location. Requires strong ag lending skills. \$40,000 + benefits.

2. AG LOAN OFFICER—\$50mm N. IA bank. Requires 3-5 yrs. ag lending experience. To \$30,000.

3. AG DEPT. HEAD—\$20mm + ag portfolio. Will be in charge of all ag loans and supervise 2 lenders. 5-10 yrs. ag lending experience (bank or FCS) required. \$40,000.

4. PRES/CEO—Overall bank management in \$75mm bank, supervise 3 dept. heads. Requires a skilled, progressive banker, currently running bank of comparable size. To \$80,000.

5. AG LENDER—\$40mm central IA bank. Must have 1-3 yrs. current ag lending experience from bank or FCS, computer skills helpful. To \$30,000.

6. #2 OFFICER—\$35mm E. IA bank, with good rating. Nice town, near metro area. 5-7 yrs. bank experience required, strong ag lending skills. \$40,000.

7. AG LOAN OFFICER—\$25mm bank near quad cities. 3-5 yrs. ag lending, micro-computer experience needed. To \$29,000.

8. SR. E.V.P.—Be in charge of daily management of \$15mm bank of a growing, successful bank chain. Strong ag lending experience and bank

mgmt. skills required. \$38,000 + possible stock ownership.

9. PRESIDENT—\$40mm W. IA bank. To \$50,000 + full benefits.

10. #3 OFFICER—needed for \$50mm ag bank in N. IA. Will be responsible for majority of ag loans, some commercial, installment and real estate loan duties also. Requires 8-10 yrs. bank experience with ag emphasis. \$35,000.

11. AG LOAN OFFICER—\$60mm N. IA bank. Work with ag loans, recruit new business. Requires 5 yrs. ag lending experience, good track record with proven lending skills, sales-oriented personality. \$35,000.

12. AG LENDER—\$50mm W. IA bank. Requires polished individual with 3-4 yrs. ag lending experience, from bank or FCS. To \$28,000.

13. OPERATIONS OFFICER—To be in charge of all operations of \$75mm bank, including book-keeping, teller, and computer personnel, budgets, purchasing, maintenance, and marketing. Requires 7 or more yrs. experience as operations officer in bank of similar size. To \$50,000.

14. AG LOAN OFFICER—Handle \$5mm ag portfolio, farm calls, new business development for \$45mm ag bank. University community. 3 yrs. ag credit experience. \$25,000.

15. CASHIER—Share operations responsibility,

train to take over as operations officer in near future. 3 yrs. bank experience, computer skills required. \$20-\$25,000.

16. AVP—\$15mm rural ag bank needs person to work in ag lending and operations. 1-3 yrs. banking experience required, computer skills helpful. \$24,000.

17. CREDIT SUPERVISOR—Extension and collections of credits for ag credit company. Two yrs. ag lending experience helpful. Based on CO, some overnight travel (expenses paid). \$23,000 + full benefits.

18. VP/FINANCE & OPERATIONS—\$50mm bank, seeks strong bank controller with 5-6 yrs. experience. Will supervise all accounting activities. \$35-\$45,000.

19. SR. LOAN OFFICER—Responsible for all loans, primarily ag accounts in \$50mm IA bank. To \$45,000.

20. VP—#4 officer in \$40mm bank. Will work with Sr. L.O. on ag, commercial, and real estate loans. 5-10 yrs. bank exp. Good location, 5,000 pop. \$35,000.

21. AG LOAN OFFICER—Solid \$25mm bank seeking farm loan officer to majority of ag loans and become involved in all areas of bank. Prefer 5 yrs. ag banking exper. \$25-\$30,000.

Don't buy or sell a midwest bank before February 4, 1986!

For on that date, we are sponsoring a special conference at the O'Hare Westin Hotel in Chicago:

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- Transaction strategies:
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Nebraska News

The 1986 Bank Executive Conference, sponsored by the Nebraska Bankers Association, will be held Feb. 19-23 at the Loews Paradise Valley Resort in Scottsdale, Ariz. It will be entitled "Looking Out for #1," and will feature presentations on health, stress, wellness and time management. The conference is scheduled with morning programs and golf, tennis and free time in the afternoons and evenings. Registration is \$330 per person, \$15 per person for the tennis tournament, and \$42 per person for golf. Contact the NBA office in Lincoln for more information or to register.

* * *

The National Association of Bank Women, Mid Plains Group, will hold their January meeting on Jan. 28 at 5:30 p.m. at the Omaha Club, 2002 Douglas, Omaha. Featured will be

Felicia Gibson, assistant correspondent bank officer, Omaha National Bank, and Nebraska president of NABW. For reservations call Ruth Schuck at 348-7919.

OMAHA: At Norwest Bank Nebraska, seven officers have been promoted. Kirk L. Kellner, formerly commercial loan officer and assistant vice president of commercial loans at two Norwest banks in Lincoln, will be vice president/business banking in Omaha. Gerald Lenczowski, formerly a business banker, was promoted to vice president/business banking in Omaha. Charles Olson was promoted to vice president and manager of agricultural banking in Grand Island. Gary Ott, formerly vice president of credit in Grand Island, was advanced to vice president/manager of the loan support team. Donald Weber, formerly second vice president in Omaha, was promoted to vice president/manager financial planning. Jeffrey A. Kenkel was promoted to financial officer and Dennis Walsh to financial systems officer.

Sioux Falls. On the 19th there will be registration and a reception from 5:00 to 8:00 p.m. On the 20th registration and continental breakfast is at 8:30 a.m., with morning addresses, lunch from noon to 1:00 p.m., and an address until 4:00 p.m. Fee covers materials, breakfast, reception and breaks and is \$110 in advance and \$120 at the door. Register through the SDBA office in Pierre.

RAPID CITY: Lee Groskopf has been promoted to senior vice president, retail banking at Norwest Bank South Dakota in Rapid City. He previously served as vice president, commercial banking and has been with Norwest since 1972.

Colorado News

WESTMINSTER: Kenneth W. Zelig has been elected president of United Bank of Westminster. He joined United Bank in 1982 and served most recently as senior vice president of United Bank of Broomfield.

BANKING

A.V.P.-COMMERCIAL LOAN OFFICER. \$175+ MM bank with excellent benefits. Strong credit skills with 6 digit loan experience. Good family oriented community. To \$33,000.
VICE PRESIDENT-COMMERCIAL LOAN DEPARTMENT HEAD. Responsible for \$15MM portfolio in this \$85+ MM bank. Good credit analysis and business development skills with compliance and documentation. Good benefits. To \$40,000.
AG LOAN OFFICER. Credit analysis, cash flow and solid ag loan for this \$25MM bank. Excellent opportunity in this friendly community. To \$30,000.
REAL ESTATE LENDER. 2+ years Real Estate lending experience can get you a position with this growing bank corporation. Salary and benefits rewarding. \$20's.
VICE PRESIDENT-COMMERCIAL. Handle complex credits in a metro bank. 4+ years commercial credit. Salary and benefit package is tops! Great opportunity! \$35-45,000.
COMMERCIAL LOAN OFFICER. Large bank needs lender who wants a challenge. Work with \$10MM in loans, 75-100 accounts. Business development calls in the city. Mid \$30's.
VICE PRESIDENT. #3 person in bank. One bank holding company. Excellent opportunity to further your career. Rural community. \$30,000.
VICE PRESIDENT. #2 person in bank, smaller metro area, commercial background, small holding company bank. Great opportunity! \$35,000.
EXECUTIVE VICE PRESIDENT. Advance your career in this community! Work up statistics on ag loans. \$50MM bank. One of several banks in a common ownership. \$40,000+.
COMMERCIAL LOAN OFFICER. Experience with retail, industrial, commercial real estate accounts. Business development success for this position in growing \$170MM bank. Excellent benefits. To \$35,000.

Illinois News

ROCKFORD: Carl J. Dargene, chairman of Amerock Corporation and senior vice president of Anchor Hocking Corporation, will resign those posts on Feb. 25 to become president and CEO of AMCORE Financial, Inc., a Rockford-based multi-bank holding company. The position was vacated by the death of David W. Knapp.

South Dakota News

The South Dakota Bankers Association will sponsor a Bank Management Conference on Feb. 19-20 at the Holiday Inn City Center in

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Question:

What do the following have in common?

- A Colorado ski weekend
- FDIC Chairman William Seidman
- The fabulous Broadmoor Hotel in Colorado Springs
- U.S. Senate Banking, Housing and Urban Affairs Committee Staff Director Danny Wall
- Dynamic presentations on the latest "hot" topics in retail banking by representatives from such prominent organizations as Manufacturers Hanover Trust Co., First National Bank of Chicago, Barnett Banks of Florida, Plus Systems, and Valley National Bank of Arizona
- Denver Nuggets' Head Coach Doug Moe
- The Rocky Mountain News' colorful Broadcasting Critic Dusty Saunders

Answer:

They're all available at the Colorado Bankers Association's 36th Annual Retail Banking Conference, February 16-18, 1986, (President's Day Weekend) at the Broadmoor.

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POSITIONS AVAILABLE

\$55MM Northeast Iowa Bank needs an experienced **EXECUTIVE VICE-PRESIDENT**. Send resume to WEA c/o Northwestern Banker. (PA)

FARM LOAN OFFICER—\$300M Iowa bank. Must have 10-15 years experience in AG lending. Excellent opportunity. Send resume and salary requirements to box WEC c/o Northwestern Banker. (PA)

ASSISTANT DATA PROCESSING MANAGER—Large Iowa financial institution is seeking an individual for the position of Assistant Data Processing Manager. Must have strong DP background with minimum of 10 years experience, excellent communication and supervisory skills. Send resume with salary requirements to box WED c/o Northwestern Banker. (PA)

CORRESPONDENT BANK OFFICER for one of Iowa's 10 largest banks. Must have strong lending background and operations experience and excellent communication skills. Send resume with salary requirements to box WEE c/o Northwestern Banker. (PA)

COMMERCIAL LOAN OFFICER. \$800 M Iowa bank has immediate opening for a commercial loan officer with 3-5 years of line experience. Competitive salary & full benefits. For confidential consideration, submit resume to File WEF c/o Northwestern Banker. (PA)

POSITIONS WANTED

Available 2-1-86 **BANKING STUDENTS** that will make excellent Loan, Insurance, or Operations Officers. Students have been trained in banking, insurance, and agriculture. Contact S.V.T.I. Pipestone Campus, Pipestone, MN. 56164. Telephone 507-825-5471 ext. 220. (PW)

**REGIONAL SECURITIES
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Seeks a bank partner. NASD member; general securities business for 7 years. (414) 748-7788.

POSITIONS AVAILABLE**CONSUMER LENDER**

Fast-paced, rapidly expanding organization has opening for indiv who is looking to play a mgmt role in the near future. 2+ yrs of consumer analysis and lending could be your key to a position offering long-term career oppy. \$20K.

PRESIDENT

Small institution seeks good strong ag person who wants a career maker. Cash flow, clean up work will help. Salary plus performance bonus including purchase option make this an excellent spot for the indiv who is ready to take on a rewarding challenge. \$35K+.

COMMERCIAL LENDER

Mpls based institution seeks com'l lender with 4+ yrs of lending exp in an urban environment to fit into a new position with wide open career path working \$200K-2mm size loans. \$35-45K.

TRUST ADMINISTRATOR/JD

One of IA's leading trust depts seeks a strong trust person with 2-4 yrs exp. Will have the oppty to work in a well respected, growing dept. \$32K.

FOR FURTHER INFORMATION
FOR THESE & OTHER POSITIONS
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GLIDE FILE—CHAIR MODEL. Capacity 4,000 accounts. Average activity, 35 items. Has 36 trays, 3 levels. Contact: Jean W. Anderlik or Barbara Odell, Hawkeye Ankeny Bank & Trust. (515) 964-8800 (FS)

REMINGTON KARDVEYOR, Model 380. Remington check-veyor, model 4386. Each has a 70 tray capacity. Buy both for \$1,500 or one for \$1,000. Also, 1 NCR 775-7600 proof encoder for \$500. Contact Scott or Barb at (308) 324-5691. (FS)

BANKING OPPORTUNITIES

PRES—5 openings in banks of \$20mm to \$40mm. CO, NE, IA, MN. Salaries to \$55K.

COMMERCIAL LENDER—major holding co. \$35K.

TRUST—head small dept, JD required \$35K.

Contact Barbara J. Ritta at

PROFESSIONAL RECRUITERS, INC.

P.O. Box 24227

Omaha, NE 68124

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Thank you for your patronage.



"Successful Banking is Quality Personnel"

POSITIONS AVAILABLE

COMMERCIAL LOAN OFFICER Progressive, large bank dedicated to professional commercial lending techniques. Average length of service is over 15 years per employee. Salary is in the \$30,000-\$40,000 range depending on experience and college degrees.

COMMERCIAL VICE PRESIDENT 2-3 years credit experience. Begin with a \$10mm portfolio and with credits from \$500,000. Bank size: \$90mm range. Salary range is broad depending on years of experience \$25,000-\$40,000.

VICE PRESIDENT, COMMERCIAL in a \$175+ bank doing lending 75% and PR 25% of his time. Beautiful location, suburban bank. Position will lead to supervision of another department. Salary range will be in the \$40,000's.

COMMERCIAL LENDER in a \$150+ bank in an excellent metropolitan-suburban location. Salary will range from \$30,000 to \$35,000.

HEAD OF LENDING for a \$65mm bank in Northern Arkansas, 20,000 population, low cost of living, nice golf course, excellent medical services, progressive schools with strong athletic programs. Salary \$50,000+ + +.

REAL ESTATE AND CONSUMER LOAN OFFICER, VICE PRESIDENT, for a \$20mm+ bank in small town within 1 hour of a city. Lending is mainly construction, residential and commercial real estate and some consumer. Salary will be negotiable around \$25,000.

ALL AROUND LENDER is a \$50mm+ bank in a small town within 1 hour of metropolitan area and lake area. Lending is real estate, ag, commercial. The bank is clean and earnings are very good.

EXECUTIVE VICE PRESIDENT leading definitely to **PRESIDENT** for a \$20mm bank with ROA over 1%. Lending will be in \$150,000-\$200,000 range, good location. Salary range \$35,000-\$40,000.

PRESIDENT for a \$70mm bank in town of 20,000. Needs to be thorough, needs to work well with the board, and extremely socially minded. Requires a background as CEO with commercial and agricultural lending expertise as well as administrative and business development abilities.

COMMERCIAL DEPARTMENT HEAD; \$75mm+ +, independent bank. Portfolio will begin with \$10mm pure commercial credits in a \$40mm total commercial portfolio. Bank's ROA is over 1%, good retention of officers. Salary is \$50,000.

DON W. SCHOOLER
2508 East Meadow
Springfield, Missouri 65804
(417) 882-2265

Bankers Available

EVP, strong operations and lending background, 12 years experience in \$50 million bank, qualified for CEO.

COMMERCIAL LOAN OFFICER, examiner background, good work out experience, qualified for department head. Prefer midwest area.

VICE PRESIDENT & AG LOANS, college graduate, qualified to run ag lending department. 12 years banking experience.

VICE PRESIDENT & CASHIER, college degree, 12 years experience, qualified to be EVP or CEO. Prefer northern Minnesota location.

CONTROLLER, CPA with 12 years bank and financial company background, qualified in all areas of audit and bank operations.

CEO, 20 year banker qualified in all areas of bank management - would like to locate in midwest \$20-30 million asset bank.

TRUST OFFICER, law graduate, qualified in estate planning, trust administration and tax planning.

AG LENDING OFFICER, masters degree, Iowa State University, 4 years experience, cash flow analysis and micro-computer.

TRUST INVESTMENT OFFICER, college degree and MBA. 12 years experience, good banking background.

VICE PRESIDENT & CASHIER, college degree, 8 years experience, trained with major midwest holding company.

EVP with strong ag background, graduate of University of South Dakota with 4 years experience as national bank examiner.

Please call Malcolm Freeland or Cy Kirk in care of:

Freeland Financial Service

1010 Equitable Bldg. Des Moines, IA 50309

515/282-6462

Employer pays fee.

POSITIONS AVAILABLE

SR. LOAN OFFICER - Be in charge of entire loan function in \$50MM IA bank. Need AG and strong workout. Super President! To \$40K.

CONTROLLER - New position in a small bank. Need min. 2 yrs. accounting in a bank. To \$35K.

SEASONED LENDER - Generalist with comm'l background and new business development for \$70MM IL bank. To \$50K.



Diane Evans

**REGENCY
RECRUITERS, INC.**

1102 Grand Avenue,
Kansas City, MO 64106
816/842-3860

POSITIONS AVAILABLE

REAL ESTATE LOAN - manage dept. for large suburban bank. Construction lending experience a must. \$35,000

LOAN REVIEW - assist senior loan review officer of \$200MM bank. Prefer degree. \$24,000

COMMERCIAL LOAN - junior position with \$200MM suburban bank. Requires degree and experience with large credits. \$28,000

AGRI-LENDER - senior position which requires strong background in financing of cattle operations. \$35,000

TRUST OFFICER - manage small dept. for \$40MM suburban bank. Does not require Law Degree. \$24,000

INQUIRIES ARE CONFIDENTIAL.
RESUME REQUESTED.

TOM HAGAN & ASSOCIATES

2024 Swift - Box 12346
North Kansas City, MO 64116
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