

NORTHWESTERN Banker Newsletter

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Des Moines, Iowa

May 26, 1986

Bankers See Farm Economy at Bottom

MANY Upper Midwest bankers think the farm economy is approaching the bottom, according to a recent survey taken by Norwest Corporation, Minneapolis.



DR. SOHN

Two-thirds of the more than 800 bankers responding to the survey said they do not expect further deterioration in the farm economy. The regional economic survey is taken twice a year by Norwest economists and brings responses from bankers in Minnesota, North and South Dakota, Iowa, Nebraska, Montana and Wisconsin. Results of the survey were released May 15 in *Economic Indicators*, a bi-monthly publication of the Norwest economics department.

According to Dr. Sung Won Sohn, chief economist for Norwest Corporation, 60 percent of the bankers anticipate little change in overall economic conditions during the next six to 12 months, and another seven percent anticipate improvement. One-third of the bankers expect further deterioration.

Dr. Sohn said this is a more posi-

tive appraisal than was given in a Norwest survey taken last fall and represents the first upturn in the ag bankers' confidence since October, 1983, when the PIK program boosted crop prices.

They point to the positive impact on farm earnings of lower costs of fuel, fertilizer, cash rent and interest. Bankers also indicated that farmers who carry little or no debt are making a comfortable living and reported that investors and financially-sound farmers are showing more interest in buying farm land.

"The most positive responses in the agricultural sector came from bankers in Wisconsin, where strong dairy producers are still turning a profit, and from eastern North Dakota, where the area is aided by profitable sugar prices and the presence of other specialty crops," Dr. Sohn said.

Optimism also was expressed by bankers in the Twin Cities and in northeastern Minnesota. The survey indicates that bankers in Minneapolis and St. Paul anticipate relatively healthy economic conditions to continue. Bankers in northeastern Minnesota, as well as northwestern Wisconsin, think the local economy has bottomed out and anticipate improving economic conditions. Lower gasoline prices are expected

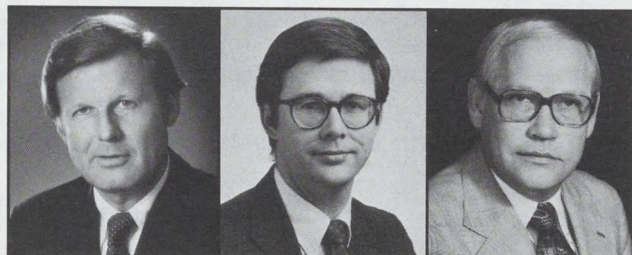
to spur tourism.

In the Twin Cities, bankers rated local economic conditions "good to very good" and are optimistic about the prospects for the balance of the year, Dr. Sohn said. Nearly two-thirds of the Twin Cities' bankers expect overall conditions to remain near current levels, while the remainder anticipates a pick-up in both consumer and business spending, resulting in a stronger economy.

Twin Cities employment is currently 10 percent higher than the peak reached before the 1981-82 recession, a stronger performance than the national average. According to Dr. Sohn, the fastest growing sectors in the metro area include construction, transportation, retail trade, finance, insurance and real estate. He said that, although the computer industry has been in a temporary slump, a recovery is anticipated in the near future.

"Introduction of new products, a weaker dollar and completion of the inventory correction all point to stronger computer sales," Dr. Sohn said.

Economic conditions also remain relatively healthy in most other urban centers throughout the region, including St. Cloud, Rochester, Sioux Falls, Fargo, Omaha and Des Moines, the economist said. □



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Mark Conway

120 Years in Banking

The Okey Vernon First National Bank of Corning, Iowa boasts a rarity in banking: two employees who have served banking for 60 years.

Thelma Heitsman began her banking career in 1926 at Citizens State Bank in New Sharon. She has been associated with Corning banking since 1950. She has served Okey Vernon First National as cashier, vice president, board member and secretary to the board.

Brad Outhier also started in banking in 1926 under his father, Francis A. Outhier, at the First National Bank of Prescott, which became a branch of the Corning bank. In 1946 the elder Mr. Outhier's failing health caused Brad to take over

heading up the bank, which he did until the merger with the Corning institution.

Today both are actively serving their respective banks as consultants. They can testify to the progressive changes in banking through the years, as electronics have replaced hand-operated machinery, and look forward to more progress as they continue to serve Okey Vernon First National Bank.

The two were honored with special open houses on May 12 in Corning and Prescott.

Iowa News

ALBIA: Harold L. Mick, local Albia businessman, and Catherine M. Bay of rural Monroe County, have applied to regulatory authorities to charter a new bank in Albia which will be known as the Peoples State Bank. They were successful bidders on equipment, facilities and fixtures of the former Peoples National Bank and Trust Co. at Eddyville, upon which action approval was contingent. The new bank is being formed to fill the void resulting from the closing of the previous Albia bank on Feb. 1, 1986. Garland C. Carver will be the initial chairman, president and CEO of the bank. He was with the Iowa-Des Moines National Bank (now Norwest Bank of Des Moines, N.A.) for over 26 years. Since 1981 he has been a financial

consultant. A permanent president is being sought.

DES MOINES: James W. Eiler has been elected executive vice president of First Interstate Bank of Des Moines, N.A. He previously served as senior vice president and is responsible for the bank's commercial services division as well as the credit review function for loan participation within the First Interstate system in Iowa. He joined First Interstate in 1983.

DES MOINES: The Iowa Bankers Association recently hired Frank Gleeson as the new president for Iowa Bankers Insurance and Services, Inc. He replaces Al Tinder, who will retire Sept. 1. Mr. Gleeson came to IBIS from Hawkeye Security Insurance Company where he was president, CEO and director. He had been with Hawkeye since 1953. His duties with IBIS will include policy decisions and directing the insurance and non-insurance activities of the agency.

LEIGHTON: The name of the president of Farmers Savings Bank is incorrectly shown in the 1986 *Iowa Bank Directory* as J. Gordon Frueh through a typographical error. Mr. Frueh's name should appear as J. Gerald Frueh. Users of the *Directory* should note this change.

INDIANOLA: Robert Davey, a vice president at Peoples Trust and Savings Bank, has been named business development officer, and will be located at the West Roads office in Indianola. He has been employed by Peoples Bank since 1967, in the ag loan department. Beverly Nicholls has been named marketing assistant at the bank. She has been at Peoples Bank since 1963, most recently as motor bank manager. Succeeding her in that position is Marilyn Perry.



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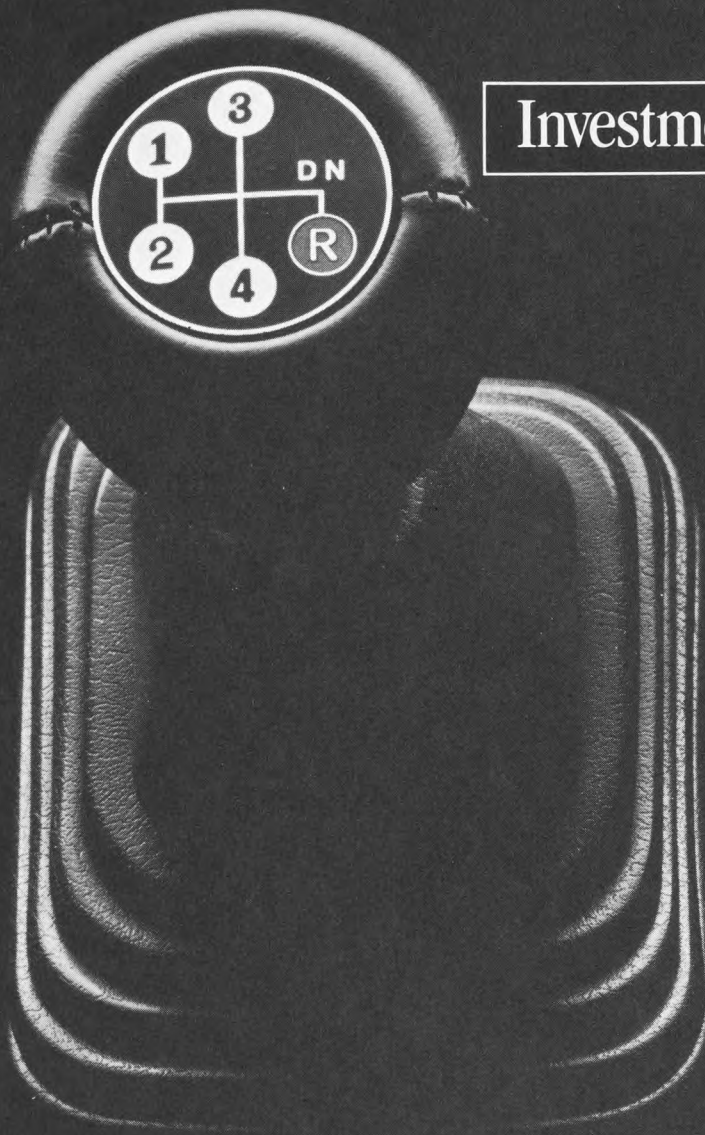
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BANKERS AVAILABLE

J-1 AG LENDER—Currently handles majority of ag loans in \$50mm major holding co. bank. Strong on workouts, servicing problem loans. Over 6 yrs. experience. Insurance licenses. Reference says, "A big key to his success is his ability to organize and set priorities...a hard worker who keeps at it til project is completed," and, "Very mature, excellent appearance." B.S. Ag, ISU. **\$30,000.** Call Jean.

J-2 CONSUMER/AG/COMMERCIAL LENDER—Three yrs. in \$50 + mm bank; handles ag, consumer, R.E. and some commercial loans. FmHA approved lender, licensed in insurance. Presents himself very professionally, exhibits maturity, self-confidence, and intelligence. References report, "Has gained a wealth of experience in short time, and eager to learn more...a sharp young banker with lots of potential." FmHA official states, "Caught on quickly to what we needed on guaranteed loans. One of the best I've worked with." B.A. Finance. **\$23-\$25,000.** Call Jean.

J-3 COMMERCIAL/AG LENDER—Offers 4 yrs. current lending experience, plus top recommendations! Presently responsible for \$35mm commercial loans to ag businesses, handling credit lines of \$50,000 to \$3mm. Experienced in financial analysis, cash flows, loan documentation and workouts. Former PCA loan officer, strong micro computer skills, farm background, B.S. Bus. Admin. (high GPA). "Enthusiastic, energetic, cooperative young man! Strong in both ag production and ag business lending. His personality is useful in building rapport with borrowers. A very promotable individual!" **\$25-\$28,000.** Call Jean.

J-4 SR. LOAN OFFICER—Past 7 yrs. as V.P. and sr. lender in charge of \$40mm ag portfolio. Six yrs. previous PCA experience. Says reference, "Displays utmost integrity and professionalism. Able to deal with borrowers in very difficult situations, and mastered the complex legal and business problems." B.S. Ag Econ. **\$40,000.** Call Jean.

J-5 SENIOR MANAGEMENT/AG—Six yrs. experience in charge of up to \$500mm in ag credits. Now administering a \$180mm ag portfolio servicing two commercial banking units. Provides technical expertise to lenders and credit dept. on all aspects of ag and ag businesses. Skilled in staff supervision and development, credit analysis, loan assessment and strategic planning. Highly educated. **\$40,000 min.** Call Jean.

S-6 AG LOAN OFFICER—Oversees \$6 MM in ag, consumer and commercial loans. "Works with FmHA guarantees, very personable and easy to get along with. I would rehire him," says reference. **\$18-\$22,000.** Call Sandi.

S-7 AG LOAN OFFICER—Two years short and long term lending, cash flows, risk appraisals. "Strong in credit, handles people very well. We want to keep him," says employer. **\$24-\$27,000.** Call Sandi.

S-8 AG LENDER—Three years all areas of lending plus insurance. "Good in cash flows, analysis and financial statements. I would recommend him to be hired," reports reference. B.S. Ag Business. **\$22-\$25,000.** Call Sandi.

S-9 LOAN OFFICER—Two years ag, consumer and real estate lending. "Spends more hours than required...knows credit. I would rehire him," says reference. B.S. Ag Finance. **\$25-\$27,000.** Call Sandi.

S-10 CEO—References are tops on this CEO of 40MM rural bank. Former bank examiner. "He has high standards, is a good credit man and his customers want to keep him," says reference. B.S. Finance. **\$45-\$55,000.** Call Sandi.

J-11 AG/CONSUMER LOAN OFFICER—The right combination: 1 yr. banking experience, 2 yrs. with FmHA. Currently ag loan officer in small bank, & handles few consumer loans. Also interested in operations and insurance areas. Very successful with FmHA guaranteed loans, strong computer experience on main frame and micros. ISU grad plus several AIB courses. IA farm background, actively involved in community. **\$23,000.** Call Jean.

J-12 VICE PRESIDENT—Nearly 10 yrs. banking experience, currently in charge of \$5mm ag and commercial loans. Also involved in operations and insurance. Set up farm loans on computer. Handles workouts and all FmHA guarantees. Supervisory experience also. Bus. Admin. plus additional banking schools. **\$33-\$35,000.** Call Jean.

J-13 BRANCH MGR/LOAN OFFICER—Seasoned banker offers all-round experience in ag, consumer, and main street commercial lending, operations, staff management and knowledge of investments. Twenty yrs. experience, dapper appearance, personable and highly recommended. **\$25,000.** Call Jean.



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BANKERS AVAILABLE

S-14 **COMMERCIAL LOAN OFFICER**—"Handles commercial loans well. Helped run the bank. Very personable. Strong at credit analysis," says reference. **Mid-\$30s**. Call Sandi.

S-15 **AG LOAN OFFICER**—12 yrs. Farm Credit Service. "Very capable. Presents self well. Easy to work with. Motivated. Good follow-up," reports reference. B.S. Ag Econ. **\$30-\$35,000**. Call Sandi.

S-16 **SENIOR CREDIT OFFICER**—Over five years with PCA. Supv. four loan officers. "Top notch at credit analysis. Lots of drive. Communicates well, good looking...excellent attitude," says reference. B.S. Ag **\$34-\$37,000**. Call Sandi.

S-17 **FORMER BANK EXAMINER**—Exp. as chief loan officer and managing rural bank. "His strong point is his credit analysis. Learns easily and gets along with others," says ref. BS Finance. **\$30-\$35,000**. Call Sandi.

S-18 **SENIOR LOAN OFFICER**—14 years ag credit with same employer. "Thorough, detailed, persistent. Self-starter. Problem solver," reports ref. **\$32-\$34,000**. Call Sandi.

S-19 **LOAN OFFICER**—Skilled making both commercial and ag loans. "He turned things around in this bank," says ref. B.S. Bus. **\$33-\$35,000**. Call Sandi.

J-2 **COMMERCIAL/CONSUMER LENDER**—In charge of approximately \$5mm loans; consumer, commercial, and real estate. Four yrs. bank experience. Involved in audits, some compliance. References say, "Started in teller and operations area. Thorough, good documentation and time management skills, and keeps past dues to a minimum. Very popular and personable; the type to attract new business. Ambitious. Deserves opportunity to advance." Education includes ISU plus several AIB courses. **\$23-\$25,000**. Call Jean.

J-5 **AG LOAN OFFICER**—An impressive young man with useful experience gained from his past three yrs. with FmHA. References say, "Top work habits...a real producer with lots of drive. Intense; really gets into high gear on farm loans. Above average intelligence, personality, and appearance. Good farm background, energetic and results oriented." Strong micro computer experience. Masters degree Ag Econ. **\$22,000 min.** Call Jean.

J-9 **V.P./SR. LENDER**—"Extremely good at working through ag problems," was one reference comment about this seasoned young banker. Began his ag lending career ten years ago with FmHA, then moved to PCA as branch manager. Has been with this \$90mm bank for past 4 years, now in charge of nearly \$20mm in ag loans and supervision of 3 officers. Another reference stated, "He'll be hard to replace if he leaves...has dramatically reduced problem loans, and his style keeps customers friendly and willing to work with us. Has the right personality and image for banking...A good man!" B.S. Ag. **\$36-\$38,000**. Call Jean.

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. **VP/AG**—\$50mm IA bank in sizeable town with good schools, golf, swimming, etc. NOT a problem bank; good opportunity. Requires 5 yrs. ag lending experience, degree preferred. **Salary to \$35,000**.

2. **#2 PERSON**—needed in rural IA bank, near metro area. Highly rated bank, good chance for future advancement. Requires 3-5 yrs. ag lending and loan analysis skills. **\$25-\$35,000**.

3. **AG LOAN OFFICER**—\$20mm N. central IA area. #3 loan officer. Do cash flows, credit analysis, FmHA guarantees. Requires 1-3 yrs. ag lending experience, degree and knowledge of micro computers helpful. **\$20-\$25,000**.

4. **AG LOAN OFFICER**—#2 in ag dept. of \$50mm independent bank. Large town, attractive IA location. Share ag lending responsibilities, including farm visits and must be able to run cash flows on computer. Two yrs. ag lending experience needed. Offers excellent benefits, including profit sharing and 3 wks. vacation. **\$25,000**.

5. **COMMERCIAL LOAN OFFICER**—Large metro IA bank. Requires sales-type personality for new business development. 1-3 yrs. lending experience needed. **\$25,000 + full benefits**.

6. **VP/AG SPECIALIST**—\$40mm bank, MN resort town of 5000. Highly rated independent bank, future opportunity to advance to 2nd in charge. Requires strong ag lending skills, micro computer experience, ability to handle work-out situations if necessary. Will be in charge of \$5-\$8mm ag portfolio. **\$35,000 range**.

7. **COMMERCIAL LENDER/ASST. CASHIER**—

\$150mm bank, large college town. Handle \$8mm diversified commercial loans. 3-5 yrs. commercial loan experience, ability to handle \$150-\$200,000 lines of credit. Owner says, "We pay to keep good officers!" **\$25-\$35,000**.

8. **CONSUMER LOAN OFFICER**—Excellent career advancement opportunity with reputable holding company in \$50mm bank, good condition, great IA location. Will spend majority of time in consumer loans initially, and work into commercial and ag later. Requires 2-3 yrs. bank experience, 4 yr. degree. Must be a prominent and professional individual **\$20-\$25,000**.

9. **AG LOAN OFFICER**—\$40mm bank, small holding company, VERY clean! E. IA area, 10 mi. from metro. Will be #2 in small ag dept. Keep on top of loans to avoid problems, process FmHA apps, make farm calls, etc. 2-5 yrs. ag lending experience needed, from bank, Farm Credit System or FmHA. Good advancement potential, full benefits. **\$25-\$30,000**.

10. **AG CREDIT REVIEWERS (4)**—Major financial institution, metro location. Will evaluate loans and credit administration, prepare reports, etc. Strong ag credit and analysis experience, oral and written communication skills required. **\$35,000**.

11. **AG LOAN OFFICER**—\$80mm IA bank, lovely community. Will do cash flows, FmHA guarantees, some workouts. Requires 3-5 yrs. bank or PCA experience. Must be an outgoing, self-motivated individual. **\$25-\$30,000**.

12. **LENDING/OPERATIONS OFFICER**—\$25mm independent bank, good condition, S. MN resort

town. Excellent career opportunity for experienced ag lender with well-rounded banking background. Some investment knowledge helpful. **\$30,000 range**.

13. **CONSUMER LOAN OFFICER**—\$35mm top-rated independent bank, within commuting distance of major city in MN. Requires 3 yrs. lending experience. **\$20-\$28,000**.

14. **VP/AG LENDER**—\$40mm bank, NE county seat town. Share #3 spot. Excellent condition and earnings. Main responsibilities in ag dept; requires 5-10 yrs. ag lending experience, good technical skills. Individual must be promotable; management potential within this system. **\$33-\$38,000**.

15. **COMMERCIAL LENDER**—Oversee commercial and installment loans in \$20mm small holding co. bank. Clean bank, good future advancement. Metro ND location. Requires 3-8 yrs. experience. **\$24-\$32,000**.

16. **SR. LOAN OFFICER**—\$25mm bank, good condition, located in ND county seat town with pool, golf course, and good school system. Will be in charge of \$8mm loans. **\$25,000 +**.

17. **AG LOAN OFFICERS (2)**—N.W. IL. Potential for management. Large, progressive town. **\$25-\$30,000**.

18. **CONSUMER/REAL ESTATE LOAN OFFICER**—Large bank in beautiful Mississippi River town of 8000. Will make loans, handle collections, some work with small commercial loans also. Bank in good shape. Requires 3-5 yrs. experience, good communication skills. **\$25,000**.

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Nebraska News

The National Association of Bank Women, Mid Plains Group, will hold their May meeting at the Omaha Country Club, Omaha, on June 3 at 5:30 p.m. Guest speakers will be Carol Hunter and Tim Rouse from The Futures Group discussing "Women and Men: Colleagues and Leaders for an Achieving Society." For reservations call Diane Long at 221-5555.

COZAD: G.S. Wittenberger, executive vice president of First Bank & Trust Co., has announced his retirement. He has been with the bank since 1966. Jeffrey J. Konen has been named as his successor. Mr. Konen previously served the bank as a vice president.

ELK CREEK: Kenneth L. Bartels was recently promoted to vice president at the Johnson County Bank, Tecumseh office. He had been with the former Johnson County Bank for 32 years, and served in many capacities including vice president and cashier.

Minnesota News

MINNEAPOLIS: Norwest Bank Minneapolis has promoted Lloyd W. Simms and John R. Slifer to assistant vice presidents as part of a move to intensify service to financial institutions. Mr. Slifer's main responsibilities are with insurance, commercial finance, leasing, brokerage and other large financial institutions, while Mr. Simms specializes in serving other non-bank financial service companies and bank-holding companies. Mr. Simms joined Norwest in 1983 and Mr. Slifer, in 1981.

NEW ULM: State Bank and Trust Company has appointed Gerald Fessenmaier as president. He previously served as a vice president of Commercial State Bank in St. Paul and of First Brookdale State Bank, Brooklyn Center, and most recently was executive vice president of St. Cloud National Bank Trust Com-

ROSEVILLE: The Roseville Bank has promoted Robert L. Grasley to vice president of the data processing department. He joined the bank in February, 1985.

ST. CLOUD: First Bank Alexandria has elected Anthony C. Schneiderhan as chairman and Lowell C. Peterson as president and CEO. Mr. Schneiderhan, who had served as president and CEO since 1976, previously served at First Bank Rochester, First Bank Virginia and First Bank Sauk Center. Mr. Peterson comes to the bank from First Bank Minnesota, where he was vice president and senior credit officer since 1984. He has also served First Banks at Edina, Hopkins and Virginia.

ST. PAUL: Bruce N. Davis has been appointed as a vice president in the commercial lending department at The Commercial State Bank. Mr. Davis was formerly with First Bank Systems.

Illinois News

NORTHBROOK: Stanley Bresler has joined the board of directors of Cole-Taylor Financial Group. He is president and CEO of Bresler's 33 Flavors, Inc., a nationwide franchiser of ice cream stores. He is also vice president of Convenient Food Mart, Inc. and president of Bresler Realty Company.

SOUTH HOLLAND: The South Holland Trust Savings Bank has elected Charles E. Waterman chairman and CEO. Mr. Waterman is the third generation in the family to hold this position at the bank. He will also serve as vice chairman and CEO of South Holland Bancorp., Inc., the bank's parent company. He has been with the bank since 1971. His father, Carl T. Waterman, will remain as chairman of the holding company.

South Dakota News

RAPID CITY: Jon Oien has been named trust officer for Norwest

Capital Management and Trust Company. He joined the bank in 1983 as a personal banker, transferred to the north branch in 1984, and in 1985 was promoted to personal banking officer.

SIOUX FALLS: Marlys Donner and Diane Hovda have been elected personal banking officers at Western Bank—West. They have a combined total of 24 years of banking experience. Randy Jorgensen has been elected commercial credit officer at the bank. He joined Western Bank in 1984 following several years as a national bank examiner.

Wisconsin News

SHEBOYGAN: First Interstate Corporation of Wisconsin has announced that its board of directors has approved a two for one stock split, which will be accomplished by a 100% stock dividend payable on June 10, 1986 to stockholders of record on May 30, 1986. The board also announced a cash dividend of \$.27 per share payable on July 1 to shareholders of record on May 30. The dividend is payable on all shares held prior to the 100% stock dividend.

Colorado News

Central Bank's continuing seminar series "Executive Strategies" will feature "A View from Washington" by popular commentator and columnist George Will on June 17. The seminar will be held at the Radisson Hotel Denver. Registration is at 3:30 p.m. with the presentation from 4:30 to 6:00, followed by a cocktail reception for Mr. Will.

DENVER: Colorado National Bank—Boulevard has promoted William R. Vasa to vice president, commercial loans & loan review. He joined the bank in 1984 as credit analyst/loan operations supervisor, and was subsequently promoted to loan operations officer and assistant vice president—credit analyst.

LONGMONT: Robert P. McWhor-

4 ter and L. Michael Finnegan have joined Colorado National Bank—Longmont. Mr. McWhorter comes from First Interstate Bank of Alaska and holds the position of vice president and loan administrator. He has 27 years banking experience and was previously associated with First Interstate branches in Oregon. Mr. Finnegan, who is assistant vice president and commercial loan administrator, comes from Commerce Bank of Aurora. Previous associations have been with the United Banks of Littleton and Fort Collins.

POSITION AVAILABLE

SENIOR LENDER

Will be responsible for planning, organizing, and directing the banks overall lending operations. Applicant must have excellent track record. Send resume to File No. WFK c/o Northwestern Banker.

OPERATIONS MANAGER Southwestern Minnesota. Experience in operations, installment lending and real estate. \$20M facility. Salary open. Send resume to File No. WFO c/o Northwestern Banker. (PA)

\$50M Eastern Iowa Bank has an opening for an individual with a minimum of two years experience in **CONSUMER AND INSTALLMENT LENDING**. Send resume and salary requirements to File No. WFP c/o Northwestern Banker. (PA)

BANKING

VICE PRESIDENT. 7+ years lending, basically agriculture. Excellent opportunity. #3 person in the bank of \$40mm. Rural community with fantastic golf course\$35,000Call Dean

COMMERCIAL LOAN OFFICER. Large holding company bank needs commercial lender with 3+ years experience to handle \$15mm portfolio. Progressive career opportunity!To \$30,000Call Dean

TRUST INVESTMENT HEAD. Heavy experience in banking investments to manage this billion dollar department! Work with other executives in the community\$50,000+Call Dean

SENIOR VICE-PRESIDENT. Oversee all lending of what is primarily a commercial and real estate portfolio. People supervision or administrative background. Community is known for its beauty. Retirement plan\$50,000Call Bruce

ASSISTANT VICE-PRESIDENT OF COMMERCIAL LOANS. Large bank holding company. 2+ years extensive commercial lending for this expanding marketplace\$33-38,000Call Bruce

COMMERCIAL LENDER. \$200mm bank. You will work with businesses whose annual sales are at \$20mm. Need a metro banker \$35-40,000 Call Bruce

#2 EXECUTIVE VICE-PRESIDENT. Your 3+ years of dairy and ag lending could grab the #2 spot in this \$45mm bank. New facility located in a progressive communityTo \$30,000Call Marj

COMMERCIAL LOAN OFFICER. 2+ years commercial and real estate lending is your ticket! Great holding company bank is \$120+ mm with excellent upward mobilityTo \$30,000Call Marj

FARM MANAGER. Good farm operations experience or knowledge could qualify you for this excellent bank opportunity! Learn while you earn!To \$22,000Call Marj

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POSITIONS AVAILABLE

PRESIDENT, \$5mm bank in a town of 5,000 close to a reputable collegeto \$30,000

JUNIOR AGRICULTURE LENDER for a \$70mm bank in a town over 20,000, 2 hrs. from metro, and excellent schoolsto \$30,000

ALL AROUND BANKER for a \$40mm country bank. Lending and some operations required\$20,000 to \$25,000

VICE PRESIDENT loan officer for a \$50mm bank, extremely progressive area, heavy ag background requiredto \$40,000

PRESIDENT \$15mm bank in a most desirable recreational area\$40,000 + +

SENIOR VICE PRESIDENT \$65mm bank, town over 10,000to \$40,000

VICE PRESIDENT, COMMERCIAL lender requiring strong commercial technical skills, college town\$50,000

SENIOR VICE PRESIDENT over lending in an \$80mm bank in an exceptionally fine small town close to metro areaOPEN

OPERATIONS OFFICER, \$25mm bank with 2,000 acre lake\$25,000

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POSITIONS WANTED

Seeking a **MANAGEMENT TRAINEE POSITION** leading to a career in banking and investment field. Graduate of Midland College, Fremont, NE., with BSBA degree, concentration in management. Two years experience as bank teller last two years of college. Available immediately for interviews. Good references. Bradford Cook Schiermeyer, 91 West 10th St., Fremont, Nebr. 68025 (402) 721-2213. (PW)

FOR SALE

TEMP. BANK BLDG.—12 x 65 ft. trailer for sale, rent or lease available mid-June. Heat & AC, 2 teller windows, 1 drive-up window, 2 offices, computer room, 3 safes and all under-counter equip, night depository. Contact John Young, 1st United Bank, Bellevue, NE (402) 291-2000. (FS)

POSITIONS AVAILABLE

COMMERCIAL LENDER
Short-changing yourself? Large outstate Minnesota community bank needs Com'l Lender. 2+ yrs com'l lending exp & strong communication skills desired. Excellent benefits & great location! To \$32,000 + Bonus.

CONTROLLER/CASHIER
You are needed now! #3 spot in bank! Progressive community bank in South Dakota has opening for Controller. 2+ yrs exp in financial reporting, operations and computer modeling. \$25,000 Flexible.

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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.

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

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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.

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

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POSITIONS AVAILABLE

COM'L LENDER - Dept head \$70m+ bk. 7+ yrs bkg w/5m+ com'l portfolio. \$35K.

AG LENDER - FHA/livestock ag bkgd/2 yrs bk lending. Quality bk w/1.5+ ROA. \$22K.

SR AG OFFICER - Clean bk w/good community seeks hard-nosed lender w/take charge attitude. \$30K.

R/E LENDER - Top-notch organization in AK recreational area seeks proven pro w/3+ yrs com'l, constr, & res R/E lending exp. \$32-34K.

PRES - \$35m+ institution, strong capital base seeks CEO w/5+ yrs exp in similar or smaller bk. Near metro lo. \$50K+.

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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.

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