

Survey Shows Ag Stabilization

UPPER Midwest bankers see indications that the agricultural situation is continuing to stabilize, according to the results of the 21st semiannual regional survey conducted by Norwest Corporation.

Responses to the survey by more than 800 Upper Midwest bankers were released in *Economic Indicators*, a bi-monthly publication of Norwest Corporation's economics department. Survey results were compiled by Larry J. Wipf, Norwest's director of regional economics.

Conducted in mid-November, the survey drew replies from bankers in Iowa, Minnesota, Montana, Nebraska, North Dakota, South Dakota and Wisconsin.

According to Sung Won Sohn, Norwest's chief economist, the survey results show that bankers see "adjustments as well underway to put agriculture back on more stable financial footing."

However, bankers expect the farm economy to remain weak for several more years, taking its toll on agribusiness and mainstreet businesses.

Dr. Sohn said some progress toward stabilization was seen in survey results which showed that the number of farmers going out of business has dropped to 3.3 percent dur-

ing the last 12 months, down from 3.8 percent since the April survey. Farm income is somewhat improved over last year; and land prices are declining at a slower rate. Bankers predicted that, on average, 4 percent of their farm customers will be going out of business next year. This figure is down from bankers' estimates made last spring.

Bankers also estimated that 80 percent of their current farm customers will survive in the long run, Dr. Sohn said.

The economist pointed out that, despite sharply lower crop prices, net farm income is somewhat improved in 1986, due to increased government subsidies, exceptional crop yields and higher livestock prices. In addition, he said, the bankers saw farm production costs down, due to lower fuel, fertilizer and chemical prices, along with reduced use.

Bankers who responded to the survey also predicted that 18 percent of their farm borrowers will experience negative cash flow this year, a figure down from previous surveys. They see farmers with little debt making some money, but those with heavy debt loads as continuing to lose ground.

Dr. Sohn said three-fourths of the bankers expect no change in eco-

nomie conditions during the next six months, while 21 percent expect further deterioration, a slightly more positive prediction than bankers made in the survey last spring, he said. Survey results showed economic conditions appearing weakest in Montana and central North Dakota, while the most positive appraisals came from dairy areas and the Red River Valley.

According to the region's bankers who responded to the survey, cropland prices are down about 10 percent from a year ago, half the rate of decline reported last spring. About 54 percent of the bankers look for fairly stable land prices during the next 12 months, but expectations of further declines were most pronounced in North Dakota, western South Dakota and eastern Montana, Dr. Sohn said.

At present, cropland prices are estimated to average about \$1,000 per acre in Iowa. One-fourth of the Iowa bankers valued good cropland at \$800 per acre or less; another one-fourth reported sales of \$1,100 per acre or more. In grain-producing areas of Minnesota and Nebraska, good cropland was pegged at \$600 per acre, with the lower quartile reporting land values in the \$500 or less range and the upper quartile in the \$800 plus range.

Pastureland prices are off 15 percent from a year ago, a somewhat smaller decline than six months ago.

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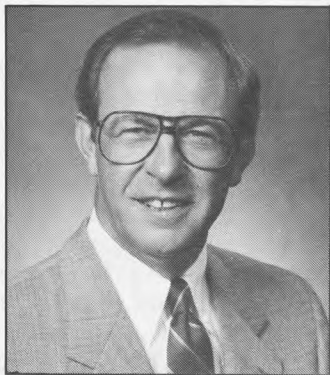


Mark Conway

Rangeland in central North Dakota, western South Dakota and western Montana showed the largest decline.

Bankers who responded to the survey reported a 7 percent decline in farm loans during the past 12 months, with the biggest declines in Iowa, Minnesota, Nebraska and central North Dakota. Wisconsin banks reported the smallest declines in farm loans, averaging only 1 percent less than a year ago.

Dr. Sohn said the bankers saw the decline in farm loans due to reduced production costs, increased government subsidies, sale of assets and debt write-offs by lenders. He said some bankers reported considerable progress in restructuring farm operations, while others "have a way to go."



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Agricultural loans made up an average of 46 percent of all loans in the portfolios of the banks responding to the survey. On average, 6.1 percent of these loans were non-performing, a slightly lower percentage than reported last spring. □

Iowa News

COUNCIL BLUFFS: Janet L. Bohnet, Charles N. Gross and Christine L. Wendlandt have been promoted to vice presidents at First National Bank of Council Bluffs. Ms. Bohnet has been with the bank for 17 years and is currently administrative assistant to the president. Mr. Gross, who will also serve as loan officer, has 13 years banking experience. Ms. Wendlandt has eight years banking experience and is currently responsible for managing the consumer banking area.

MISSOURI VALLEY: Robert E. Brown has announced he will retire as president of The First National Bank of Missouri Valley as of March 1, 1987. He has been with the bank for 27 years and will remain a director.

ROLAND: Joseph R. Simmens, president of the Roland State Bank of Roland, has announced the bank has changed its name to American State Bank effective Jan. 2, 1987. The bank has received approval from regulatory authorities to transfer its charter to Ames and establish

a full service office in Roland. The move should be completed by April of this year. American State Bank's main office remains in Roland.

Nebraska News

ALLIANCE: James E. Abbott has been advanced to chairman of the Guardian State Bank, as well as the other nine banks in the Abbott family group of banks. He had been vice president of Guardian State. He succeeds Donald D. Stull, who resigned to pursue other interests. Frank Tolstedt, with the Abbott's Gordon State Bank the past 13 years and president there since 1979, has been elected president also of Guardian State Bank. He continues as president of Gordon State and the Anchor Bank at Merriman. Lane Nansel, who was president at Guardian State, now is executive vice president in charge of the special services division of the Abbott banks.

FULLERTON: Dale J. Black, who served as president of First National Bank and Trust since 1970, resigned from that position effective Dec. 31, 1986. He will continue to serve on the bank's board. He joined the bank in 1965 as vice president. Prior to that, he was a partner for 14 years with the late Frank G. Arnold in the Arnold-Black real estate firm in Fullerton.

OMAHA: Bruce R. Lauritzen, 43, was named on January 5 as president of the First National Bank of Omaha to succeed F. Phillips Giltner, 61, who held that position for the past 17 years. Mr. Giltner was named vice chairman of the board and will continue to serve on the bank's executive committee, along with Bruce Lauritzen and Bruce's father, John R. Lauritzen, chairman. Bruce Lauritzen is the fourth generation of his family to serve as president of First National and the fifth



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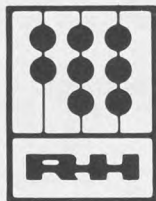
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DB102 \$44K
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DB103 \$22K
- CHIEF EXECUTIVE OFFICER.** Accomplished banker who has 12+ years of lending, 5+ years as a Chief Executive Officer running county seat bank taking it from problem portfolio to a profitable bank.
DB104 \$55K
- CASHIER.** Small bank cashier who knows that in rural environment you must run operations while being ag, consumer loan officer and insurance agent.
DB105 \$25K
- SENIOR VICE PRESIDENT.** Astute executive who has real world experience to go with five years of consumer banking in small retail bank. Developed \$20m portfolio through hard work and progressive policies.
DB106 \$33K
- COMMERCIAL LENDER.** Well-trained commercial lender who has 2+ years of credit analysis and 1 year developing an \$8m+ portfolio in \$200m+ bank. Very professional.
DB107 \$25K
- EXECUTIVE VICE PRESIDENT.** Fast track, take-charge lender who has gone from ag officer to #2 in a \$45+ bank. Strong people skills, good negotiator.
DB108 \$45K
- TRUST OFFICER/JD.** Currently #2 in a \$30m department ready for the move into a #1 spot. Proficient in employee benefits, personal trusts and estate planning.
DB109 \$26K
- CREDIT REVIEW/MBA.** Perceptive analyst with four years as an examiner and three years as head of a credit review department.
DB110 \$38K
- VICE PRESIDENT AG LOANS.** Experienced professional who has 10+ years of ag and consumer lending in \$40m+ bank handling \$15m ag portfolio.
DB111 \$29K
- SENIOR COMMERCIAL LENDER.** Heavy commercial workout knowledge gained through servicing and cleaning up portfolio in a \$2B bank. Mainly worked in wholesale bank but has good understanding of smaller organization.
DB112 \$60K
- MORTGAGE LENDER.** Reliable, efficient producer who gets most out of every day. Seeks new challenging position. Appraisal, closing and underwriting experience.
DB113 \$35K

PARTIAL LISTING OF AVAILABLE BANKING CANDIDATES

- OPERATIONS.** Accounting degree, data processing and daily records work in \$20m + bank over last three years. Supervises teller staff making student loans and runs CF programs for farmers.
DB114 \$18K
- AUDIT MANAGER/CPA.** Astute, 5+ year public accountant. Ran audits, directors exams and financial statement analysis.
DB115 \$28K
- CONSUMER LENDER.** Goal-oriented achiever who's hard work has brought local car dealers back to bank and helped growth continue. Prior to bank, trained in finance company on new business development and collections.
DB116 \$25K
- BRANCH MANAGER.** Responsible for all real estate and commercial lending for \$35m branch of savings and loan. Oversees six staff and \$10m in loans. Very aggressive and professional.
DB117 \$27K
- SENIOR LENDER.** No-nonsense executive has managed all lending and overseen business calling program in \$50m+ bank with a concentration in commercial and real estate loans.
DB118 \$48K
- VICE PRESIDENT CASHIER.** #2 person in \$100m+ bank. Has worked extensively in all areas of lending plus being cashier of growing bank. 18+ years of background in banking including 2 years as CEO of small bank.
DB119 \$43K
- PRESIDENT.** Hard working leader with firm grasp of what it takes to run rural bank and keep community positive. 6+ years in #1 spot.
DB120 \$65K
- SENIOR CREDIT ANALYST.** Rare combo of strong technical know-how and sales personality. Has supervised up to 15.
DB121 \$24K
- VICE PRESIDENT AG LOANS.** Hard-working ag lender who has spent 5+ years in PCA; the last 3 in banking handling workout, cash flow lending and management.
DB122 \$36K
- SENIOR PROGRAMMER ANALYST.** Two year degree with six years banking experience. ATM and mortgage loan applications a specialty. IBM and Burroughs hardware using COBOL.
DB123 \$28K
- REAL ESTATE LENDER.** Creative thinker who knows real estate inside and out. Managing a \$30m+ branch originating \$11m in loans. Team-player.
DB124 \$28K
- TRUST SENIOR/JD.** Top officer in blue-chip department of \$200m+. Well-versed in all phases of trust. Can bring quality customers in the door.
DB125 \$38K
- AG LOAN OFFICER.** Seasoned ag lender who has seen it all in last 10 years including FHA, long-term and short-term department. Looking for small town and under \$50m bank.
DB126 \$31K

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generation to serve on its board of directors. He has been with the bank since 1967.

Minnesota News

The American Institute of Banking will hold its Professionalism Secretaries Seminar Jan. 19 and its Understanding the Business of Banking Seminar, Jan. 22 at the AIB Education Center, Minneapolis. For more information, call Judy Clark, AIB seminar director at (612) 338-8482.

PEQUOT LAKES: Lakeland State Bank of Pequot Lakes was closed Dec. 19 by the Commissioner for Financial Institutions. The bank was reopened Dec. 23 as a branch of Northern National Bank, Bemidji, which acquired deposits of \$46.5 million in 13,800 accounts. Northern National paid a purchase premium of \$109,000 and acquired \$33.8 million in loans and other assets.

Illinois News

CHICAGO: Lane Financial, Inc. has completed its previously announced acquisition of the \$107 million asset Bank of Westmont. William N. Lane, chairman of Lane Financial, Inc., said the affiliation will boost the company's assets to nearly \$1.6 billion. Marcel Levesque will continue to serve as CEO of the bank.

LISLE: LaSalle National Corp. has completed its acquisition of the Lisle Bancorporation, the holding company for the \$100 million Bank of Lisle. Homer J. Livingston Jr., president and CEO of LaSalle National Bank, said the merger created combined assets exceeding \$1.7 billion. LaSalle National Corp. paid

\$18 million to purchase and merge with the bank. The bank has been renamed the LaSalle Bank of Lisle. Leonard P. Ponte will remain president of the Lisle Bank.

Wisconsin News

MILWAUKEE: First Interstate Corporation of Wisconsin has completed the acquisition of Mid-Continental Bancorporation Inc. of Milwaukee, the parent of Continental Bank, which operates five offices in Milwaukee. As of Sept. 30, 1986, Mid-Continental had assets of approximately \$166 million. The five Continental Bank offices will initially continue to operate independently of the five existing First Interstate Bank offices in the Milwaukee area. The change in name to First Interstate and coordination of customer services among all offices in the Milwaukee area will occur by mid 1987. First Interstate Corporation of Wisconsin had assets of \$1.27 billion as of Sept. 30, 1986. With the addition of the five Continental Bank offices, it now operates 38 banking offices throughout the state and has assets aggregating \$1.44 billion.

North Dakota News

RICHARDTON: Richard Kingsley has joined the First American Bank of Richardton as vice president with the responsibility of senior loan officer and supervision of financial

and regulatory reporting. He was most recently associated with Bremer Financial Services for Region V in special credits.

Wyoming News

KEMMERER: Larry L. Hassler has resigned as president and chief executive officer of the First Wyoming Bank—Kemmerer to accept a position as president and CEO of the Anita State Bank in Anita, Ia. Thomas Chinnock has been promoted to president and chief executive officer. He was previously senior vice president.

LUSK: Robert C. Templeton has announced his retirement from the Lusk State Bank. He has been with the bank for 28 years and has served as its president since 1967. He will be available to the bank in an advisory capacity.

RAWLINS: James R. Eddington has been named president and chief executive officer of the First Wyoming Bank—Rawlins. He succeeds Robert W. Pappenheim who has been named president of the First Wyoming Bank—Sheridan. He served as president of the Rawlins bank for the past seven years. He has also served as regional vice president over First Wyoming banks in Laramie, Saratoga, Hanna and Wheatland. Mr. Eddington joined the Rawlins bank in 1986. He has been in banking for 21 years.



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Jay Nichols

from Chapter 12, these cases can only be refiled in the liquidation chapter of the code. Cases may be dismissed or converted to liquidation upon a showing that the debtor has committed fraud. Debts incurred through false representation, false financial statements or false pretenses will not be discharged in Chapter 12. All of these provisions combine to encourage honest dealing by farmers both before and after the filing.

Further, a Chapter 12 trustee supervises the debtor's activities for the first three to five years of the reorganization plan. Creditors may request a modification of the plan after confirmation if the debtor's changed financial circumstances warrant it.

I understand that bankers' greatest concern with Chapter 12 involves the provision which allows secured debts to be written down to the present value of the collateral, with the remaining debt treated as unsecured debt and repaid out of disposable income over the next three to five years. This is not a new concept. It was part of the Frazier-Lemke Relief Act for farmers in the 1930s and was expressly allowed under Chapter XII of the old Bankruptcy Act. Indeed, the confirmation standard found in Section 1225 of Chapter 12 comes directly from current law in Chapter 13 and has been the law since 1978. I might add that bankers will not get any more than the value of the collateral minus legal fees in a foreclosure, and will be, in fact, better off in Chapter 12.

Lenders have a stake in the viability of the rural economy. I believe that banks will not prosper if the rural countryside is depopulated. Chapter 12 is not going to keep every Iowa farmer in business and it is not intended to do so.

Chapter 12 is designed to facilitate negotiated restructuring of farm debt so that as many farmers and bankers as possible stay in business.

I would welcome specific comments from Iowa bankers about how the law is working out in practice. Please keep in touch.

Sincerely,
Charles E. Grassley
U.S. Senator

CEG/ks
Enclosure

P.S. In regard to your invitation to "return" to Iowa to listen — I can only say I don't "return" to Iowa. I live in Iowa and "return" to D.C. to legislate. For instance, I was in Iowa continuously from October 16 until January 3 except for 12 days in November and two in December. I was in 16 different counties just in one week in December. I get to each of Iowa's 99 counties at least once a year. And, yes, several bankers did talk about Chapter 12. And, of course, I'm committed to its review and to correcting flaws, if evidenced!
CEG

Iowa News

DES MOINES: Jeffrey B. Weeden has been promoted to vice president, corporate tax of Banks of Iowa, Inc. He joined the corporate office of Banks of Iowa in 1984 as assistant vice president.

INDIANOLA: Everett P. Brown has been named president and director of Peoples Trust & Savings Bank. He had previously been vice presi-

dent of correspondent banking at The National Bank of Waterloo. With over 20 years banking experience, he succeeds James Davies, who has served as president and CEO of the bank since 1984. Mr. Davies, who expects to retire in the spring after 35 years of service, will continue with the bank on a part-time basis as a consultant in several areas. In addition, R. Milton Henrick has joined the staff as senior vice president in the operations and data processing area. He had worked for The National Bank of Waterloo since 1961 in several positions, most recently as senior vice president of data processing.

WATERLOO: James E. Thielen has been appointed as vice president/trust officer of the Waterloo Savings Bank. He joined the bank in 1981 and was promoted to trust officer in 1983.

Nebraska News

The Nebraska Bankers Association's 1987 Lending Conference will be held Jan. 27-28, at the Kearney Holiday Inn. This year's conference will address the issues affecting commercial and consumer loan portfolios and will cover both new developments in the lending field and issues dealing with the management of the current loans on books. After Jan. 20, the registration fee will be \$125 per registrant. Cost includes all conference materials, continental breakfast, lunch and the evening reception.

* * *

Applications for the 1987 School of Banking Fundamentals to be held Mar. 9-13 at the Holiday Inn in Kearney, Neb. are due Feb. 9, 1987. The Kansas and Nebraska Bankers Associations are sponsoring the school, which offers a newly revised and expanded curriculum designed for entry-level bankers or those with very specialized experience. Enrollment fees are \$700 for single housing, \$600 for double housing, and \$550 for no housing. Fee includes registration, instruction, continental breakfasts, lunches and coffee breaks, two dinners, classroom materials and four nights lodging. For more information contact Pam Bartak at The Schools of Banking, Inc. office at (402) 474-3313.

ALBION: Wayne Boilesen has been promoted to senior vice president, and Thomas J. Ehlers to vice presi-

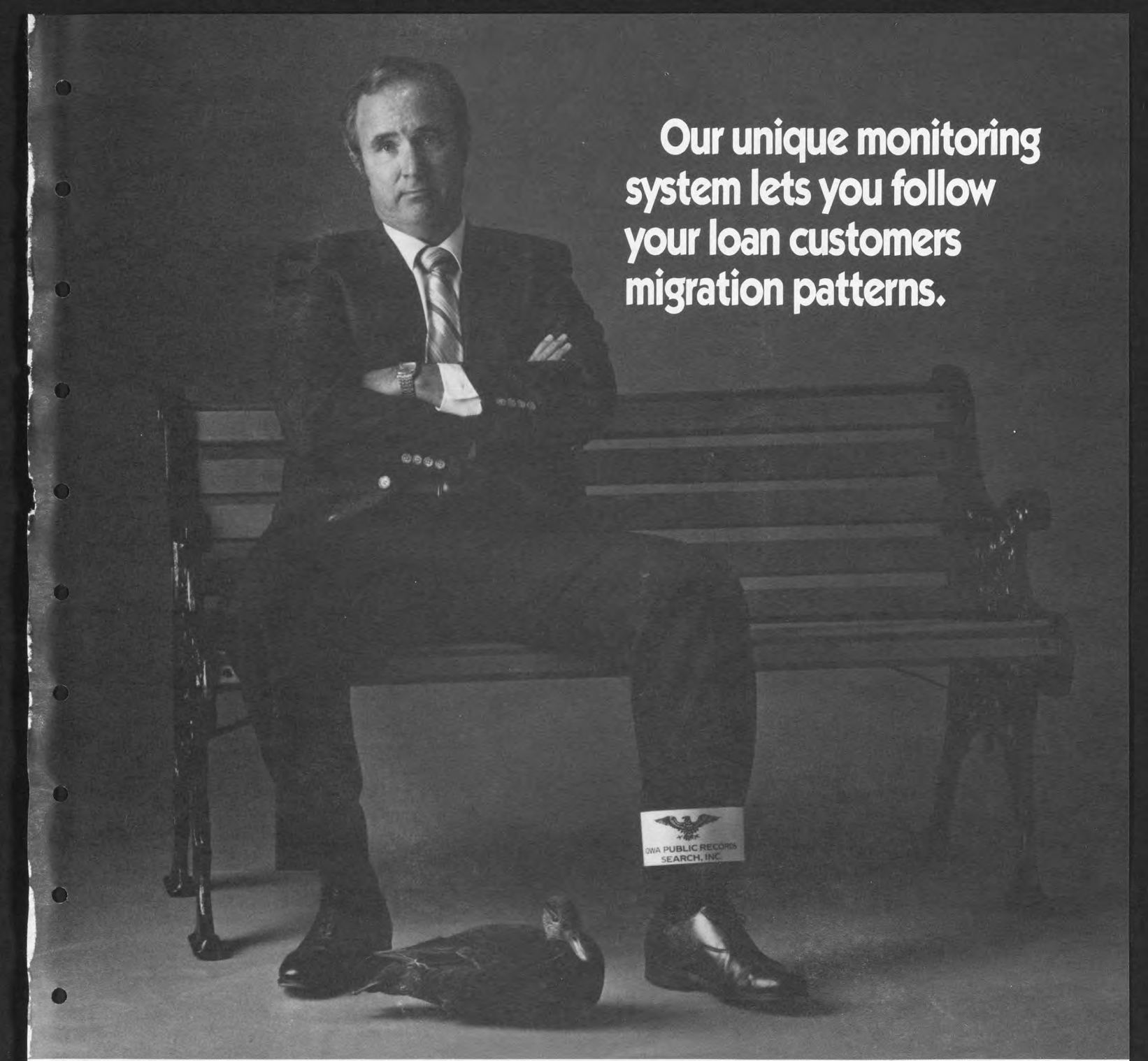
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A black and white photograph of a man in a dark suit, white shirt, and striped tie, sitting on a wooden bench with his arms crossed. A duck is sitting on the floor in front of him. A small white tag with an eagle logo and the text 'IOWA PUBLIC RECORDS SEARCH, INC.' is attached to the man's right leg.

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dent of the Albion National Bank. Mr. Boilesen most recently served as vice president and Mr. Ehlers as cashier.

BRUNING: Gary Drake has been hired as vice president of the Bruning State Bank. He has worked for Farm Credit Services in Albion for the past eight years.

GRESHAM: Gresham State Bank merged as a branch office of York State Bank and Trust Company on Jan. 1. The bank had received approval from regulatory authorities on Apr. 18, 1986. At that time, Gresham State Bank reported assets of \$3.5 million. Gresham has a population of 352 and is located in York County.

LINCOLN: National Bank of Commerce has elected Ann Carlson, Randy Gustafson and Julie Pokorny to vice presidents. Since joining the bank in 1980, Ms. Carlson had held a position in the trust tax department. Mr. Gustafson joined the correspondent banking division in 1984. Ms. Pokorny, who was also named trust officer, joined the bank in 1976, working in the trust division.

MINDEN: Jack Craig has been promoted to senior vice president of First National Bank of Minden. With the bank for 35 years, he most recently served as vice president.

OMAHA: Glenn R. Wilson Jr., president of the Government National Mortgage Association, has been named president and chief executive officer of FirstTier Mortgage Co. He will join the company on Feb. 2. Mr. Wilson, who was appointed as president of Ginny Mae by President Reagan, has served the organization for 20 months. Keith Morphey, retired president and chairman of the board of FirstTier Mortgage, has served as acting president during the past two months.

Minnesota News

The Minnesota Bankers Association will sponsor a Senior Bank Management Conference Feb. 10-11 at the Hyatt Regency in Minneapolis. The conference will feature a

special salute to the Minnesota legislature. The program begins on Tuesday afternoon, Feb. 10th, with a panel discussion on banking and economic legislative issues followed by a legislative preview of the 1987 session by legislature members. The evening program will feature the Spurrflows, a nationally famous musical entertainment group. On Wednesday, the conference program will address "Managing for Change." Dr. William Staats, professor of finance, Louisiana State University, Baton Rouge, will present "Adapting and Planning for Change." "Marketing in a Changing Environment" will be addressed by Gary Raddon, Raddon Financial Group, Chicago. Barbara Hanley, Hanley and Associates, Minneapolis, will present "Managing People in a Changed Environment." The afternoon session will feature John Fisher, senior vice president, Banc One Corporation, Columbus, Oh., will discuss "Products and Services Untraditional Delivery Systems." For more information contact Kelly Swanson at the MBA office at (612) 338-7851.

EDEN PRAIRIE: Marquette Bank Eden Prairie has appointed Bill Breit as president. He previously served as a vice president of Marquette Bank Minneapolis' corporate services group.

MINNEAPOLIS: Thomas J. Freed has been named senior vice president, chief financial officer and manager of the newly created control department of National City Bank of Minneapolis. With the bank since 1969, he is the secretary and controller of National City Bancorporation. In addition, David M. Nash has been named senior vice president and manager of the corporate development department. He has been in the banking industry since 1971. Floyd J. Stewart has been named senior vice president and continues as manager of the commercial banking division - A. He has been in the banking industry for 27 years. Donald E. Ferroni has been named controller of the bank and manager of the accounting division. He has been with the bank since 1974. Named vice president in

the commercial banking division - B, Bridget A. Manahan has eight years commercial banking experience.

MINNEAPOLIS: Marquette Bank Minneapolis has appointed Carmen Gugin as vice president and director of marketing. She previously served as vice president for planning and marketing at St. Francis Regional Medical Center in Shakopee.

ST. PAUL: John (Jack) A. Hoffner has joined the Commercial State Bank as vice president, retail banking. He joins the bank after 24 years with Minnesota Federal.

Wisconsin News

The Wisconsin Bankers Association's 83rd annual meeting of Group One is scheduled for Feb. 13 and 14 at Hotel Sofitel in Minneapolis. Presiding will be Group One president John T. Midthun, executive vice president, Northern State Bank, Ashland. The meeting begins with the traditional Friday evening get-together at Hotel Sofitel from 9:00 p.m. to 12:30 a.m. and featuring the "Ray Talcott Show."

The traditional Saturday breakfast hosted by First Wisconsin National Bank of Milwaukee and First Wisconsin National of Eau Claire, is available from 8:00 a.m. to 9:15 a.m.

The first speakers at the meeting, started at 9:45 a.m., are WBA President Rowland J. McClellan, president, Valley Bank, Janesville, and WBA Executive Director Bryan K. Koontz. After a coffee break, speakers include Richard E. Galecki, Wisconsin commissioner of banking; Gary H. Stern, president, Federal Reserve Bank, Minneapolis—"A Policymaker's View of the Economic Outlook," and Robert E. Miller, partner and national coordinator of banking services, McGladrey, Hendrickson & Pullen CPA firm, St. Paul—"Tax Reform Act of 1986—Its Effects on Bank Investments."

The noon luncheon speaker will be Don Shelby, anchorman for WCCO TV news, Minneapolis, whose topic will be "Freedom of the Press in a Constitutional Democracy." There is no scheduled activity Saturday afternoon. The evening reception commences at 5:30 p.m., with the banquet at 7:00 p.m. in the Grand

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RISK MANAGEMENT SOFTWARE FOR YOUR BANK'S COMMERCIAL LOAN PORTFOLIO

The examiners are recommending an "objective loan rating system"; the FDIC is talking about "risk-based capital ratios"; a few of your customers filed bankruptcy last year. The challenges of your loan portfolio appear greater than ever. How are you going to address those challenges? Bank Loan Management, Inc. invites you to look at our commercial loan portfolio risk management software. We call it RISK MANAGER. RISK MANAGER automates the analysis of each commercial and agricultural borrower's financial performance and the assessment of the financial risk they represent to your bank. RISK MANAGER will streamline your regulatory examinations, as it objectively analyzes your loans.

SOFTWARE COMPONENTS

- Commercial borrower statement spread and financial analysis, using RMA ratio standards
- Objective risk score of the statements based on industry peers
- Agricultural borrower statement spread and financial analysis
- Objective risk score of agricultural borrowers
- Monthly commercial loan portfolio review - includes review of loan volumes and risk trends for the entire portfolio, by risk class, or industry type; projects necessary loan loss reserve and monitors portfolio-wide collateral coverage of loans
- Projected commercial cash flow and pro-forma financial statements
- Projected agricultural cash flow and pro-forma financial statements
- Bank-wide monthly cash flow monitoring

PRIMARY FEATURES

- The objective commercial loan risk rating system implements a one to seven scoring scale. Five, six and seven scores will be comparable to the regulatory classifications of sub-standard, doubtful and loss. Scoring criteria are subject to bank management's approval and revision.
- It generates a monthly problem loan "watch list".
- Three year bank risk trend reports are also illustrated, using graphics.
- RISK MANAGER operates with any IBM-PC compatible computer and the Lotus Symphony software.

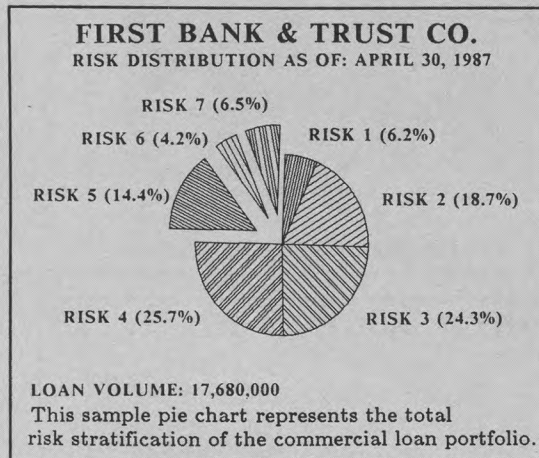
One of the best features of RISK MANAGER is the people behind it. Our experienced staff of former lending and credit review personnel will train your lending staff in objective credit review as they install the system. If you would like to learn more about RISK MANAGER, call or write Paul Dorr, President, at 712/758-3660 or at the address below.

"The RISK MANAGER system allows me to manage the risks in my commercial loan portfolio and provides the early detection I need to spot developing loan problems. I am not sure how I could manage my loan portfolio in today's environment without it."

-- Mick Guttaw, President, Treynor State Bank, Treynor, Iowa

Bank Loan
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Robert E. Peterson, president, Pioneer National Bank, Ladysmith, is Group One vice president. The secretary-treasurer is Richard A. Hansen, president, First Wisconsin National Bank, Eau Claire. Reservations may be made with Mr. Hansen at his bank, P.O. Box 7 in Eau Claire, 54702, or 715/839-6300. □

Montana News

The Montana Bankers Association will hold its 1987 Ag Bankers Conference on Feb. 5 at the Holiday Inn in Bozeman. Tom Flynn, attorney from Des Moines, Ia., will review the Chapter 12 Bankruptcy provisions at the conference. Other ag credit issues will also be covered. Reservations should be made as soon as possible as space is limited.

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AG LOAN OFCR

VP level pos in \$50m+ city seat bk seeks 3+ yrs of ag lending with at least 1 yr in a bk ag dept. Will have \$8m+ port in growing bk. Strong cashflow knowledge imp. \$27K.

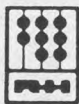
EX VP

RARE OPPTY! Out of state bk with heavy comm'l & consumer port has kept clean & needs sr exec due to expansion. 10+ yrs of lending (non ag) & 5 yrs in comm'l. \$55K.

VICE PRES

Dynamic spot in fast growing suburban area. This progressive \$70m+ institution seeks a proven lender w/6+ yrs of comm'l & R/E lending in a strong community bank. Sr loan ofcr potential. \$38K+.

FOR FURTHER INFORMATION CONTACT KURT ROSENCRANTS



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COMMERCIAL/AG. Exposure to commercial and ag lending provides you with a learning position in \$75mm bank. Documentation and closing skills give you the inside track! Benefits! Pleasant 20,000 community! \$33,000. Call Steve.

AG LOAN OFFICER. \$40mm bank. This position becomes yours with ag expertise and positive administrative skills. A good capital base coupled with benefits makes this an extremely attractive opportunity! \$37,000. Call Steve.

CLO. Develop your own portfolio for \$120mm metro bank. Business development with documentation and analysis are the keys. Performance based bonus and benefits make this move very easy! \$30,000. Call Steve.

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COMMERCIAL LOAN OFFICER, \$100mm bank \$35-\$40,000

OPERATIONS OFFICER, \$50mm bank, suburban location \$25-\$30,000

COMMERCIAL LOAN OFFICER, \$150mm bank, suburban \$35-\$40,000

CREDIT REVIEW HEAD, \$200mm bank, suburban \$25,000

BUSINESS DEV. OFFICER, proven track record, suburban \$25-\$30,000

PRESIDENT, \$20mm bank, 1 hour from metro \$50,000

SMALL HOLDING COMPANY I.C.O. loans, strong ag, Presidential background \$40-\$45,000

COMMERCIAL REAL ESTATE, CONVENTIONAL REAL ESTATE, \$80mm, 20,000 pop. \$30,000

AG LENDER, 10,000 pop. college town. \$35-37,000

PRESIDENT, \$20mm bank, 3 hrs to Denver \$40-50,000

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LOAN REVIEW POSITION for prestige banking organization located in area of 350,000. Salary to \$30,000

SENIOR OFFICER POSITION for Iowa bank of \$70 million. Prefer five or more years of solid loan experience. Salary to \$45,000

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Please contact Lorraine Lear concerning these and other banking opportunities.

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Solid 2-4 yr **COMMERCIAL LENDER** needed for \$80MM+ Bank. Formal Credit training a must. Position will lead to department head. Send resume to File No. WHV c/o Northwestern Banker. (PA)

LOAN OFFICER. Small \$8MM bank in N.E. Iowa. Insurance and real estate license a + but not necessary. Salary & benefits commensurate with experience. Send resume to File No. WIG c/o Northwestern Banker. (PA)

AG LENDER & OFFICE MANAGER for \$26MM bank in Eastern Iowa. 3 yrs. or more experience. Send resume directly to: Andrew Savings Bank, P.O. Box 48, Bellevue, Iowa 52031. (PA)

PRESIDENT. \$10MM East central Iowa bank has A+ rating and wants to keep it. Seeking detail oriented CEO with ag expertise. Send resume to File No. WIH c/o Northwestern Banker. (PA)

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POSITIONS AVAILABLE

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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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