

# NORTHWESTERN Banker Newsletter

Vol. 15 No. 4

Des Moines, Iowa

May 12, 1986

## IBAA Says Emergency Takeovers, Nonbank Loophole Linkage Essential

**T**HE ISSUES of emergency interstate takeovers and the nonbank bank loophole must be legislatively linked, the Independent Bankers Association of America told Congress on May 1. Unless the nonbank bank loophole is closed, the Association testified before the House Banking Subcommittee on Financial Institutions, potential acquirers will be able to pass up the troubled institutions and open up a new, problem-free nonbank bank.

"If you want to sell horsemeat, hide the sirloin," IBAA President Charles T. Doyle advised.

The Association's top executive also urged Congress to retain the \$500 million takeover threshold and provide an exemption for the four largest banks in those states with fewer than four \$500 million-plus banks, as a means of resolving the problems while limiting needless interstate expansion.

"We have seen no facts which would justify this wholesale addition to the interstate auction block," Mr. Doyle noted. "Texas Banking Commissioner Jim Sexton said last week, 'The Douglas Amendment ain't for sale.' I'm here today to add, 'It ain't even for rent.'"

Mr. Doyle, who is also chief executive officer of Texas' Gulf National Bank, urged Congress to require the

sale of a holding company's marketable subsidiaries or assets before outside assistance is provided.

When Lee Iacocca got financial assistance for Chrysler, it wasn't without a cost, Mr. Doyle pointed out. That cost was the sale of Chrysler's highly profitable tank division, the capital from which was then used to bolster the company's principal auto manufacturing business. "We bankers demand that kind of self-help of our financially-strapped commercial borrowers. You in Congress demanded it of Chrysler. And the regulators ought to demand it of troubled holding companies."

In a May 2 bulletin to its members, IBAA said Sen. William Proxmire (D., Wis.), ranking minority member of the Senate Banking Committee, "shared IBAA concerns" with bankers attending the association's recent spring conference in the nation's capital. The bulletin reported, "The measure as drafted, he predicted, will make big banks bigger. . . Hang shareholders out to dry by making them forfeit their investment in the failing bank; give more preference to in-state sales; and impose concentration limits, preventing the half-dozen largest bank holding companies from buying banks outside their state. (And then there are the ever-popular foreign deposits

which, instead of simply being protected, could also be assessed to shore up the fund.)"

IBAA also quoted Sen. Proxmire as saying that a soon-to-be released study reports that more than 86% of the retail customers surveyed have no interest in having any new products or services offered by their bank. □

## ABA Survey Shows Rising Cost of Bank Insurance

An American Bankers Association survey just released reports the banking industry spent approximately \$667 million for insurance in 1984, up 16% from the \$573 million reported in 1983. "The report does not reflect the dramatic increases in insurance costs over the last two years," stated Harold L. Vogel, chairman of the ABA insurance committee and vice president, C&S Georgia Corporation, Atlanta.

Basic Bankers Blanket Bond insurance is identified as the largest insurance expenditure, with \$172 million spent in 1984, or 26% of the total expenditure, the survey reports. Mr. Vogel points out that "The market has changed dramatically. Insurance costs have doubled or even quadrupled" for Blanket Bond and D&O. Even obtaining adequate, cost-effective coverage is "a critical



Bill Sprenger

Frampton Rowland

John Messina

## SPRENGER, ROWLAND AND MESSINA



Commerce Bank  
of Kansas City  
Member FDIC

Outside Missouri call 1-800-821-2180 In Missouri call 1-800-892-7100





Norwest Bank Des Moines, N.A.  
Call (515) 245-3131 or toll-free (800) 362-2514  
Member FDIC



Larry Welch

*Teamwork:  
one of the reasons  
we're first in Iowa.*



Lowell Barkley

management problem bankers face today," he stated.

The survey says Blanket Bond underwriters experienced direct losses of \$157.6 million in 1984, and some insurers now have pulled out of the market. Full details of the annual survey may be obtained from ABA by phoning 202 467-4118.

### Iowa News

**BEDFORD:** The Bedford National Bank was declared insolvent by the Comptroller of the Currency May 1. The bank was founded in 1871. FDIC accepted the only bid submitted, which was for a \$10,000 pre-

mium from a group headed by banker Mike Keim, and the bank was re-opened May 2 as American National Bank. The office in New Market is retained. American National assumed approximately \$17 million in 3,500 deposit accounts and purchased certain assets for \$11.5 million. FDIC advanced \$5.2 million to American National and retained \$6.4 million of bad loans.

**CHARLES CITY:** Charles V. Perry has been named vice president of the Commercial Trust and Savings Bank. Previously he was president and CEO of the Parkersburg State Bank for two and a half years.

**DIKE:** Larry C. Lenhart has been promoted to vice president and cashier of the Iowa Savings Bank. He has been cashier since 1985.

**DURANT:** Oliver A. Hansen has resigned as president of Liberty Trust & Savings Bank, a position he has held since 1965. Bill D. Paulsen was named president. Mr. Hansen will remain as chairman of the board. In addition, Lorin Fox was named executive vice president and cashier, and Ron Hansen, senior vice president.

**MARION:** Among recent appointments at Farmers State Bank were vice presidents Allen Shedek and Marty Carter.

**SIOUX CITY:** Russell E. Curtis has been promoted to senior vice president and managing trust officer at Toy National Bank. He joined the bank in 1982 as a vice president and managing trust officer.

### Nebraska News

The Nebraska Bankers Association will sponsor a series of conferences on May 20, 21, 22 and June 3 and 4 on the topics of clear title and regulator forbearance. Each conference begins with registration/continental breakfast at 9:30 a.m. Sessions will be conducted from 10:00 a.m. to 3:30 p.m. with lunch from noon to 1:00. Registration is \$60 per person and includes breakfast, lunch and breaks and all conference materials. Dates and locations are: May 20, Scottsbluff; May 21, North Platte; May 22, Kearney; June 3, Norfolk, and June 4, Lincoln. Contact the NBA office to register.

**BLAIR:** Rufus Buffaloe, vice president of the Washington County Bank, will retire effective August 1 after 25 years with the bank. Prior to joining Washington County, Mr. Buffaloe was with the Aurora Bank of Aurora, Mo. for 15 years.

**NELIGH:** Ralph Schrader has been promoted to executive vice president of the National Bank of Neligh. He has been with the bank since 1973, most recently as senior vice president.

**OMAHA:** Among recent promotions at Norwest Bank Nebraska, N.A. were John J. Ramsey to vice president/manager of residential real estate in Omaha and Jerry Ries, vice president of agricultural loans at Norfolk. Both were promoted from assistant vice president.



**ASK  
GARY  
BARTLETT**  
to make MNB  
work for you.

Toll free  
1-800-332-5991

**Merchants  
National Bank**   
Member F.D.I.C. A BANKS OF IOWA BANK

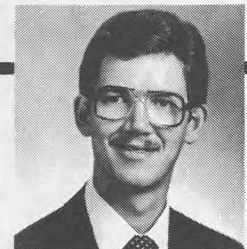
## We're Security for You

At Security National Bank, we're people you can count on to handle all of your Correspondent Banking needs.

So, start corresponding with us.  
We're Security for you!



**SECURITY NATIONAL BANK**  
IN SIOUX CITY, IOWA. MEMBER F.D.I.C.



**Ron Kiel**  
Correspondent  
Banking Officer

712-277-6736

# BANKERS FOR BANKERS<sup>SM</sup>

## Some special candidates from Robert Half's Banking Division

---

### Partial list of available Banking candidates.

---

**CHIEF EXECUTIVE OFFICER:** Simply one of the best senior executives around. Community active, profit motivated banker currently in charge of a successful highly profitable community bank. Has put together an organization to marvel at in last three years as chief executive of \$40m institution.

DB500

\$55K

**CONSUMER LENDER:** Marketing talents plus! This aggressive achiever went into a department that wasn't actively after installment market and made it one of the fastest growing areas of the bank. Floor planning, statement analysis and solid training.

DB501

\$22K

**VICE PRESIDENT OF DATA PROCESSING:** BS degree. Fifteen years of consistent upward growth in large IBM data centers. A polished manager that has moved up-through-the-ranks from a programmer analyst to a manager supervising a department of 55, an annual budget of over \$5m, and responsibility of all hardware, software and networking. Extremely knowledgeable of banking and financial applications. This individual will make you "stand back and take notice!"

DB502

\$60K

**SENIOR VICE PRESIDENT:** Quality minded professional with ten plus years ag lending and management experience. Has worked with problem loans, cashflows, credit analysis, documentation etc....Community active, currently working in \$40m bank as senior lender. Seeks top quality opportunity in good town.

DB503

\$32K

**COMMERCIAL LENDER:** Holding company training involved in the collection and analysis of commercial loan data plus new business development. Actively involved in accounts of \$250-500K with real estate exposure and success in cross selling of services.

DB504

\$36K

**CONSTRUCTION LOAN ANALYST/MBA:** Top-notch analysis skills gained over last two years working in high activity market. Proven professional has handled a wide variety of commercial real estate credit.

DB505

\$23K

**AG LENDER:** Community active, heads up lender with three plus years of hands-on experience. Several years in farming, excellent references and customer rapport. Has very well developed analysis skills and loan sense.

DB506

\$26K

**CHIEF EXECUTIVE OFFICER:** Talent laden individual with experience in several sized banks all within same holding company. Has top-notch commercial and ag skills keeping ROA above 1.0 in banks ranging from \$20m to \$200m. A superior manager who has developed 10 bank presidents.

DB507

\$50K +

**SENIOR CONSUMER LENDER:** Management skills gained as manager of \$2m department for last five years. Commercial loans, real estate and ag exposure of a \$5m portfolio. Accounted for \$500K in premium volume in 1985 and expecting even more in 1986.

DB508

\$33K

**SENIOR AG LOANS:** #2 person in top quality camel #1 rated bank. Trained in farm credit system moved into management role of \$40m + institution three years ago. Good solid performer.

DB509

\$45K

**MORTGAGE/REAL ESTATE LENDER:** Degreed, well trained in aggressively adding quality real estate and mortgage loans for \$180m + bank. Workout skills in commercial real estate and supervisory of four plus lenders. Looking for challenge and opportunity.

DB510

\$40K +

Supplement to Northwestern Banker Newsletter 5-12-86



## PARTIAL LISTING OF AVAILABLE BANKING CANDIDATES — FINANCIAL AND EDP

**AG/COMMERCIAL LENDER:** Hard working lender with wealth of knowledge from 10+ successful years in the business. Oversaw \$19m portfolio in \$100m bank consisting of pure ag as well as 25% commercial ag loans. Kept consistent quality and excellent business retention.  
DB511 \$35K

**OPERATIONS:** Degreed, credit analysis, operations, and loan review training. Has been involved in both large (\$200m+) organization and smaller (\$20m) bank. Very creative and goal oriented.  
DB512 \$18K

**JUNIOR COMMERCIAL LENDER:** Super image. Three years in a \$350m+ bank in charge of a \$16m portfolio consisting of \$250K and up. Enjoys beating the streets and doing in-depth analysis. Looking for new challenges and opportunities.  
DB513 \$30K

**PROGRAMMER ANALYST:** BA degree. One and a half years experience in IBM 43XX shop using COBOL and BAL. Applications include demand depositions, general ledger, installment loans, account analysis and more. Single renter. Ready to relocate!  
DB514 \$20K

**PRESIDENT:** Senior manager who has seen all sides of banking, loan review, operations, organizational restructuring, building new facilities and attacking new areas. Holding company training and been in charge of \$50m urban bank using finely tuned commercial lending expertise.  
DB515 \$48K

**TRUST OFFICER/JD:** Pension plans, estate planning and new account development are the forte's of this two year trust officer looking for career growth. Motivated by the desire to achieve and belief that hard work pays off.  
DB516 \$25K

**SENIOR AG OFFICER:** Experience plus! Currently senior person in a \$60m+ institution supervising five and in charge of \$18m+ portfolio. Degree, very strong in statement analysis and workout, gained knowledge over last 20 years.  
DB517 \$42K

**CONSUMER LENDER:** Hard working professional with three plus years of installment lending in a \$50m+ bank. In charge of \$3m+ portfolio has handled floor planning, student loans and SBA type commercial loans.  
DB518 \$20K+

**REAL ESTATE LENDER:** Hands-on lender with \$9m+ real estate portfolio in \$80m+ bank. Originated and renegotiated \$7m of those loans over last eight years. Commercial loan training through a major bank combined with work in property rehabilitation.  
DB519 \$38K

**BANK ACCOUNTANT:** Aggressive accountant with two years internal audit experience in large holding company. Supervisory skills and strong knowledge of bank accounting functions. Seeks more varied banking exposure and challenge.  
DB520 \$22K

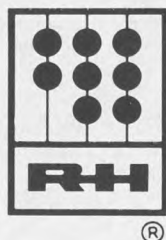
**AG LENDER:** Raised on a farm and spent six years running own operation and then six years as a lender in farm credit system. Good analysis person who can say no and relate to customers. Insurance licenses, college degree, and has top-notch workout skills.  
DB521 \$28K

**COMMERCIAL LENDER:** Hard hitting marketer has been in brand new bank since it opened one year ago and already has \$20m portfolio, \$6m in new commercial loans. Past experience included four years as a top correspondent banker in a \$2B organization.  
DB522 \$38K

**MORTGAGE LENDER:** Seven day a week lender trained in mortgage and real estate loans. Two plus years of experience and can do attitude make this individual a key find. In today's market this is a person who can put money in your pocket.  
DB523 \$25K

**PRESIDENT/EXECUTIVE VICE PRESIDENT:** Ag senior who enjoys small bank environment. Has taken charge of two \$10-15m shops and run them well. Very good at the basics of getting and keeping a rural operation running at peak efficiency.  
DB524 Upper \$30's

FOR FURTHER INFORMATION ON THESE CANDIDATES  
CONTACT KURT ROSENCRANTS



Banking, Financial,  
Accounting and EDP  
personnel specialists.

**ROBERT HALF**  
317-6TH AVENUE, STE. 650  
DES MOINES, IA 50309  
**(515) 244-4414**

## Second Week of Group Meetings Slated

### Group 5 — Council Bluffs

Area bankers from Group 5 will be meeting Monday, May 19 at the Lakeshore Golf & Country Club in Council Bluffs. Golf will be available and a shotgun start is planned for 10:00 a.m. Golf reservations are required. Group Chairman Thomas D. Whitson, president, Council Bluffs Savings



T. WHITSON

Bank, announced this year's entertainment will consist of an evening at Bluffs Run Dog Track. This special evening will include cocktails, dinner and the races all at "the track."

During the afternoon business session, presentations will be given by Bill Kobourek, president, Council Bluffs Chamber of Commerce; Donald Senneff, assistant attorney general; Bill Bernau, superintendent of banking; and Neil Milner, executive vice president, IBA. A special ladies program is planned for 3:00 and will feature Rosie Heininger's "Seafood

on the Grill."

A.M.

10:00 Golf—Lakeshore Country Club

P.M.

3:00 Business Meeting—Tom Whitson presiding  
Presentations by Bill Kobourek, Bill Bernau, Donald Senneff and Neil Milner.

3:00 Ladies Program—"Seafood on the Grill"

5:30 Cocktails—Bluffs Run Dog Track, Courtesy of U.S. Check Book Co.

6:15 Program/Dinner—Bluffs Run

8:00 Post Time for the Races

## GROUP 2 ANNUAL MEETING MAY 20, 1986 STARLITE VILLAGE MOTEL FORT DODGE, IOWA

FEATURING

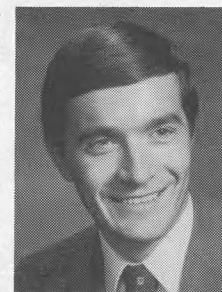
### "SPECIAL EDITION"

Special Edition, from South Hamilton High is an eighteen voice show choir with an eight piece instrumental back-up group. The group's repertoire ranges from pop standards to Broadway showtunes to jazz. Special Edition has competed at state contests and has given grandstand performances at the Hamilton County Fair.

8:00 Golf Tournament—Lakeside Golf Course  
4:00 Business Meeting  
5:30 Social Hour  
6:30 Banquet  
8:00 Program

### Group 2 — Fort Dodge

"Special Edition," an eighteen voice show choir from South Hamilton High will highlight this year's Group 2 meeting in Fort Dodge on Tuesday, May 20 at the Starlite Village Motel. Bankers and spouses will enjoy this musical group's wide



N. SKADBURG

variety of music from Pop to Broadway showtunes. Norman Skadburg, president, First State Bank, Webster City, will preside as Group 2 chairman. The afternoon business session will include presentations by Bill Bernau, superintendent of banking and Neil Milner, executive vice president, IBA.

During the evening banquet, Bruce Meriwether, president, IBA, will give a presentation. Also, there will be a special showing of the IBA Film, "Iowa Banks...The Day After." Golf is scheduled for 8:00 a.m. at the Lakeside Municipal Golf Course. Golfers may play either 9 or 18 holes. Call the Union State Bank

## SEE YOU IN COUNCIL BLUFFS... GROUP 5 ANNUAL MEETING MAY 19, 1986 LAKESHORE GOLF AND COUNTRY CLUB

Special Entertainment...An Evening at  
BLUFFS RUN DOG TRACK





**GROUP 3  
MEETING**

**SURF CONVENTION  
CIVIC CENTER**

**CLEAR LAKE, IA  
MAY 22, 1986**



**"DAVE MAJOR &  
THE MINORS"**

**Special Entertainment**

- 2:00 - 5:00 Registration
- 5:00 - 6:00 Social Hour
- 6:00 - 7:30 Banquet
- 7:30 - 8:15 Introduction
- 8:30 - 9:45 Entertainment
- 10:00 Dancing 'til midnight

at 712-297-7556 for golf and cart reservations.

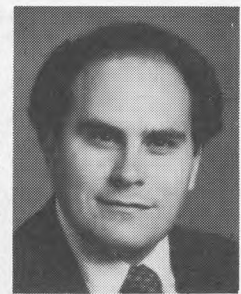
- A.M.**
- 8:00 Golf—Lakeside Golf Course.
- P.M.**
- 4:00 Business Meeting—Norm Skadburg presiding.  
Reports—Bill Bernau and Neil Milner
- 5:30 Social Hour
- 6:30 Banquet
- 8:00 Program—Bruce Meriwether  
IBA Film, "Iowa Banks... The Day After"  
Entertainment—"Special Edition"

**Group 12 — Okoboji**

No kiddin', "The Great Pretenders," a four man musical group, will perform as feature entertainment for the Group 12 bankers who will be meeting at the New Inn on West Lake Okoboji, Wednesday, May 21. You'll enjoy their country and gospel sounds, "sprinkled with comedy throughout the performance."

Group 12 Secretary Tom Awtry,

president, Valley State, Rock Valley, will preside at the afternoon business session which will feature presentations by Bill Bernau, state superintendent of banking, and Neil Milner, executive vice president, IBA. Golf will be available and arrangements can be made by calling the Emerald Hills Golf Course at 712-332-5672. Tee times will be from 8:00 a.m. to 11:00 a.m.



**T. AWTRY**

- A.M.**
- 8:00 Golf—Emerald Hills Golf Course
- P.M.**
- 2:00 Registration—Lobby, The New Inn  
Business Meeting—North Room  
Welcome, Tom Awtry, secretary, Group 12  
Regulators Update: Bill Bernau  
Legislative Issues: Neil Milner

**GROUP 12  
ANNUAL MEETING**

**THE NEW INN  
WEST LAKE  
OKOBOJI  
MAY 21, 1986**

★ FEATURING ★



**"THE GREAT PRETENDERS"**

Golf Available at  
Emerald Hills Course  
Call (712) 332-5672

- 2:00 Registration
- 4:00 Business Meeting
- 5:30 Social Hour
- 6:30 Banquet

## Call on the "Experienced Professionals"

Ready to meet your  
correspondent needs.

**FirsTier Bank**  
Lincoln

13th & M Streets, Lincoln, Nebraska 68501

FirsTier Bank, N.A., Lincoln, Member FDIC

Election of group chairman  
and secretary

5:30 Social Hour—Poolside

6:30 Banquet—Lakeview Room  
IBA Film, "Iowa Banks...  
The Day After"  
Feature Entertainment,  
"The Great Pretenders"

### Group 3 — Clear Lake

Clear Lake will host Group 3 bankers on Thursday, May 22 at the Surf Convention and Civic Center. Feature entertainment this year will be musical guests Dave Major & The Minors. This five man vocal team combine their talents with an unlimited choice of instruments as well as a variety of music from Big Band to Pop.



D. SNYDER

Donald E. Snyder, president, Manufacturers Bank & Trust Co., Forest City, will preside as chairman of Group 3. Golf will be available to those interested at three local clubs in the Clear Lake area. Please make your own arrangements by calling one of the three listed. 1] Mason City Country—424-2173 2] All Veterans—357-4457 or 3] Garner Golf & Country—923-2819.

A.M. Golf—Make arrangements  
at above listed clubs

P.M.

2:00 Registration—Lobby  
5:00 Social Hour—Ballroom  
6:00 Banquet  
7:30 Introduction of Guests  
Bruce Meriwether, president, IBA  
IBA Presentation, "Iowa Banks...The Day After"  
8:30 Entertainment—"Dave Major & The Minors"  
10:00 Dancing 'til Midnight

### Minnesota News

The Minnesota Bankers Association nominating committee has named Roy W. Terwilliger, Joseph R. Jorstad, A. William Sands and R. James Gesell as nominees for the

top elected officers in the association for 1986-87. Nominees will be presented for election to delegates of MBA's 96th Annual Convention June 2-4 at the Radisson St. Paul Hotel. Roy W. Terwilliger, president, Suburban National Bank, Eden Prairie is nominated to succeed MBA President Clinton D. Kurtz, president, Citizens State Bank, Norwood. James R. Jorstad, president, Citizens State Bank, Hayfield, is nominated to succeed Mr. Terwilliger as MBA vice president. The nominee for second vice president, A. William Sands, is chairman of Western Bank in St. Paul. The treasurer nominee, R. James Gesell, is president of Cherokee State Bank in St. Paul.

MINNEAPOLIS: Carol L. Anderson has been promoted to vice president of the corporate security division, First Bank System Services, Inc. She has been assistant vice president and director of corporate security since 1980.

### Illinois News

EVERGREEN PARK: First Evergreen Corporation has announced the appointments of Ronald Homa to president of Clearing Bank and William R. Brouwer to president of Oak Lawn National Bank. Both previously served as executive vice president at their respective banks.

### North Dakota News

BISMARCK: Steve Jacobsen has been named executive vice president of Norwest Bank Bismarck, N.A. He joined the bank in Sept., 1985 as senior vice president/loan administration, and has been with Norwest since 1971.

GRAND FORKS: The board of directors of First National Corporation has declared a 5% stock dividend, which will be paid May 23 to all shareholders of record as of May 1, 1986.

### Wisconsin News

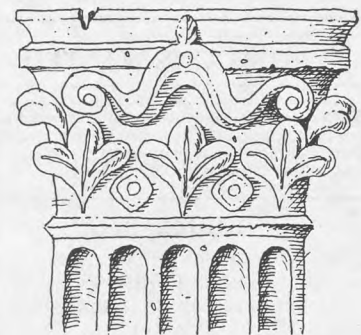
JEFFERSON: Robert L. Martin has been named president and CEO

of the Jefferson County Bank. During his 17-year banking career he has served at several banks in Illinois and Iowa.

### Colorado News

ARAPAHOE: Three vice presidents have been named at Colorado National Bank—Arapahoe. Michael T. Price was promoted to vice president—real estate and Gary R. Dani to vice president—commercial loans. Edward J. Baxter has joined the bank as vice president and senior lending officer. He comes from First National Bank—North, Grand Junction, where he was senior vice president, lending.

**Come to the  
Investment  
Specialists  
committed  
to quality.**



When it comes to long-term or short-term investments, nothing outperforms the quality investment programs from United Missouri Bank.

**UNITED MISSOURI BANK**  
Member FDIC  
of Kansas City, n.a.

10th and Grand • P.O. Box 226  
Kansas City, Missouri 64141  
(816) 556-7200



**POSITION AVAILABLE****BANKING PROFESSIONALS**

Strong midwest bank group seeking qualified applicant to fill position in recently acquired banks: **PRES/CEO**, commercial lending, (including commercial & residential real estate & cashier/operations.) Only forward looking team members need apply. Send resume to File No. WFI c/o Northwestern Banker.

**AG LENDING OFFICER.** \$35M N.W. IL bank seeking experienced lender for Ag Loans. Must have knowledge of FHA & other gov't programs. Good starting salary and full benefits. Send resume to File No. WFC c/o Northwestern Banker. (PA)

**V.P.** for northern Illinois \$100MM community bank. Minimum of 10 years lending experience, primarily commercial and real estate. The successful applicant must have excellent compliance knowledge and will work well in group management environment. Send resume and salary history to File No. WFD c/o Northwestern Banker. (PA)

**LENDING OFFICER.** Immediate opening for experienced Ag Loan Officer. \$24M bank in southern lake region of Minnesota. Excellent career opportunity for individual experienced in overall bank operations. Send resume and salary requirements to Arnie Leen, Citizens State Bank, Waterville, MN 56096. (PA)

**TRUST ADMINISTRATOR AND FINANCIAL PLANNER** for \$160M department in \$200M bank. College degree and Financial Planning designation required. Prefer minimum of two years experience. Send resume, including salary requirements to File #WFN c/o Northwestern Banker. Equal Opportunity Employer. (PA)

Individual with **MARKETING, ADVERTISING AND PUBLIC RELATIONS BACKGROUND.** Banking experience preferred, but not required. Organizational, managerial, motivational, office skills and creativity required. Send resume to: **MARKETING**, P.O. Box 118, DeWitt, Iowa 52742 (PA)

**AUDITOR** wanted for \$340M+ holding company. Supervises audit personnel. Responsible for administration of the internal audit division. Performs examinations of subsidiary banks. Minimum 2-3 plus years auditor experience. Salary commensurate with experience. Send resume and salary history in confidence to: Peoples Bank & Trust Co., Personnel Dir., 419 W. 4th St., Waterloo, IA 50701. (PA)

**CREDIT ADMINISTRATION**

Consultant available on a temporary or an intermediate basis in an on line or advisory capacity specializing in:

- LOAN WORKOUTS
- LIQUIDATIONS
- DOCUMENTATION

22 years experience in acquisition and liquidation

**D.E. CHYMA**  
2932 7th St., Moline Ill., 61285

— All Replies Confidential —

**POSITIONS WANTED**

**ATTORNEY** in private practice. Trust Administrator or possibly lending position. Experience in commercial and ag settings. Contact Steven Wartman, 1222 Ferges Ave., F4, Norfolk, NE, 68701. (402) 371-9021 or 9045. (PW)

**ADAMS, INC.**

Specialist in Executive Search For Banks  
"All Inquiries Confidential!"  
Contact:

**JAY B. ADAMS**  
Adams, Inc.  
10050 Regency Circle  
Omaha, NE 68114  
(402) 391-7325

*Serving bankers quietly and efficiently.*

**CAPITAL PERSONNEL SERVICE**

714 First Interstate Bank Building  
Des Moines, Iowa 50309  
515-283-2545

**TRUST ATTORNEY**

Northwest Bank & Trust Company has an opportunity for an attorney with probate and estate planning experience. Strong tax and retirement planning background is a plus. New Trust Business Development is a key responsibility to this position. Salary with incentive compensation plus an excellent benefits package is offered. Salary is commensurate with qualifications, incentive and performance.

Qualified applicants, please send resume to:

**NORTHWEST BANK  
& TRUST COMPANY**

Human Resources Officer  
100 E. Kimberly Road  
Des Moines, Iowa 52806

*An Equal Opportunity Employer M/F*

**POSITION AVAILABLE**

\$30M north Iowa bank needs **SR AG LENDER.** Responsibilities would include implementation of lending policies, compliance, supervision of staff, work out loans and developing customer relationships. Salary negotiable. Send resume to File No. WFE c/o Northwestern Banker.

**POSITION AVAILABLE**

**CEO** - President \$100 Mill midwest bank. Must have CEO experience in similar size commercial bank. Please send resume and call to discuss:

**PHYLLIS S. LYNCH**  
STAFF MID-AMERICA, INC.  
2120 South 72nd Street, Suite 900  
Omaha, Nebraska 68124  
(402) 391-2065

**BANKING**

**COMMERCIAL LOAN OFFICER.** 3+ years experience and your professional image can qualify you! Developing the upscale commercial customers brings fast promotion within progressive holding company bank ..... To \$35,000 ..... Call Marj  
**COMMERCIAL LOAN MANAGER.** Your commercial lending expertise and business development skills can grab this excellent opportunity. Set up/develop professional market in this quality community ..... To \$40,000 ..... Call Marj  
**V.P./COMMERCIAL LOAN OFFICER.** 4+ years in a \$50+ mm bank is needed for this \$150+ mm bank. Excellent opportunities await within this holding company ..... To \$45,000 ..... Call Marj  
**VICE PRESIDENT.** Now is the time to move! This position can lead to the presidency in a few years. Strong ag lending experience, but familiar with all types ..... \$35,000 ..... Call Dean  
**AG LOAN OFFICER.** Need to increase staff because of increased volume! 3+ years experience for a bank that is growing! ..... \$30,000 ..... Call Dean  
**VICE PRESIDENT.** Strong commercial lending with some ag. Can lead to Sr. Loan Officer. Handling \$50K to \$500K commercial accounts. Move on this one now! ..... \$39,000 ..... Call Dean  
**COMMERCIAL LENDER.** Large out-state bank. 2+ years commercial lending to work a portfolio of \$10-15mm. Community has size and the area is scenic. Nice '85 bonus ... Low \$30's ... Call Bruce  
**COMMERCIAL LENDER.** Handle up-scale market for this \$200+ mm metro bank. Bonus, benefits, and salary are competitive in the market. Want someone on board "yesterday" ... Upper \$30's ... Call Bruce  
**TRUST OFFICER.** Will work with employee benefits. Community is substantial and advantageously situated. Respond if you have 2+ years trust ..... To Low \$40's ..... Call Bruce

**Personnel Search**  
1126 So. 72nd St. Omaha, Ne. 68124  
402-397-2980

**COMMERCIAL LENDERS**

Positions now available in three choice locations in Upper Midwest. Require minimum of 3 years experience and college degree. Salary to range from \$35,000 to \$60,000.

**REAL ESTATE LENDER**

Multi-bank group seeks qualified real estate lender. Ability to package for sale to secondary market a plus. Salary Open depending on experience.

**TRUST OFFICERS**

Positions now available in three major banks in Nebraska, Iowa, and South Dakota. Law Degree preferred. Experience in personal trust and/or employee benefits a plus. Salary range to \$35,000.

**BANK AUDIT CHIEF**

Major bank holding company seeks CPA with bank audit experience. Salary to \$30,000.

**Freeland Financial Service**

1010 Equitable Bldg. Des Moines, IA 50309  
515/282-6462

*Employer pays fee.*

Please contact Malcolm Freeland concerning these quality applicants or for other types of banking officers.

**DON W. SCHOOLER JR.  
AND ASSOCIATES**

*"Successful Banking is Quality Personnel"*

**POSITIONS AVAILABLE**

**#2 OFFICER IN AN AGRICULTURAL BANK,** town of 3,000 with nice family recreational facilities . . . \$30,000-\$40,000

**ALL AROUND BANKER** for a \$38mm country bank. Duties include lending of all types and some operations. 2 years experience . . . \$20,000-\$25,000

**VICE PRESIDENT** loan officer with heavy ag background for a \$50mm bank in an exceptionally progressive town over 10,000 . . . \$35,000-\$40,000

**INSTALLMENT HEAD** for a clean \$75mm bank . . . high \$20,000's

**PRESIDENT** \$15mm country bank, top recreational area . . . \$40,000+ + +

**COMMERCIAL AND MORTGAGE LOAN OFFICER** \$85mm bank in a town over 10,000 . . . OPEN

**SENIOR VICE PRESIDENT** over loans in an \$80+ + bank located in a very exceptional small town close to a metro area . . . OPEN

**COMMERCIAL LENDER, BUSINESS DEVELOPER, VICE PRESIDENT** for a bank in a college town . . . \$40,000

**VICE PRESIDENT, COMMERCIAL LENDER** with superb technical skills for a bank in the \$100,000 range located in a college town . . . \$50,000

**MARKETING OFFICER** for a banking related firm, salary + commission, nice working conditions . . . \$20,000-\$25,000

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

**POSITIONS AVAILABLE**

**LOAN REVIEW** - lead bank of major midwestern holding company. Requires degree and minimum of two yrs. loan review experience in large bank environment. \$28K

**COMML. LOAN** - \$100M suburban affiliate of large multi-bank holding company. Strong technical skills and 3 yrs. or more experience. \$30K

**INSTL. LOAN** - manage consumer department for \$80MM suburban bank. Ideal candidate will have five yrs. instal. lending background including dealer paper. \$30K

**CEO** - small rural bank located close to recreational area. Work out situation. Ag credits not the problem. \$38K

**AGRI LOAN** - primary responsibility for all Ag credits in \$25MM community bank. Assist with commercial loans. \$35K

Additional opportunities available. Resume requested.

**TOM HAGAN & ASSOCIATES**

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

*"Serving the Banking Industry Since 1970"*

Vol. 15 No. 4 Northwestern Banker Newsletter (USPS 873-300) is published weekly by the Northwestern Banker Company, 1535 Linden Street, Suite 201, Des Moines, Iowa 50309, (515) 244-8163. Subscriptions \$1.00 per copy, \$18.00 per year. Second class postage paid at Des Moines, Iowa. Address all mail subscriptions, changes of address (Form 3579), manuscripts, mail items to above address.