

# NORTHWESTERN Banker Newsletter

● Vol. 15 No. 45

Des Moines, Iowa

February 23, 1987

## IBAA Selects Officers

The nominating committee of the Independent Bankers Association of America has announced its following slate of officers for election at the IBAA annual convention early in April in Orlando, Fla.:

● **President**—Thomas H. Olson, president, Lisco State Bank, Lisco, Nebr.

● **Pres.-Elect**—J.R. Nunn, president, Citizens Bank, Tucumcari, N.M.

● **Vice Pres.**—O.J. Tomson, chairman and CEO, Citizens National Bank, Charles City, Ia.

● **Treasurer**—Merle L. Graser, chairman and CEO, First National Bank of Venice, Fla.

Current IBAA President Charles T. Doyle will become chairman of the IBAA board.

## Nebraska News

Approximately 800 bills have been introduced at the 1987 session of the Nebraska legislature and about 10% of them are bills relating closely to interests of the banking industry. Four of those bills deal with interstate banking in varying degrees. The Nebraska Bankers Association official position and the Nebraska Independent Bankers Association oppose the bills. Another bill that would authorize statewide de novo branching also is opposed by NBA and NIBA.

The Nebraska Bankers Associa-

tion's recent Leadership Conference provided a debate platform on interstate banking. Of the 131 bankers voting (about 30% of the membership), 71 opposed changing NBA's position against interstate banking, while 60 voted for the change. The NBA executive council later adopted the Leadership vote as its official position. On the issue of interstate banking to allow outside banks to acquire failed or failing banks, the vote was 54% for regional interstate banking and 46% against. No such legislation has been introduced. NBA will not sponsor it, but will support it if the issue is raised.

The Leadership Conference voted by large majority to support a package of amendments to Initiative 300. Also, they strongly opposed statewide de novo branching with a 94 to 29 vote and the NBA executive committee adopted that position.

LB240 allows interstate banking with 10 contiguous and upper mid-west states and raises the permissible deposit limit from 11% to 20% in a BHC. LB375 does the same without mention of deposit cap. LB681 allows reciprocal national interstate banking while LB702 allows wide open interstate banking.

## Iowa News

The Iowa Bankers Association and the Iowa Department of Economic Development will co-sponsor

Financial Assistance Program Workshop to be held at three locations in Iowa. Dates and locations are March 10—Stouffer Five Seasons Hotel, Cedar Rapids; March 11—Hotel Savery, Des Moines; March 12—Siebens Forum, Buena Vista College, Storm Lake. Registration is at 8:30 a.m. with the workshop running from 9:00 a.m. until 3:45 p.m. Registration fee is \$60 and includes materials, refreshments and lunch. Register through the IBA office.

\* \* \*

The IBA will sponsor the 1987 Legislative Reception & Briefing on March 11 at the Savery Hotel in Des Moines. The briefing will be held from 4:00 to 6:00 p.m., followed by the reception until 8:00 p.m. Registration fee is \$25 for members, \$30 for subscribers and \$50 for non-

## SPECIAL NOTICE!

### To Iowa & Nebraska Banks

If you have not yet returned the questionnaire from your bank for the NORTHWESTERN BANKER'S Iowa and Nebraska Bank Directories, we ask that you please complete and return the form at once. If it's been misplaced, please send your December 31, 1986 statement and an updated list of personnel. Thank you.

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members, and includes refreshments. Register through the IBA office.

\* \* \*

The 1987 Ag Credit Conference will be held Mar. 16-18 at the Scheman Center on the campus of Iowa State University in Ames. The first half-day of the conference will feature a special two-hour session on the effectiveness of Chapter 12 Bankruptcy. A federal and state legislature update will also be provided. The second day of the conference will feature two nationally-known ag economists, Dr. John Marten from Farm Journal Magazine and Dr. Michael Boehlje from the University of Minnesota. Four concurrent

workshops will also be held. The final half-day sessions of the conference will be both informative and motivational.

ALGONA: Lynn Norcross has been advanced to vice president, loan administration. With the bank for eight years, he has been overall supervisor of the lending department.

CEDAR RAPIDS: Under a bankruptcy reorganization plan for MorAmerica Financial Corp, the largest bankruptcy case in Iowa history, Charles Cebuhar has been appointed president and CEO. Mr. Cebuhar was chairman and president of United State Bank here from 1978 to 1983, then served as chairman two more years before retiring from that post but continuing as a director. A new holding company will be created soon and it will form a new savings and loan. The employment committee in the reorganization

plan precluded former MorAmerica president Jerry Maples or any other former executives from holding office in the new company. Mr. Maples was included in the original plan to be president of the holding company and s&l at a salary of \$85,000. His father-in-law, Peter Bezanason, founder of MorAmerica, earlier agreed with the bankruptcy court to turn over his major assets to the new holding company.

DES MOINES: Richard E. Davis has been appointed president of First Interstate Information Systems. He has been with the company since 1964, most recently as executive vice president.

DES MOINES: James B. Fogt has been elected executive vice president and chief financial officer at First Interstate Bank of Des Moines, N.A. He will be responsible for the finance, investments and operations departments for the loan, trust and investment functions. He joined First Interstate of Iowa, Inc. in 1977.

DES MOINES: At First Interstate of Iowa, Inc., Patrick E. McNerney, vice president, credit administration has been elected senior vice president in that department. He joined First Interstate in 1984 after serving as vice president of metro lending at First Interstate Bank of Des Moines.



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## BANKERS AVAILABLE

S-1 **ASSISTANT CASHIER/AG LOAN OFFICER**—Three years of really good all around bank experience. Personal computer experience with cash flows. "Comes to work when it's not required...customers go out of their way to do business with him." Expounded a reference. He's a solid quiet worker. University of Northern Iowa graduate. **\$19,000.**

S-2 **AG LOAN OFFICER**—"Makes a thorough comprehensive game plan and follows what is expected of him with no negatives. I've heard only good things about his loan files and credit analysis." Quoting a reference. Four years experience. Responsible for approximately 9MM ag loans. Implemented many computer programs...also implemented a calling program for new ag customers. Top performer! college graduate. **\$23,000.**

S-3 **VICE PRESIDENT**—Offers fourteen years of experience. All facets of lending expertise and operations experience. "Very ambitious and pleasant to work with. All around good employee...very professional." **\$30,000.**

J-4 **VP/LOAN OFFICER**—Past 6 yrs. with same bank, in charge of \$4-6mm ag loans and supervises loans at branch offices. Strongest in ag lending, also involved with real estate and some commercial lines, and assists with investments. ISU grad, numerous banking seminars. **\$30,000.**

J-5 **SENIOR MANAGEMENT**—A 15-year banking veteran, currently senior officer in \$100mm bank, responsible for \$50-\$75mm in loans and supervision of 5-8 loan officers. Enjoys lending and administration, successful in workouts and still able to bring in the quality new accounts. Equally qualified in commercial and ag lending. Desires metro location, good growth potential. SHARP! Bus. Admin. degree, graduate school of banking, ABA commercial lending school, etc. etc. **\$50-\$60,000.**

J-6 **SR. VP/EVP/CEO**—Definitely an accomplished banker, after 17 yrs. servicing ag, commercial and installment

loans. Resourceful in workouts and trouble shooting, knows FmHA and SBA procedures. One reference relates: "Does an exceptionally good job in lending and administration." B.S. Business, plus several AIB courses. **\$38,000.**

J-7 **SR. OFFICER**—An accomplished COMMERCIAL lender with 10 yrs. experience in management position. Proficient in operations and staff supervision, knowledgeable in ag and mortgage lending as well. "Very intelligent, a self-starter and take charge type person. Good judge of loans, keeps on top of records, and knows how to handle customers and staff," references commented. AIB, Commercial Lending School, and Graduate School of Banking. **\$40,000.**

J-8 **SR. VP/EVP**—COMMERCIAL and AG. "A true superstar in banking," says former employer. Presently Sr. V.P. in charge of \$40mm loans (\$20mm commercial) and supervising 6 loan officers. Ten yrs. experience, but "has the knowledge and ability of a 20-year veteran. Astute in credit analyses, perceptive in work-outs, and equally adept with ag and commercial loans. You'll know he's solid 5 minutes after you meet him!" Another contact reported, "Mature and diplomatic, he can do the job!" B.S. Ag Econ. Graduate (WI) School of Banking, and numerous AIB courses. **\$40,000.**

J-9 **AG LOAN OFFICER**—Has worked in most all areas of small ag bank. Started out as bookkeeper and teller, managed in-bank insurance agency, and has been handling ag loans for past 4 yrs. FmHA approved lender. Prefers E. NE, W. IA, E. KS locations. **\$28,000.**

S-10 **PRESIDENT**—Major area of strength is loan administration. Good communication with employees...knows banking and is extremely motivated. This former bank examiner offers fifteen years experience. Is a professional individual who has the ability to analyze, restructure and negotiate problem lines of credit. College graduate. **\$45,000.**



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*Our reputation of maintaining our candidates' confidentiality enables us to attract a select group of ag bankers and lenders... those currently employed and not actively job hunting, but ready to make a move for the right opportunity.*

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Hwy. 63 S.  
New Hampton, IA 50659

S-11 **LOAN OFFICER**—"Best ag credit files in the state," comments made by a reference. Has an outstanding track record. Reduced non-accrual loans to zero in 1986. Generated through a calling program \$660,000 of new quality ag loans (9 new customers). Absolutely outstanding credentials. University of Minnesota degree. **\$30,000.**

S-12 **SENIOR LOAN OFFICER**—"2nd to none in credit analysis...cranks through the work, doesn't make hasty decisions and has never made a poor one. I'd like more loan officers like him, he has more on the ball than most people," related reference. "An outstanding employee!" Thirteen years experience. Iowa State University Graduate. **\$30,000.**

S-13 **LOAN OFFICER**—Bank operations experience, student, consumer and ag loans. Works extensively with the cash flow program on the computer. A very neat, accurate and thorough employee. Fits in well with staff. Iowa State University graduate. **\$18,500.**

J-14 **SENIOR LENDER/AG**—Former supervisor, present co-worker, and correspondent bankers all rate him "One of the best young bankers around; tactful but direct in problem situations, good with figures, assertive, good decision-making skills, and really knows banking." Eight yrs. experience, active in bank groups and associations, and really enjoys being involved in community. "Destined to be successful; absolutely executive material!" B.S. IA St., several bank schools and seminars. **\$38,000.**

J-15 **AG BANKER**—Currently in charge of large ag portfolio with major holding co. Very successful in reducing loan losses, but also good in new business development. Has supervised a staff of 10. References include, "Excellent interpersonal relations, one of the best lenders I've seen! Able to assess a problem and know how to approach and resolve it. Solid as a rock!" Ten yrs. exper. handling large lines of credit. B.S. Econ. **\$35,000-\$40,000.**

J-16 **LOAN/OPERATIONS**—Currently in \$12mm rural bank, responsible for loans and operations. Familiar with investments, administration abilities. Four yrs. previous experi-

ence as bank examiner. Reports a references, "Hard working, sincere, and a good banker. Has the tools, talents, and expertise to be a good second officer." College degree, ag credit school, insurance licenses. **\$30,000.**

S-17 **COMMERCIAL LOAN OFFICER**—Seven years of experience. Handles 8MM loan portfolio in commercial loans at present...ag business retail manufacturing, commercial real estate, etc. Experience in financial statements, analysis, loan documentation, problem loan workouts, SBA loans, etc. "Quick learner and you know he'll do it right or ask. Motivated and a real self-starter." Quoting a reference. College degree. **\$29,000.**

S-18 **ASSISTANT VICE PRESIDENT**—Overall banking duties, all facets of lending and personal computer operator and programmer. Holds all insurance licenses. "Good communication, looks after the banks best interests, and makes decisions but isn't afraid to ask questions," said a reference. Good aggressive employee. College graduate. **\$26,000.**

S-19 **EXECUTIVE VICE PRESIDENT**—Eleven years of experience, has attended numerous banking schools and expertise in all areas of banking. "An extremely motivated, bright individual who can communicate with anyone!" quoted his former V.P. "Knowledgeable, fair and honest," were all comments made by his reference. University of Illinois graduate. **\$40,000.**

S-20 **CEO**—"I'd hire him back in ten seconds," quoted a former employer. Has been managing a staff of 22, all operations of a 25MM bank, along with overseeing a 17MM loan portfolio. An outstanding leader with excellent credentials and is very community minded. **\$50,000.**

S-21 **AG LOAN OFFICER**—FDIC experience, loan coordinator, R.E. loan processor. Total familiarity with what should be in a loan file inside and out. Has the ability to take charge and oversee staff...gets the work done on time. Degree, with numerous banking classes to his credit. **\$25,000.**

## POSITIONS AVAILABLE

1. **CASHIER**—\$64mm bank in upper midwest. Excellent earnings. Responsible for overall operations, some lending duties. Supervise 12, oversee computer operations, handle all reports. Community offers top-rated schools, pool, golf & country club. **\$26-\$32,000 plus additional 25% in benefits.**

2. **SENIOR LOAN OFFICER**—County seat town. In charge of \$30mm loans, supervision of 3 dept. heads. Requires 10 yrs. commercial lending experience in bank of \$50-\$75mm. **\$42,000.**

3. **C.E.O.**—Small rural bank with excellent earnings. Supervise staff of 5. Responsible for overall management and loans, develop new business. **\$35,000.**

4. **SENIOR V.P.**—Highly profitable \$40mm bank. Primary duties will be in ag lending, familiarity with operations helpful. Requires 5-10 yrs. experience. **\$38,000.**

5. **SR. LOAN OFFICER**—Desirable suburban location! Prestigious IA bank. Responsible for \$0-\$50mm loans, supervision of 3-4 loan officers. Requires 10 yrs. ag AND commercial experience. **\$40,000 +.**

6. **LOAN OFFICER**—\$50mm bank. Join team of 3 other lenders in well-run bank. Emphasis on ag. 3 yrs. minimum experience, bank or Farm Credit System. **\$30,000.**

7. **COMMERCIAL LOAN OFFICER**—Iowa metro bank. Min. three years commercial loan experience. **\$32-\$37,000.**

8. **VP OPERATIONS**—Sound Eastern Iowa bank near larger city. Computer experience or interest helpful. Seek person who likes living in small town. **\$24-\$26,000.**

9. **VICE PRESIDENT**—Supervise two loan officers in \$40 MM northeast Iowa bank. 6-10 years experience. Ownership possibilities. **\$25-\$30,000.**

10. **AG LOAN OFFICER**—Minnesota county seat bank seeks candidate to handle ag, commercial and installment loans. 3-5 years experience required. **\$23-\$26,000.**

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**FAIRFAX:** Michael H. Jones has been elected vice president and cashier of Fairfax State Savings Bank. He previously served as cashier.

**KNOXVILLE:** At Community National Bank of Knoxville, Robert Grote has been elected executive vice president and a director.

**REMSEN:** Dean R. Conrad has been promoted to vice president and cashier of the First Trust & Savings Bank. He has been with the bank since 1980.

### Minnesota News

**MOUNT IRON:** Barbara H. Sartori has resigned as vice president and cashier of Mt. Iron First State Bank due to ill health. She had been with the bank 13 years.

**ST. PAUL:** American National Bank of Saint Paul has announced the promotions of Gary M. Omerza to vice president and senior funds manager, Peter M. Bradt to vice president—construction, Jack P. Hoehl to vice president of data processing, and Mary E. Pachl to vice president of operations.

### South Dakota News

**RAPID CITY:** Rosemary Hogan has been promoted to vice president of the Rushmore State Bank. She previously served as operations officer and branch manager. Her new responsibility will be bank-wide operations.

### Illinois News

**CHICAGO:** First Colonial Bankshares has announced that Frederick D. Bernson has been promoted to president of Avenue Bank of Oak Park, John A. Benson has been advanced to president of Avenue Bank Northwest, Niles, and Bette B. Daniels was named senior vice president at First Colonial Bankshares, Chicago. Mr. Bernson is the former president of the Niles Bank. Mr. Benson previously served as executive vice president of Northwest Commerce Bank in Rosemont. Ms.

Daniels comes from The Bank and Trust Company of Arlington Heights, where she was senior vice president and head of community banking.

**NORTHBROOK:** Robert R. Corey has been promoted to vice chairman of Drovers Bank of Chicago and senior vice president and chief investment officer of Cole-Taylor Financial Group. He has been with Drovers 36 years.

Manage It" will be Dr. Terry Radcliffe, Director of Training and Development, St. Vincent Hospital, Billings. At 1:30 p.m. "Teambuilding: Developing A Productive, Creative and Supportive Work Group" will be presented by Gretchen Bailey of Management Consultant, Billings. Ms. Moris will speak again on "Balancing Your Personal and Professional Lives" at 3:15 p.m. with the conference adjourning at 4:30 p.m.

### Montana News

The 1987 Women Bankers Conference, sponsored by the Montana Bankers Association, will be held at the Holiday Inn in Billings on Mar. 13. At 8:30 a.m. Alene H. Moris of Career Consultants, Seattle, Wa., will speak on "Men and Women Working Together." Speaking at 12:30 p.m. on "Stress You Can't Make It Go Away—But You Can

### Wisconsin News

**MILWAUKEE:** The Comptroller of the Currency and shareholders of the First National Bank of Glendale have approved the sale of that bank to First Wisconsin National Bank of Milwaukee. The change of ownership will become effective Feb. 27. The Glendale bank had assets of \$102.6 million on Dec. 31, 1986. The Milwaukee bank, the largest in the state, had assets of \$4.1 billion.

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### POSITIONS AVAILABLE

#### AG LENDER

Enjoys rural living, enthusiastic lender w/3+ yrs of cash flow lending. Grew up on farm, ag degree and trained in holding co, environment. Handled all types of lending including FmHA plus w/o exposure. \$25K.

#### SR. L.O.

No nonsense executive w/commercial and retail lending skills. Currently managing 18 people (7 lenders) and developing commercial new business. High image performer who has restructured a metro bank, perfect for #2 spot in commercial bank. \$38K.

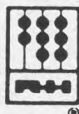
#### CONSUMER LENDER

Created new demand in consumer sector for \$28M bank while controlling delinquencies. 3+ years of exp in quality environment looking for more oppy and new challenges. \$24K.

#### PRESIDENT

Top notch lender has kept \$15M bank at 1+ R.O.A. for last 2 yrs. Business developer but only quality. Conservative lending philosophy, knows when to say no! Looking for good bank and long term future. \$35K.

FOR FURTHER INFORMATION CONTACT KURT ROSENCRANTS



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Strong midwest bank group seeks qualified applicants to fill positions in recently acquired banks. **PRES/CEO, COMM'L and AG LENDERS.** Send resume to File No. WIA c/o Northwestern Banker. (PA)

**COMMERCIAL LOAN OFFICER.** Excellent opportunity for individual with minimum 3 years commercial lending experience. Bank moving to Ames, IA. Send resume to or contact Joseph R. Simmens, Pres., American State Bank, Box 367, Roland, IA 50236. (515) 388-4331. (PA)

**OPERATIONS OFFICER.** Excellent opportunity for individual looking for a growth oriented bank. Prefer minimum of 5 years experience with micro computer training. Bank moving to Ames, IA. Send resume to or contact Joseph R. Simmens, Pres., American State Bank, Box 367, Roland, IA 50236. (515) 388-4331. (PA)

Walker State Bank, Walker, IA needs #2 PERSON with lending & operations experience & computer interest. Insurance licenses a +. Good town & great staff. Contact Bill Bernau, Box 128, Crawfordville, IA (319) 658-2131. (PA)

**VP.** \$20MM central Iowa bank. In charge of loans & loan administration. Prefer 10 years + experience in commercial, ag, & RE lending. College degree required. Send resume to R. Chittenden, Pres., Farmers Savings Bank, Box 670, Mitchellville, IA 50169. (PA)

**AG LOAN OFFICER.** \$23MM bank. Minimum of 3-5 years experience needed. Salary negotiable, based on education and experience. Send resume to Gary Bergstrom, National Bank of Harvey, Box 239, Harvey, ND 58341. Or call (701) 324-4611. (PA)

**LOAN OFFICER-3** yrs. lending experience (installment/real estate). Manage downtown office. \$65MM bank. Send resume to: D. Rubel, Pres., Iowa State Savings Bank, Box 3095, Clinton, IA 52732. (PA)

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**OPERATIONS**—Iowa bank needs in-house computer experience plus strong cashier experience. \$25-35K.

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### NEW OPPORTUNITIES

**MANAGER** to head \$120 million loan dept. Must have proven management skills and commercial lending for this senior position. . . . . Salary to \$55,000

**COMMERCIAL LOAN POSITIONS** in major Iowa cities. Prefer college grads with two to five years experience. . . . . Salary to \$35,000

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

**INSTALLMENT LENDER** with 3 or more years experience for \$60 million Iowa bank. . . . . To \$25,000

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### POSITIONS AVAILABLE

#### PRESIDENT

Are you a dynamic leader that can do it all? A \$40mm holding co bank in S MN seeks a strong leader with 8+ yrs com/ag lending exp and heavy operational skills. A super oppty for a hard driving individual. HOT!  
To \$55K. Job #NW1208.

#### SR COM'L LENDER

Do your abilities deserve greater potentials? This \$20mm bank in a beautiful MN resort area desires an aggressive decision-maker with strong com'l lending abilities to play the #2 role. This position will lead to the presidency. Equity available for the right candidate. A chance of a lifetime in a clean bank!  
To \$40K. Job #NW1209.

#### AG LOAN OFFICER

Do you feel like you're not part of the team? How does playing a vital role in an organization that can offer long term career pathing sound? If you've got 2+ yrs ag lending exp, a degree and strong selling skills - CALL NOW! This is your chance to join a growing bank on the ground floor!  
To \$30K. Job #NW1210.

FOR MORE INFORMATION  
CONTACT PAUL GENTZKOW  
OR JEAN TODD



### ROBERT HALF

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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 Agri 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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