

NORTHWESTERN

Banker Newsletter

Vol. 15 No. 17

Des Moines, Iowa

August 11, 1986

Nebraska News

Speakers have been announced for the upcoming 1986 Ag Credit Conference, being sponsored by the Nebraska Bankers Association. Orion Samuelson, vice president, Agricultural Services, WGN-Radio, Chicago, will address the question "What's Right with Agriculture?" Dr. James Hagerbaumer, president, Hagerbaumer Electronics, will discuss economic development. Coach Tom Osborne will be luncheon speaker. Dr. Michael Boehlje of the U. of Minn. will speak on ag lending. Climatologist Dr. Iben Browning will give a presentation, and Denis O'Toole of the ABA and William Brandt of the NBA will give a legislative report. Dr. Roy Arnold of the U. of Neb—Lincoln, will be featured at the Ag Recognition Luncheon, when awards will be presented to Bob Daugherty of Valmont Industries and Walter Behlen of Behlen Buildings.

BELLEVUE: The Bank of Bellevue has named Rick R. Sanders senior vice president and senior trust officer. He joined the bank in 1981 as vice president and trust officer, was named to head financial planning in 1985, and in 1986 was named an associate member of the management company's (Affiliated Midwest Banks) executive committee.

GERING: Gering National Bank & Trust Co., with assets of \$68.7 million, was closed July 31 by the U.S.

Comptroller of the Currency. The bank's \$67 million of deposits held in 13,200 accounts are being assumed by Scottsbluff National Bank & Trust. The failed bank's two offices reopened August 1 as Gering Branch-Scottsbluff National Bank & Trust Co. The Scottsbluff bank has agreed to pay the FDIC a purchase premium of \$15,000 and will buy the failed bank's loans and other assets for \$38.7 million. The FDIC will advance Scottsbluff National \$29.2 million and will retain assets of the failed bank valued at about \$30 million.

ORD: At Nebraska State Bank, Jim Bodyfield, formerly vice president in charge of operations, has been promoted to executive vice president. He joined the bank in 1978. Jim Guptill has joined the bank as vice president and loan officer. He comes from the Broken Bow PCA. Steve Vech, former V.P. in lending, has been named to direct the new agricultural real estate lending division. He has been with the bank three years.

Iowa News

Citizens Savings Bank, Gilman, will hold its Fifth Annual Golf Day on Aug. 27, at the Oakland Acres Golf Course on Highway 6 west of Grinnell. For more information call Don Arendt, president, at (515) 498-7714.

CAMANCHE: Hawkeye Bancorporation last week sold Hawkeye Bank and Trust to Clinton National Bank, which announced it is merging Hawkeye B&T into Clinton National and retaining an office in Camanche. This is the first Hawkeye Bank to be sold out of the 17 recently put on the market. Sales of several other Hawkeye banks are expected to be announced soon. Hawkeye will retain its other 19 banks.

COLLINS: Exchange State Bank has been purchased by a group headed by Gary Hested and Mike Rude of Jewell from Bankers Trust Company, Des Moines, which had taken title to the bank in 1985 from former owner William W. Burrell. Mr. Hested has been elected president of Exchange State, but will continue as executive vice president and cashier of Farmers State Bank, Jewell. Mr. Rude is resigning at Jewell to become executive vice president at Exchange State Bank. William C. Hamilton, who has been president of Exchange State, will remain with the bank as senior vice president. Dorothy C. Dunshee, cashier, and other employees also will continue in their present positions, Mr. Hested said.

DES MOINES: George F. Milligan has been named regional president of Norwest Corporation's Region IV, headquartered here. He will continue to serve as chairman of Norwest Bank Des Moines. Mr. Benson,

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Jay Nichols

who plans to retire in 1987, has returned to corporate headquarters in Minneapolis where he will undertake a number of special assignments involving strategic and acquisition planning and interstate banking while serving as regional administrator in Norwest's retail and business banking division.

ELDORA: Security Bank of Marshalltown has signed an agreement to acquire Hawkeye Bank & Trust of Eldora, which would be operated as an office of the Security Bank. Hawkeye Bank & Trust has assets of \$16 million and upon consummation of the purchase, Security Bank's assets will total \$200 million, according to Security Bank president Ronald Fenton. Security



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Bank has offices in Gladbrook, Laurel and Prairie City. The latter results from the July 24th acquisition of the failed First National Bank of Prairie City. Security Bank's holding company, SSB Bancshares, Inc., also owns Story County Bank & Trust Company in Story City.

IOWA FALLS: The two offices of Citizens State Bank were closed July 31 by Iowa superintendent of Banking William Bernau. The bank reopened August 1 as Green Belt Bank & Trust, a newly chartered subsidiary of Green Belt Bancorp of Iowa Falls. Citizens State Bank had assets totaling \$51.9 million. Merle "Rocky" Weaver, who established Green Belt Bancorp to purchase the bank, paid the FDIC a purchase premium of \$1.1 million. Green Belt Bank & Trust will assume about \$50.9 million in 10,000 deposit accounts and will purchase loans and other assets of the failed bank for \$35.4 million. The FDIC will advance Green Belt \$19.3 million and retain assets of the failed bank valued at about \$16.5 million. This is the ninth Iowa bank to fail this year.

KELLOGG: Two staff changes have been announced at Kellogg-Sully Bank & Trust. Ronald G. DeNoovy has been promoted to vice president. He has been an officer of the bank since 1982. James C. Anderson has been elected cashier and vice presi-

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dent. He previously served as president of Melbourne Savings Bank.


WAVERLY: Robert D. McKee has been appointed president and CEO of The First National Bank of Waverly. He succeeds Jim Arens, who was with the bank over 28 years. Mr. McKee has been with Brenton Banks for over 30 years, and most recently was in charge of loan administration for Brenton.

Minnesota News

MINNEAPOLIS: Three have been promoted to vice president and one has joined the bank in that position at First Banks. They are Frederick T. Green, telecommunications division; Michael J. McGroarty, corporate asset funding division; and David M. Thompson, syndications division, former assistant vice presidents; and John N. Norris, who has joined the bank in the transportation/equipment leasing group. Mr. Norris had been with Manufacturers Hanover Leasing, Minneapolis.


MINNEAPOLIS: The First Banks have promoted Calvin C. Meury, Jr., corporate marketing administration division, and James K. Thomes, special deposit services administra-

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PRESIDENT To \$45,000
Dynamic Minnesota bank of \$35MM desires self-starter to manage. 10+ years commercial and ag lending experience, proven management skills and diplomatic motivator desired.

PRESIDENT To \$50,000
Management Opportunity! \$40MM bank located in Montana needs strong credit person to manage the bank. Co desires 8+ years commercial/ag lending experience. Proven credit skills and decisive management skills required.

SENIOR VP/LOAN ADMINISTRATOR To \$48,000
Progress tapering off? South Dakota mid-sized bank needs strong loan administrator to manage the entire bank credit portfolio! Desires 7+ years lending experience with emphasis in agriculture. HOT!

SENIOR VP/CREDIT To \$60,000
Sick of politics? Join a rapidly growing Twin City bank! Desires 8+ years heavy commercial loan experience and proven loan administration ability. Become part of the executive management team and oversee the entire lending function of this mid-sized bank.

VICE PRESIDENT To \$45,000
Ready for a new challenge? \$35MM TC bank needs #2 person! Desires 7+ years lending experience with emphasis in commercial, real estate, and consumer loans. Must be a proven lender with management ability. Ready To Hire!

SENIOR CREDIT OFFICER To \$38,000
Short-changing yourself? Small Minnesota bank 40 miles from TC desires individual to oversee the lending function! Desires 5+ years commercial lending experience. Strong emphasis in ag cash flows needed.

VP/MGR COMMERCIAL DEPT To \$48,000
Outgrown your job? Mid-sized bank in a "great" Minnesota city needs manager of the commercial loan department! Desires 6+ years commercial lending experience, degree, strong business development skills, and a take-charge personality! Ready to Interview!

VICE PRESIDENT/COMMERCIAL LENDING To \$45,000
Are you ripe for a move to the Twin Cities? Leading Downtown Mpls bank needs commercial lender with 5+ years experience, degree, and a professional image to work with mid-market clients. Get Your Career Moving!

COMMERCIAL LOAN OFFICER To \$30,000
Ground Floor Opportunity! Twin City bank has immediate opening for lender with 1+ years commercial experience. Provides excellent career path! Desires a college degree, proven technical ability and strong interpersonal skills.

AVP/CONSUMER LOAN MANAGER To \$28,000
Meaningful growth opportunity! \$90MM Central Wisconsin bank desires manager to oversee the consumer and real estate departments. 3+ years bank lending experience desired. Must know VA/FHA first mortgage financing.

CONSUMER LOAN MANAGER To \$28,000
Do you want to be treated as a professional? Medium Minnesota bank needs 3+ years consumer experience with emphasis in both direct and indirect lending, floor plans, and student loans. Must have a degree and be a team player. Super Opportunity!

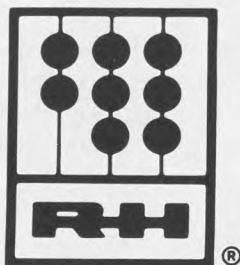
AG LENDER To \$30,000 Flexible
Be part of the management team! Small outstate Minnesota bank desires a senior ag lender to manage a \$9MM ag portfolio. Desires 5+ years ag lending experience, strong technical ability and the desire to manage. HOT!

VP/MANAGER—TRUST DEPARTMENT To \$40,000
Ready for greater responsibilities? Montana bank seeks person with 5+ years trust administration background to manage department. Knowledge of employee benefits, business development, and previous management skills helpful.

TRUST OFFICER To \$30,000
Meet your future! Leading bank in major South Dakota city needs a trust officer to administer accounts and assist in investment function. Desires 2+ years experience and a degree.

MORTGAGE LOAN PROCESSOR To \$20,000
Immediate Opening! Are you a high energy person with 1+ years loan processing experience? Twin City bank needs self-starter with knowledge of FHA, VA, Jumbo and conventional loan processing. Well established with pleasant working conditions!

LOAN SERVICING To \$20,000
Great Opportunity! Leading Mpls bank seeks loan servicing individual with 2+ years experience. Senior position will exclusively process mortgage/consumer loan payments. Knowledge of escrow analysis, payment calculation, loan assumptions and UCC filings needed.



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The Role of the Independent Banker in Shaping the Future

John Chrystal, president of Bankers Trust Company, Des Moines, is ceo of the state's fourth largest bank, with assets exceeding \$520 million. His background includes a career as owner and ceo of rural Iowa banks, family ownership in successful farming enterprises, and serving at one time as Iowa's state superintendent of banking. Along with this close identification with rural Iowa, Mr. Chrystal has successfully blended in a lifetime interest in Democrat party politics, and serving as a director of the Des Moines Register and of Bankers Trust Company, where he assumed the presidency in September, 1984.



J. CHRYSAL

Mr. Chrystal was elected president of the Iowa Independent Bankers at the IIB annual meeting at Lake Okoboji July 26. Because of his extensive background in financing rural Iowa, plus the experiences of his dozen or more trips to the Soviet Union as invited consultant to the USSR agricultural commissioner, his analysis of independent banking and the future of agriculture are printed here for all our readers.

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THESE are troubled times for most of the Iowa independent banks and bankers because it is especially our group that serves a depressed, rural Iowa. I might add that, viewing results, we seem to be at least as capable as our holding company brethren. But that comparison only accents the trouble.

Iowa, in the past few years, has lost in excess of ten percent of its farm population. In the next several years, Iowa will lose more than five percent more of her farmers. This loss of farmers and individual farms does not necessarily mean fewer tilled acres but fewer and larger farm units and, thus, a smaller farm population. This loss of customers has hurt, and has eliminated many farm suppliers and suppliers of farm families. These lost farmers and agri-businessmen will not be replaced by the simple passage of time. This job loss must be replaced by new or expanded ventures not so directly connected with agriculture. If the new ventures are agricultural, they must be in an area such as science or technology or processing.

We Must Be Active

For that reason, it is my firm belief that we, as community leaders, must be *active*, not only for our towns, but as regional citizens to

develop or enhance job opportunities in an economic area. If we do not become more interested and active, we bankers can go the way of farms and farm suppliers. If the drift of things doesn't change, many of our towns will not be viable.

I have wondered a lot why Iowa slept as the nation was changing. Why haven't we been more aggressive in seeking new people, new jobs, and even new directions? Well, we were so rich, our leaders didn't need to give more than lip service to the future. All Iowa assets were inflating at a wonderful rate. The unemployment rate was very small, as was the population growth; practically no minorities; not much crime; why worry about where we were headed?

Then, something happened in the first half of the 1980's. Asset values fell by sixty percent! Debts contracted in good times had to be paid in bad times. The result has been a loss of population, loss of jobs, and lack of a strong economy.

Now we need action just to sustain our position of the seventies, let alone move forward with the rest of the nation.

How did we get here? High interest rates, budget deficits, trade imbalance, inflation, deregulation. But those are just the symptoms of the disease of irresponsible government of both political parties since Lyndon Johnson, and including Ronald Reagan.

Nearing the Bottom?

We have not yet quite found bottom in Iowa's economy. In the national economy, I think we are near the end of the wild, aggressive moves like those we had in Iowa in the seventies.

Mergers, leveraged buyouts, golden parachutes, green mail and the like have nearly had their day. The impetus for radical economic action is nearly finished, I believe. But some of the go-go stuff still remains in Iowa and it has some cheerleaders — those holding companies who have either already sold out or want to sell out. They want to legalize what they've done in interstate banking, or what they want to do.

We are told by holding companies that have already sold to out-of-state investors, or would like to, or those who would like to buy into

Iowa, that if Iowa doesn't have interstate banking, we will fall further into the economic canyon, or will not be able to progress. It is the fashion and Iowa needs to be in the twentieth century! There is a well financed, articulate hype with competent employees, whose full-time occupation is the promotion of deregulation. Thus far, those people have not produced convincing arguments to Iowa.

There is, I hope, an honest difference of opinion outside those self-servers. Pioneer Hi-Bred just had a dinner and program seeming to endorse interstate banking, at which Citibank provided the featured speaker. The *Des Moines Register* has editorialized in favor of crossing state lines. There are legislators who genuinely support the interstate theory. However, a majority of legislators, bankers, consumer groups, farm groups, labor groups and the general public oppose interstate banking.

The Iowa Independent Bankers association has, for many years, successfully and honestly opposed Iowa's entrance into interstate banking. But inflation, deregulation, the public stock market, and a lack of growing space has made the national sized banks seek to grow by horizontal expansion. That move by the big banks and holding companies has brought the "crossing of state lines" forward as the leading internal banking industry struggle.

Appraising The Issue

I would like today to appraise the issue as I see it and to suggest action.

1. There is no question but that Iowa banks and bank holding companies would be sellers, not buyers, in an interstate environment. Illinois, Minnesota, New York and other money center states can hardly wait to buy. Thus, Iowa would lose those multi-bank headquarters now domiciled in Iowa but sold outside, or bank executives of single banks domiciled in Iowa but sold outside. Such financial institution's general policymaking would be outside Iowa, and corporate heads obviously would not be as politically or civically involved in Iowa as we are. I believe this is a *very* important point.

Members of Iowa holding compa-

nies seem loathe to take controversial public positions, except for their own direct benefit. Can national ones be better? One thing our holding companies do understand is PAC's and lobbyists. They have more lobbyists than Iowa's two bank associations added together, and their banks are located in many legislative districts and thus have a rather major political impact.

2. New equity capital for Iowa bank holding companies in difficulty could be raised more easily by publicly traded national holding companies than now if such holding companies could find nationally traded buyers. The practice in other states would indicate that out-of-state banking companies will not be interested in the vast, vast number of Iowa banks. Most of us here cannot look out of state for correction of capital problems we might have.

3. The pro-interstate people use the words: money (like in loans) and capital (like in equity) interchangeably. This is confusing, deliberate or not. Iowa has always been a money exporting state — exporting in a big way. There is not and never has been a shortage of money to lend in Iowa — there has been and is a shortage of investments attractive enough or varied enough to hold the exportable money in Iowa. If our current holding companies are owned by out-of-state holding companies, that only increases that problem.

4. If rates of interest on loans and deposits of multi-state, multi-bank holding companies were not different than now, I believe the loan policy would be. Can you imagine the loyalty to customers and community being the same when policy decisions are made elsewhere in our nation? I know of no Iowan or Iowa business denied the ability to finance because of lack of interstate banking. Not just a few — absolutely none! That issue is phony.

5. I do not believe that a bank whose employees can leave a community without great loss, and whose salary policy is determined out-of-state, is going to be so driven for community and area as an Iowa-owned institution. This is a very subjective opinion, but I believe it. Sadly for Iowa, very few of our non-banking companies have become rapacious conglomerates, eating up companies all over the country and managing them from Iowa. So far, most non-banking Iowa companies

have been the prey, not the predator. Only a year ago I worked with Governor Branstad and the distant management of Firestone, and Iowa gave a lot to keep that plant open in Des Moines. It was difficult.

Loss of Markets and Farmers

The rate of increase in yields of most major agricultural products in the U.S.A. has been remarkable, largely because of science and technology. World agricultural yields for the same reason have increased in recent years at a rate which hurts increasingly the important exporting ability of American agriculture.

Since World War II, half or more of American farmers have left the farm. The current rural economic troubles have speeded up that movement. There is a difference between this farm depression and previous ones. This time, without outside interference, the farmers who leave the land will not be replaced. A declining customer base already had small town America on the ropes, and this rural depopulation makes thousands of those pictures of Americana no longer viable.

The current federal agricultural program is forecast to cost as much as thirty billion dollars. And yet, it will result in the largest grain carry-over in history. In short, it is the most expensive flop since PIK, and farmers are going broke by the thousands. Neither the taxpayer nor the farmer can, for long, be in favor of this administration's farm program.

Need Farm Policy Change

The world has changed since Mother was a girl. A farm program based on relatively stable crop yields is no longer valid. I feel sure that now, or in the short time ahead, a whole new farm policy for current times and the time ahead will be forged.

This new farm policy will be much more difficult to create than the New Deal program. It must take into account speeded up scientific change, better transportation, changing diet preferences, demographic change, and be much more involved in economic relationships than it used to be. And, it must have flexibility.

What must you and I contribute to come out of this time of trouble, looking toward a bright future for our community and ourselves? You know, many people have accused independent bankers of being standpat, having a good thing, a mono-

poly, and wanting to keep it, without adequate competition, at the expense of the public. If that was *ever* true, it *isn't true now*. We all know about hard times for banks, and competition, and the requirements of technology. A fellow who bought a farm or bank in 1940 and sold it for cash in 1980 is a lucky fellow indeed. For the rest of us, we need to assess our new situation and decide what new efforts and changes need to be made.

Suggestions

I have some suggestions:

1. This state needs jobs now. We need to work to build those jobs; not as towns struggling with each other, but struggling together to get jobs, cooperate on loans, fund regional economic efforts. The Golden Circle surrounding Des Moines is not yet a success; I believe it will be. Iowa needs 10 to 15 Golden Circles. We need less parochialism, a willingness to fund regionally, and the government machinery to cooperate.

2. We need to spend state money—tax money—to enhance university advice and effort and research and development. We need to spend tax money in cooperative areas to attract jobs.

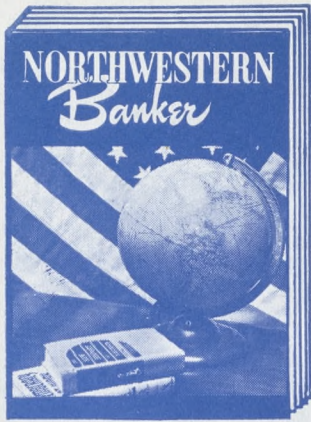
3. We need lots more venture capital (state supported) to help growing or new businesses that do not qualify for traditional kinds of credit.

4. We need to make the Iowa Development Commission less political and stronger in its ability to act. Foreign trade is now, and will be increasingly important to Iowa. The World Trade Center failed a year ago. We shouldn't let the idea die.

5. We need to support post high school education in this state *very, very* strongly. The future of this country does not lie with traditional industrial production but with creativity and then sophisticated production. That's one thing Iowa does an awfully good job of — education.

Conclusion

What we need is to realize that unless we achieve a common goal, we will have greater troubles as individual communities. We need to realize that this trouble we are in now won't disappear with time — a cure will take effort and sacrifice and *money*. If the independent banking community is unwilling to be an active participant, then the chances of success are not as strong as if we were willing. I believe we are. □



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tion division, to vice presidents. Mr. Meury joined the bank in 1971, and Mr. Thomes in 1975. Both were serving as assistant vice presidents in their departments.

Illinois News

CHICAGO: Charles H. Barrow, 56, president and a director of The Northern Trust Company and Northern Trust Corporation, will take early retirement September 1. Chairman Weston R. Christopher-son will assume the additional title of president.

CHICAGO: David D. Sullivan has joined First Colonial Bankshares Corporation as vice president of investments. He previously was a regional investment sales executive at Paine Webber, Inc., in Chicago.

ELMHURST: At Illinois Marine Bank, N.A., Elmhurst, Peter S. Groninger has been promoted to vice president. He joined the bank in 1982. He will administer invest-

ments and forecast for the asset/liability division.

EVANSTON: First Illinois Corporation has declared a five share for four split of its common stock. This marks the second split in 1986 following the two splits in 1985 and one in 1984.

Colorado News

DENVER: United Banks of Colorado and IntraWest Financial Corporation have signed a definitive agreement for the acquisition of IntraWest by United Banks. IntraWest, founded in 1967, is the state's fifth largest bank holding company, had assets of \$1.15 billion at mid-year, and operates 16 banks in Colorado, a mortgage banking company,

an insurance agency, a reinsurance company and a leasing company. United Banks has \$4.7 billion in assets and has 32 affiliate banks and several non-bank subsidiaries.

DENVER: At Cherry Creek National Bank, Patricia Cook and Ronald Reich have been promoted to vice president in the lending division. Both previously were assistant vice presidents, and joined the bank in 1985. Ms. Cook will be manager of consumer lending.



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SENIOR LENDER

Position available for experienced individual to develop, plan, and implement overall lending for \$50M bank. Send resume to File No. WGJ c/o Northwestern Banker.

LOAN OFFICER \$20MM bank in north central Iowa. Must have lending experience in all areas. Good collection skills. Room for advancement. Send resume to File No. WGN c/o Northwestern Banker. (PA)

EXPERIENCED LOAN AND OPERATIONS OFFICER for \$15MM rural Iowa bank. College degree and insurance background preferable. Send resume and salary requirement to File WGK c/o Northwestern Banker. (PA)

TRUST OFFICER—Nebraska bank seeks experienced individual to manage \$30M trust dept. Trust function includes personal and employee benefit accounts. Salary commensurate with experience. Send resume to File No. WGH c/o Northwestern Banker. (PA)

JUNIOR AG CREDIT position. Ag/finance or ag/economics background with 1-2 years on job experience, some computer skills and financial analysis training. Send resume to Norwest Bank Grafton, N.A., P.O. Box 580, Grafton, ND 58237, Attn: Ray Charlton, Pres. (PA)

\$12M eastern Iowa bank near Iowa City has an opening for individual with experience in **LOANS AND OPERATIONS**. Send resume and salary requirements to File No. WGI c/o Northwestern Banker. (PA)

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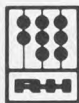
CONSUMER LOANS

Head up dept of hvy floorplans, st loans & gen'l instal loans in \$50m+ bk. Seeks 3+ yrs of consumer loans for this city seat instit in recreational area. \$28K.

#2 POSITION

Take charge spot of \$35m+ bk in southern SD city. Cty seat town needs ag, mgt & cash flow skills to oversee lending. Will eventually run entire bk. \$42K.

FOR FURTHER INFORMATION CONTACT KURT ROSENCRANTS



ROBERT HALF

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#2 IN BANK. Be Sr. Ag Officer as well as #2 person. This is not a clean up situation; you are coming in to write/renew. Nice community located minutes from 40,000 community Low \$30's Call Bruce

SR. COMMERCIAL LENDER. Metro area bank holding company needs experienced loan officer to handle \$40mm loan portfolio. Great benefits \$65,000 Call Dean

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A.V.P. Commercial Lending. Primary metro bank needs talented lender with 3+ years commercial credit. Handle middle market accounts and sizeable portfolio High \$30's-Low \$40's Call Bruce

VICE PRESIDENT. Highly rated ag bank want to add an experienced lender. Could lead to #2 position in near future. Will supervise other loan officers \$40,000 Call Dean

Personnel Search

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402-397-2980

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SENIOR LENDER for \$60 million Illinois bank. Requires ag and commercial lending experience Salary to \$45,000

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BANK AUDITOR for major eastern Iowa bank Salary to \$32,000

REAL ESTATE LENDER with at least 5 years experience in sales, pricing and production. Knowledge of residential and commercial products. Will manage Secondary Market Activity Salary Open

#2 PERSON with operations & lending background for Eastern Iowa bank Salary to \$32,000

SENIOR LENDER for major Metro bank. Must have experience in larger bank Salary to \$50,000.

LOAN REVIEW Person for large western Iowa bank. College degree required + 2-5 years experience Salary to \$28,000.

LENDER with 1-3 years experience + college degree for large western Iowa bank. Requires some travel Salary Mid 20s.

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Employer pays fee.

Please contact Malcolm Freeland concerning these positions or for other banking opportunities.

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POSITIONS AVAILABLE

SR. AG LENDER - Need strong ag and some operations. NC Nebraska. To \$40K.

CEO - Ag & marketing - SE Nebraska. To \$45K + Bonus.

LOAN REVIEW - Bank examining, 3 years. Omaha. To \$30K + Bonus.

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POSITIONS AVAILABLE

CASHIER - \$25MM Ag Bank. Requires background with in-house minicomputers and some knowledge of Agri Loans. \$30K

PRESIDENT - Agri Bank with problem loans. Should have administrative experience and solid Agri Loan skills. \$40K

OPERATIONS - manage department of 35 for large urban bank. Experience with deposit accounting and account services required. \$38K

AGRI LOAN - community bank with large Ag portfolio. Seven yrs. or more Ag Lending experience needed. \$35K

COMMERCIAL LOAN - large suburban bank with \$100MM loan portfolio. Degree and minimum 3 yrs. comm'l lending experience with six figure credits. \$32K

Additional positions available in Midwestern states.

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