

Land Bank Sets New Loan Rates

By **BEN HALLER, JR.**
Publisher

A FOUR-TIERED interest rate structure announced August 27 by the Federal Land Bank of Omaha offers qualified borrowers in Nebraska, South Dakota, Wyoming and Iowa a range of risk-based rates from 10.5% to 12.75%. The rates are effective October 1 for current borrowers, and September 2 for new borrowers. These rates apply to long-term loans. A similar interest rate program became effective for PCA borrowers July 1.

The individual loan pricing program has four interest rate classifications: AAA - 10.5%, AA - 11.25%, A - 12.25%, and B - 12.75%. An Omaha Land Bank spokesman from the public affairs office said 12.75% will be the highest rate charged any borrower, the rate which has been in effect since March 1, 1986.

Land Bank borrowers will receive an additional .25 percent reduction from their new individual rates if they use the PCA of the Midlands as their primary lender for short or intermediate-term credit.

The Land Banks are precluded by law from going into the market to sell new debentures at today's lower rates unless they can show the money is needed to meet anticipated new loan demand. Consequently, the

current average cost of borrowed funds has kept the Land Banks' top rate as high or higher than those obtainable by farm borrowers from local commercial banks, the traditional short-term and production lender.

Two long-time ag lenders contacted by the NORTHWESTERN BANKER said the move to tiered rates has been needed by the land bank but is late. One banker stated, "It's a step in the right direction, and we're pleased with it, but I'd say it's a little late. Some of their better customers have found new lenders, and at a better rate. We've had some good ones come in here and I know other bankers who have told me they've had good Land Bank customers now come back into their shops. Basically, we're offering better loans to some good customers of ours. They've been with us for their short-term, production type loans for years, and now they've turned away from their Land Bank loans because they were grouped with all the Land Bank's loan problems and they got a better deal from us."

That banker said he is making 20-year amortized land loans at three-to-five year variable rates. Rates at his bank currently are 10% for a loan of 50% to appraised value, and 11% for two-thirds to appraised value. Both bankers pointed out

that Land Bank borrowers must also figure in the cost of their 5% stock they're obligated to buy when determining a true lending rate. For a borrower paying the B rate of 12.75%, the actual Land Bank annual rate then becomes 13.42%. For a AAA borrower at the new rate of 10.5%, the actual interest rate then becomes 11%.

Another banker said, "It appears that they're formalizing what has been local bank lending criteria for some years (owner equity, current and intermediate position, payment history and collateral pledged as security). In our bank, for example, we offer a lower rate to an ag borrower who is borrowing only for the current year. If it's rollover money from a previous borrowing season, then a higher rate applies, and this reflects risk as we determine it. So far as rates are concerned, I know better borrowers can get 9.5% to 10% at some ag banks, because the local bank's cost of funds has gone down." (See separate story in Iowa News.)

"Their big problem (at the Land Bank)," one banker stated, "is that they are not putting out any new money; they're just working over their loan portfolios trying to pull themselves out of the current bad situation. Basically, this means agriculture has lost its long-term lender, and banks are trying to pick up the slack for solid borrowers."

Both bankers feel like many

Call on the "Experienced Professionals"

Ready to meet your correspondent needs.

 **FirstTier Bank**
Lincoln

13th & M Streets, Lincoln, Nebraska 68501



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



Mark Conway

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



Dorothea Wolfe

others apparently do—that the Land Bank will finally work its way out of the current mess, but at the long-term expense of the banks. With the help of government money, or government-sponsored funds, a several billion dollar infusion will eventually restore the Federal Land Banks. “That may take eight to 10 years,” one banker noted, “but when they come back after this period, look out. They offer the threat of being the biggest ag lender in the nation and they want *all* the business; that’s why they keep tying in their PCAs with the Land Bank loans.”

Iowa News

Five southwest Iowa banks announced last week formation of a \$20 million loan pool for the pur-

chase or refinancing of farm production land at an interest rate of 9.9% for the first two years. The rate will be adjusted every two years after that, pegged at three percentage points above the three-year rate for U.S. Treasury bills. All five banks share some common directors. Four have common owners—American National Bank of Bedford, Corn Belt State Bank of Correctionville, Union National Bank of Massena, and United National Bank of Sidney. Mike L. Keim is president of the first three banks and chairman of Sidney. The fifth bank is Security State Bank of Stanton, where James W. Grotenhuis is president. Owners of the first four banks are awaiting approval of their application to purchase the Stanton bank.

Mr. Keim said common pooling of loans among the five banks will offer any borrower a maximum \$750,000 individual loan. The program was made public on August 25 and nearly 50 inquiries were received in the first week, Mr. Keim stated. He added that it is hoped the loan program will help stabilize declining farm land values in southwestern Iowa.

ANITA: Donald R. Runger, chairman of the board of the Anita State Bank, announced August 26 the sale of Anita Bancorporation, owner of the Anita State Bank, to a group of southwest Iowa investors. Darryl D. Smith, Atlantic is president of the

purchasing group. Mr. Smith says the new owners plan no immediate changes and will work at keeping the Anita State Bank a very positive force in trying to bolster the area’s economy. The sale is subject to Federal Reserve approval.

CEDAR RAPIDS: Robert J. Louvar has been promoted from assistant vice president to vice president in the correspondent bank division of Merchants National Bank. David G. McQuown has joined the bank as vice president in the correspondent division. He formerly served as president and CEO at Panora State Bank, Panora.

CHEROKEE: Richard Carpenter has been elected vice president of Central Trust and Savings Bank, as well as a director. He is a director and cashier of the Ruthven State Bank, Ruthven.

WATERLOO: Peoples Bankshares Ltd. was reported last week to have submitted an audited 1985 holding company statement to the Federal Reserve Board that restates the multi-bank holding company’s previously stated profits of 1985 downward by \$2.6 million to show now a loss for last year in excess of \$1.1 million. The \$2.6 million adjustment apparently was ordered by the state banking department to reflect income statements at two subsidiaries—the flagship Peoples Bank & Trust Co. and the affiliated Parkersburg State Bank. The holding company also owns Kellogg-Sully Bank & Trust in Kellogg, Melbourne Savings Bank in Melbourne, and First State Bank in Britt.

Earlier, R.K. “Rollie” Sverdahl was removed as chairman and president of Peoples Bankshares, Ltd. Acting president of PBL is Steve G. Marlette, previously comptroller of the company. Several lawsuits have been filed by stockholders who claim the holding company failed to redeem their stock as promised. The



**ASK
DICK RETZ**

**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

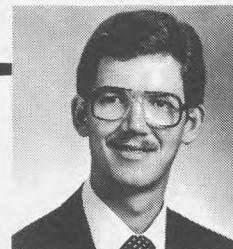
We're Security for You

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



REPRESENTING the 1986-87 leadership of the IBoM are, from left: Second Vice Pres.—Gene LaFrance, pres., Elysian State; First Vice Pres.—Edward J. Zapp, v.p., Zapp Natl., St. Cloud; Treas.—Robert Jacobson, v.p., American Natl. Bk. & Tr., St. Paul; Pres.—Kermit A. Mahlum, pres., First Natl., St. Peters; Immed. Past Pres.—J. Stephen Schmidt, pres., Northern Bank, Anoka, and Exec. Vice Pres.—Norbert A. McCrady, Bloomington.

Kermit Mahlum Elected President of IBoM

By ROBERT CRONIN
Associate Publisher

KERMIT A. Mahlum, president, First National Bank of St. Peters, was elected president of the Independent Bankers of Minnesota during the 1986 annual convention held at Breezy Point Resort, August 21-23. He succeeds J. Stephen Schmidt, president, Northern Bank of Anoka.

Edward J. Zapp, vice president, Zapp National Bank of St. Cloud, was elected first vice president, and Gene LaFrance, president of Elysian State Bank, was named second vice president.

Robert Jacobson, vice president, American National Bank & Trust, St. Paul, will continue as treasurer, and Norbert McCrady remains as executive vice president of IBoM, headquartered in Bloomington.

IBAA President Chuck Doyle, president, Gulf National Bank, Texas City, Tex., was the keynote speaker during the first general session. In his presentation he told bankers that the IBAA is committed to resolving the agricultural problems facing America and to the elimination of the non-bank bank loophole. Mr. Doyle said, "It's not fair to allow competitors into the

banking circle without their having to play by the same rules as the rest of us."

Regarding current interstate banking legislation, Mr. Doyle conceded "The IBAA has been beaten by 'Sears' and 'Citicorps,'" but he emphasized, "we're not down." To attendees he urged, "I encourage each of you to stand up for Main Street America and for America's well being, for you people are the backbone of the IBAA."



IBAA Pres. Chuck Doyle, pres., Gulf Natl., Texas City, Tex., told bankers "If you're committed to your goals, you will be successful."

Stress can play a detrimental role in the life of a banker, especially in this day and age when the future of banking is unsure. Dr. Richard Sebastian, associate professor at St. Cloud State University, gave a timely talk on "Stress Management." He said, "Just living in the 20th century you encounter daily stress - it's inevitable."

Dr. Sebastian went on to say, "The old philosophy of 'what's good for the organization is good for us' is now 'what's good for us is good for the organization.'" It is apparent that bankers must manage their stress. Dr. Sebastian explained three steps to accomplish this important management technique. 1. You must have controlled individual responsibility. 2. Balance in your life is needed; variety is the spice of life. 3. Wellness is important, including relaxation, exercise and proper diet.

United States Senator Dave Durenberger (MN) was the featured speaker at the second day's general business session. Senator Durenberger said, "Because of deregulation, there has been incredible impact on rural America and the banking industry." He added, "Rural America is suffering because the things that were once taken for granted, like police and fire protection, are now being jeopardized." He concluded his speech with the comment, "We can't solve the problems in banking by recycling old debt into longer terms and lower interest rates. . . . we just can't save everybody forever."

Many interesting speakers were included in the general business sessions. Richard Filippone, vice president, Midway National Bank in St. Paul, gave his views on the economic outlook. He predicted the Dow Jones Average to be at or near 4000 by 1988 and money market interest rates to be at 4%.

There were many activities planned for bankers and spouses. A special workshop, "What Do You See As Your Role In The Community?" hosted by Sue Carlson of American National Bank & Trust of St. Paul, was featured. There was boating, swimming and a men's and women's golf tourney during the convention. The annual dinner/dance featured the music of the Jules Herman Orchestra. □

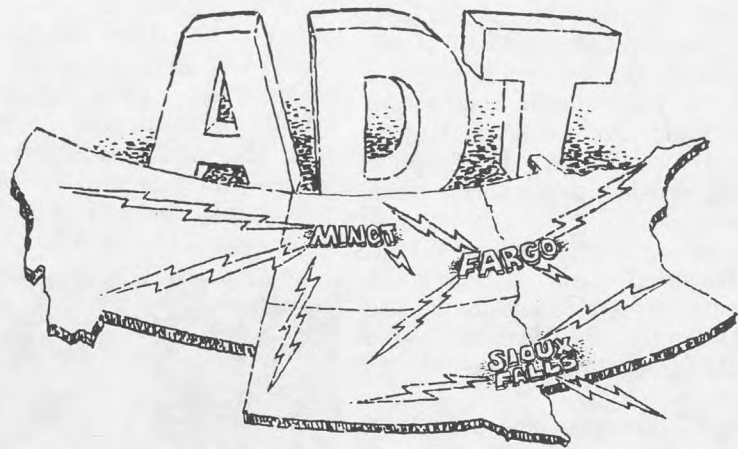


LEFT—Visiting during the opening night social hour were, from left: **Mary Ellen** and **Chuck Doyle**, IBAA pres. and pres., Gulf Natl., Texas City, Tex., with **Norbert McCrady**, exec. v.p., IBoM, and wife **Natalie**. **RIGHT**—**Dr. Richard Sebastian**, assoc. prof., St. Cloud St., talked about stress management.



LEFT—United States Senator **Dave Durenberger** talked about the situation in rural America. **CENTER**—**Sue Carlson**, a.v.p., American Natl. Bk. & Tr., St. Paul, hosted a workshop for spouses. **RIGHT**—**Richard Filippone**, v.p., Midway Natl., St. Paul, presented his views on the economy.

How ADT became the largest processor of independent banks in the area



It started 20 years ago.

That's when our parent, American National Bank of St. Paul, pioneered data processing services to community banks throughout the 9th Federal Reserve District.

And ADT hasn't stopped growing since.

Bankers seem to like our approach to data processing.

They appreciate the fact that

becoming an ADT client requires no heavy up-front investment. And that we always keep them current with new banking technology and regulations.

They enjoy reliable reporting and the prompt, personal attention of their own ADT customer service representative.

Each month, they get to tell us what we're doing right or how we

can make improvements.

And in the end, they know that their total data processing costs with ADT are lower than other DP alternatives.

ADT has been successful because we help our clients become successful. To see what we can do for you, call Dick Aird at 800/237-3762 Extension 112. Or contact one of our data centers listed below.

Largest processor of
independent banks in the
9th Federal Reserve District

**AMERICAN
DATA
TECHNOLOGY**
Subsidiary of
American National Bank
of St. Paul

ADT Minot • Jerry Lee • 701/852-1274
ADT Fargo • Doug Marquart • 701/237/5164
ADT Sioux Falls • Rich Miller • 605/336-8704

*ATTENTION
IOWA BANKERS*

**Directors and Officers
Limited Liability
Insurance
is now available
coverage up to \$100,000**

Call or Write



**THE KANSAS BANKERS
SURETY COMPANY**

435 Kansas Avenue P.O. Box 1654
Topeka, Kansas 66601
1-913-234-2631

Serving bankers for more than 75 years

ATTENTION
IOWA BANKERS

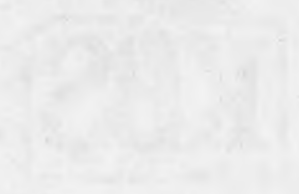
Directors and Officers
Limited Liability

Insurance
is now available
for up to \$1,000,000

Call or Write

THE IOWA BANKERS
FIDELITY COMPANY

2000 Grand Avenue, P.O. Box 100
Des Moines, Iowa 50319
Telephone 515-281-1000



Setting up a new policy for your bank



Bill Sprenger

Tom Jennings

Doug Doll

SPRENGER, JENNINGS AND DOLL



Commerce Bank
of Kansas City

Member FDIC

Outside Missouri call 1-800-821-2180

In Missouri call 1-800-892-7100

Federal Reserve System, which has responsibility for supervising activities of bank holding companies, is conducting an investigation.

Nebraska News

The Nebraska Bankers Association is sponsoring a seminar entitled "Planning for Profits," to be held Sept. 23-24 at the Kearney Holiday Inn. Registration/continental breakfast on the 23rd is at 8:30 a.m. From 9:00 to noon and 1:30 to 4:30 there will be presentations, followed by a reception at 6:00 and dinner at 6:30. On the 24th there will be breakfast at 8:30 and programs from 9:00 to noon. Advance registration is \$125 and includes materials and meals. Fee for the reception/dinner is \$25. After Sept. 16 the fee is \$15 additional. Contact the NBA to register.

NEBRASKA CITY: Steve Darling has recently joined the staff at Otoe County National Bank Trust Co. as vice president. He was formerly the vice president and cashier with the First National Bank, Wisner.

SEWARD: At The Cattle National Bank, Donald L. Bauer has been elected vice president, agricultural loans.

Minnesota News

MILTONA: The Federal Reserve Board has approved the acquisition of Miltona State Bank, by Tysan Corporation, which also owns State Bank of Long Lake. Jon Schmid will continue as president of Miltona State Bank. Rodger Bense, president of the Long Lake bank, will assume chairmanship of the Miltona bank.

MINNEAPOLIS: Robert D. Gordon has been named executive vice president and managing director of corporate relationship banking in First Bank System's metropolitan division. He was previously execu-

tive vice president and manager of the corporate development and strategic planning department.

MORA: Robert L. Nikodym, executive vice president of People's National Bank of Mora, has retired. He was in banking for 45 years and at the Mora bank since 1969. He served as secretary-treasurer, vice president, and president of the 6th district of the Minnesota Bankers Association. In addition, William F. King has joined the bank as vice president in lending. He previously served at Stearns County National Bank of Albany.

ST. PAUL: F. William Johnson has been elected to the board of Capital Bank, and was named president and CEO. He was previously vice president and head of corporate banking for Midwest Federal, a Twin Cities s&l.

Illinois News

The Independent Community Banks in Illinois 12th annual convention, "Growing Strong," will be Sept. 27-30 at the Prairie Capital Convention Center in Springfield. On the 27th there will be a golf tourney, reception, dinner, and show featuring Red Skelton. The 28th will feature concurrent sessions and a candlelight reception at the Old State Capitol. On the 29th there will be education sessions, the annual business meeting, concurrent sessions, and an Oktoberfest Party. The 30th will feature educational sessions and a recognition luncheon. Before Sept. 12, registration is \$160 for members, \$120 for spouses, and \$50 additional for non-members.

Late registration is \$25 additional. For more information contact Barbara Blough at Independent Community Banks in Illinois at (217) 753-4331.

ARLINGTON HEIGHTS: Bobbye DuPree DePaul has joined The Bank & Trust Company of Arlington Heights as vice president/marketing director. Previously she was associate marketing manager/product manager at Citicorp Diner's Club.

CHICAGO: The board of directors of West Bancorp, Inc., holding company for the Bank of Westmont, has unanimously voted to enter into a letter of intent with Lane Financial, Inc., to acquire the bank. Terms of the agreement were not disclosed and the acquisition is subject to shareholder and regulatory approval.

ROCK ISLAND: At the Rock Island Bank, Charles W. Calhoun has been named senior vice president in charge of lending. He joined the bank last August. J. Bryant Goodall, trust officer, has been promoted from assistant vice president to vice president.

South Dakota News

"IRA '86 New Horizons" will be presented by the SDBA on Sept. 23 at Holiday Inn City Centre, Sioux Falls, and Sept. 24 at Holiday Haus, Pierre. The presentation will be by Collin Fritz and Associates. The schedule is registration—8:00-9:00, seminar—9:00-12:00, lunch—12:00-1:00, seminar—1:00-4:30. Early registration, which includes lunch and materials, is \$95. On-site registration will be \$105. Contact the SDBA to register.



Magnum Vault Doors

Ship from stock - Two on display in our showroom
The industry's highest quality and the industry's lowest cost

Bankers Security—Safe and Vault

9906 A E. 53rd St. Raytown, MO 64133

816-358-0883

BANK LOAN MANAGEMENT, INC.

CONSULTANT TO BANKERS
773 SPRUCE STREET, P.O. BOX 159, OCHEYEDAN, IOWA 51354
PHONE 712/758-3660

• Loan Review and Credit Administration • Profit Planning

POSITIONS AVAILABLE

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)

\$55MM bank in Western Nebr. needs experienced **CONSUMER LOAN OFFICER** to head department. Desire min. of 3+ yrs. consumer lending exp.; a working knowledge of floor plans, student loans and compliance desirable. Salary open based upon experience & background. Send resume to First National Bank Ogallala, Box 179, Ogallala, NE, 69153. (PA)

\$10MM bank near Sioux Falls, SD wanting to expand residential Real Estate Department through the use of secondary markets, needs experienced **REAL ESTATE LENDER**. Send resume to File No. WGR c/o Northwestern Banker. (PA)

CREDIT ANALYST—Immediate opening in \$170MM eastern Iowa bank. Candidate will need strong background in accounting and financing. Work will involve heavy use of an IBM-PC. Prior credit analysis, bank examining, and or loan review services are preferred. Send resume and salary requirements to File No. WGS c/o Northwestern Banker. (PA)

POSITIONS WANTED

EXPERIENCED community bank CEO seeks challenging position. Experienced in all phases of banking and managerial decisions; 14 years in banking. Currently have restored problem bank to acceptable and salable. Excellent references. File WQG c/o Northwestern Banker. (PW)

Serving bankers quietly and efficiently.

CAPITAL PERSONNEL SERVICE

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

CANDIDATES AVAILABLE

#2 MAN
Sm town rural bk w/7+ yrs community bkg in clean bk. \$28K.

SR VP
Hvy exposure to metro area lending handling com'l, ag & consumer. \$35K.

CEO
Aggressive leader w/sr executive exp in both \$100m+ & lrg bank environ. \$80K.

CONSUMER LENDER
2 yrs hvy consumer loans. Floorplanning & new bus. dev. \$21K.

COMM'L LENDER
Excel new bus. Proven pro in strong bk/\$18m port. \$28K.

AG LENDER
Good technician enjoys community involvement & leadership role. Family oriented, very skilled. \$26K.

FOR FURTHER INFORMATION CONTACT KURT ROSENCRANTS



ROBERT HALF

317 6th Ave, Ste. 650
Des Moines, IA 50309
(515) 244-4414

ALL FEES COMPANY PAID

agri CAREERS, INC.

AG BANKING PERSONNEL SPECIALISTS



Jean 712/779-3567
Massena, Ia. 50853



Sandi 515/394-5827
New Hampton, Ia. 50659

Confidential. Employer paid fees

WANT ADS—Rates are \$5.00 per line per insertion. Add \$3.00 for file letters per insertion. Identity of file letter advertisers cannot be revealed. **NORTHWESTERN BANKER, 1535 Linden Suite 201, Des Moines, Iowa 50309. Phone 515-244-8163**

SERVING THE UPPER MIDWEST



Diane Evans

REGENCY RECRUITERS, INC.

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

POSITIONS AVAILABLE

SENIOR LOAN OFFICER, VICE PRESIDENT for progressive bank, college town . \$48,000 - \$52,000

MARKETING DIRECTOR for a \$400mm+ bank . . . \$29,000 - \$33,000

EXECUTIVE V.P., \$70mm bank, 10,000 approx. pop. . . \$50,000 - \$60,000

OPERATIONS SUPERVISOR AND TRAINER . . . \$22,000 - \$29,000

COMMERCIAL LOAN OFFICER, college town . . . \$24,000 - \$29,000

CHIEF OPERATIONS OFFICER, metro . . . \$90,000 - \$110,000

LOAN REVIEW OFFICER, . . . \$25,000 - \$40,000

WORK-OUT LOAN SPECIALIST . \$25,000 - \$40,000

#2 POSITION, COMMERCIAL LENDER, \$50mm bank . . . \$28,000 - \$35,000

VICE PRESIDENT, AG LENDER, 10,000 approx. pop. . . \$35,000 - \$40,000

AG AND INSTALLMENT LENDER, \$40mm bank, 4,000 pop. . . \$25,000 - \$32,000

COMMERCIAL AVP, \$5mm portfolio, ideal location . . . \$25,000 - \$35,000

PRESIDENT, \$5mm, 6,000 approx. pop. . . \$45,000 - \$55,000

OPERATIONS OFFICER, \$400mm . . . OPEN

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

DON W. SCHOOLER JR.
AND ASSOCIATES

"Successful Banking is Quality Personnel"

FINANCIAL CAREERS

CEO for western Nebraska bank. Located near recreational area . . . Salary to \$45,000

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

TRUST OFFICER with employee benefit experience. JD preferred but not required . . . Salary to \$40,000

BANK AUDITOR for major eastern Iowa bank . . . Salary to \$28,000

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.

LENDER with Ag and Installment background for community bank near Des Moines. . . . Salary high \$20s.

Freeland Financial Service

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

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

RYAN AUCTION CO., INC.

Decorah, Iowa 52101
Farm Equipment Specialist
Appraisals & Auctions
Call Dale Ryan 319-382-8648

POSITIONS AVAILABLE

PRESIDENT

Fill a vital role with a top MN bank offering excitement & challenge. Desire 8+ yrs ag lending exp, proven mgmt & ability to get actively involved in the community. This is your chance to be the #1 person and call the shots!
To \$40K. Job #NW8969.

MGR CONSUMER & REAL ESTATE

Looking for potential? 90M WI bank desires individual with finance co, consumer lending and real estate bkgd to go places.
To \$30K. Job #NW8970.

AG LOAN OFFICER

Don't miss your chance! MN bank needs degreed ag loan officer with 3+ yrs exp, strong FHA and cash flow knowledge needed now!
To \$35K. Job #NW8971.

FOR MORE INFORMATION
CONTACT PAUL GENTZKOW



ROBERT HALF

3636 IDS Center
Minneapolis, MN 55402
(612) 339-9001

ALL FEES COMPANY PAID

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. comml lending experience with six figure credits. \$32K

Additional positions available in Midwestern states.

TOM HAGAN & ASSOCIATES

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

"Serving the Banking Industry Since 1970"

Vol. 15 No. 20 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 to Northwestern Banker, 1535 Linden St., #201, Des Moines, Iowa 50309.