

NORTHWESTERN Banker Newsletter

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October 19, 1987

Secondary Market Is Now in Senate

A SENATE agricultural subcommittee is expected to approve S.1165 early this week and pass it along to the full committee for quick approval and then to the Senate floor for early action. S.1165 is the Senate version of H.R. 3030, which the House passed earlier this month by the overwhelming majority of 365-49. Both bills would refinance the ailing Farm Credit System and also contain a section (Title III in H.R. 3030) that authorizes forming a farm real estate mortgage secondary market.

H.R. 3030 was passed only after Commerce Chairman John Dingell exacted concessions that some observers feel hamper the effectiveness of the secondary market.

However, Ed Yingling, ABA's executive director of government relations, said the legislation is "A giant step into the modern age of agricultural finance. It will bring many of the benefits of the secondary housing market to farm communities. Farmers will enjoy lower loan rates, and fixed-rate, long-term mortgages will once again be a reality.

"Lenders will benefit by being able to diversify their risks. And, the increased liquidity provided by Farmer Mac will enable lenders to provide more loans to the farming community.

"We are pleased the Senate ag committee has already begun work

on this important issue and we hope it can enhance the House-passed version to make the secondary market provision even more effective."

One concession was deletion of the authorization for commercial banks to underwrite Farmer Mac securities. In its final version, H.R. 3030 does not address this power. Consequently, feels Floyd Stoner, federal legislative representative of ABA's Ag Bankers Division, the Glass Steagall Act already permits banks to underwrite securities issued under the authority of the Federal Farm Loan Act. That Act, Mr. Stoner notes, established what is now known as the Farm Credit System, and Farmer Mac, when chartered as an agency of the FCS, would be under the same authority.

Weldon Barton, IBAA's Agriculture-Rural America representative to the Congress, told the NORTHWESTERN BANKER, "IBAA is pleased the bill got through the House. There are some provisions we'd like to see improved on the Senate side. Among our primary concerns is the loss in H.R. 3030 of our exemption to SEC registration. This exemption was removed, in large part, due to Congressman Dingell's objections. We believe the exemption is fully justified for we feel Farmer Mac securities are fully comparable to Fannie Mae, Freddie Mac, Sally Mae and other agency

securities, all of which are exempt from SEC registration and state securities laws registration."

Mr. Barton added, "We believe the result would be to increase the cost of securities and hamper their sale enough to inhibit an early build-up of the 10% reserve, and would deter a lower interest rate. In other words, it would add significantly to the rate cost.

"Our contention to Mr. Dingell and others is that our 10% reserve has to be in place before the mortgage corporation puts its guaranty on a package of mortgages. The other agencies (Fannie Mae, etc.) do not put up a 10% reserve like this one coming from banks and life insurance companies to protect the Treasury. This amounts to a 10% capitalization, which is higher than

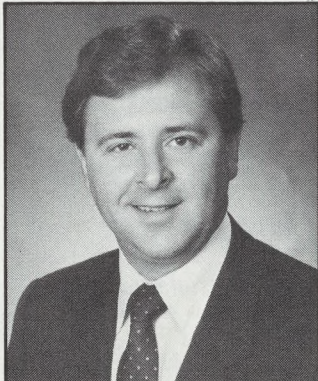
SECONDARY MARKET...

(Turn to page 5, please)

Nebraska News

Balloting has been completed in the Nebraska Bankers Association's poll on interstate banking. The poll of all Nebraska banks was conducted by Touche Ross & Co. in Lincoln, and a 98% response was received. The Executive Council of the NBA will release the results on October 29 at the Executive Planning Conference at the Lincoln Hilton Hotel.

AURORA: At the Farmers State



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Richard Pederson

Bank & Trust Co., Rod Rudebusch has been elected president and chief executive officer and Tom Darbro, senior vice president. Mr. Rudebusch succeeds Dan Armbruster who passed away in April. He previously served as the bank's senior vice president. Mr. Darbro joined Farmers State in 1986 as vice president.

GOTHENBURG: The First State Bank of Gothenburg has elected E.A. Cook III president and CEO. Former president Glenn Bartels resigned from the position and will continue with the bank as a vice president.

HILDRETH: Arthur H. Fritson has been elected president of the State Bank of Hildreth, succeeding Kenneth Frerichs, who died August 14. Mr. Fritson previously served as the bank's vice president, and is succeeded in that position by Douglas Mietzner, who continues in his duties as cashier.

OXFORD: The FDIC has approved the assumption of the deposit liabilities of Security State Bank, Oxford, by Union Bank and Trust Company, Lincoln. The failed bank's sole office reopened on October 2 as a branch of Union Bank. It has assets of about \$11.3 million. Union Bank will assume about \$11 million and has agreed to pay the FDIC a purchase premium of \$252,000. It will also purchase assets of the failed bank for \$8.0 million. To facilitate the

transaction, the FDIC will advance about \$3.0 million to the assuming bank and will retain assets of the failed bank with a book value of about \$3.3 million.

WAUNETA: Chosen to succeed John M. Green as president of Wauneta Falls Bank is David C. Doll, who has spent the past year as an investment representative in Oroville, Calif. He was president of Adams Bank & Trust, Ogallala from 1981 to 1986. Mr. Green has been appointed executive director of Phi Kappa Tau fraternity in Oxford, Oh., but will continue on the bank's board.

Iowa News

Edward L. Tubbs, 67, was appointed October 12 as Iowa's next superintendent of banking and will take office on November 1. He will succeed William R. Bernau, 56. Mr. Tubbs is chairman of both the Maquoketa State Bank at Maquoketa and the First Central State Bank in DeWitt. Mr. Bernau is chairman and president of Peoples Savings Bank in Crawfordsville, the Iowa State Bank and Trust Co. in Center Point, and the Walker State Bank in Walker. Mr. Bernau has served as superintendent since January 10, 1986.

Mr. Tubbs was president of the Iowa Bankers Association in 1980-81 and is a co-founder and former president of MABSCO Agri-

cultural Services, Inc. (MASI), the 15-state bankers ag financing arm that is headquartered in Des Moines. It is a subsidiary of MABSCO.

* * *

"Operations—Imperative to Your Bank's Bottom Line" will be offered by the Iowa Bankers Association on November 4-5 at the Hotel Fort Des Moines in Des Moines. Registration on the 4th begins at 9:00 a.m. and the conference runs from 10:00 till 5:00 p.m. On the 5th the programs run from 8:30 until 3:00. Featured topics include financial institution bonds, data processing, ATMs, product pricing, and the future of operations. Advance registration is \$150 for members, \$190 for subscribers and \$225 for nonmembers, \$20 additional after October 23. Register through the IBA office.

CHARLES CITY: The combination of two Charles City banks was completed on October 9. The Citizens National Bank purchased certain assets and assumed certain liabilities of the Commercial Trust and Savings Bank from Banks of Iowa, Inc. O.J. Tomson is chairman of Citizens National, and Colin B. Robinson is president. Dan N. Frudten is newly appointed vice president of the bank and former vice president of Commercial Trust. Citizens hired four officers and five employees of Commercial. Combined assets of the banks are \$99.7 million.



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NA-2 **AG LOAN OFFICER**—"Hard worker, conscientious, aggressive and motivated," said reference. Over three years experience in installment & real estate lending with farming background. 2-yr degree in Agri-Banking. Prefers IA. **\$20,000**. Call 515-394-5827.

NA-3 **AG LOAN OFFICER**—Bank & Finance Co. experience. Knowledgeable in financial statements, cash flows, computerized record keeping & FmHA guarantees. Trained in insurance and real estate. "Common sense and sharp with numbers," commented reference. 2-yr Degree in Credit & Finance. Will re-locate. **\$20,000**. Call 515-394-5827.

NA-4 **LENDING/SALES/MARKETING**—Ten years experience in sales and six years experience as Farm Credit Manager. Skilled in marketing and merchandising. Has good communication skills. A reference reported, "very conversant in ag area...good fundamentals; did excellent job in public relations and kept abreast with problems in ag market." Masters Degree in Animal Nutrition. Prefers MO. **\$30,000-\$35,000**. Call 515-394-5827.

NA-5 **CONTROLLER**—30 years experience in management of accounting and general ledger departments of bank. "Excellent communication, presentation & technical skills; he's dependable, timely and analytical individual," quoted reference. Mature, skilled & experienced individual willing to re-locate in midwest. **\$30,000**. Call 515-394-5827.

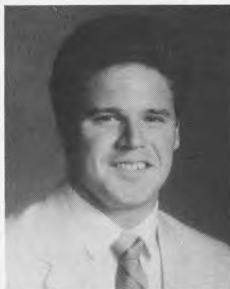
NM-6 **MANAGER/LOAN OFFICER**—Responsible for bringing troubled bank to profitability in a short period of time. Has management and operations experience as well as handling a 5MM loan portfolio. Ag, Commercial, Consumer, and Installment. 11 years management and lending responsibilities. **\$30,000**. Call 712-779-3567.

NM-7 **VP/EVP**—Extensive work in litigation and collections. Branch Manager experience and head of Installment and Real Estate Departments. Complete operations knowledge. Excellent lending record. **\$38,000**. Call 712-779-3567.

NM-8 **AG LOAN OFFICER**—Former President and CEO of credit union. 8 years lending experience, mainly in Ag with FmHA and consumer lending exposure also. Excellent documentation and litigation skills. Sharp, with a pleasant personality. Very good analytical skills, knows the lending field inside and out.

NM-9 **VICE PRESIDENT**—Over six years lending experience, primarily with Ag, some consumer, Real Estate, and commercial loans. Very good documentation skills. In depth experience in analyzing. "He's very outgoing and active in the community. He is easy to talk to and makes friends easily," quotes a reference. Degree in Business Administration. You would hate to have him as your competition. **\$30,000**. Call 712-779-3567.

NM-10 **AG LENDING/VP**—4 years experience as vice president, loan officer. Over 11 years total in lending. Knowledgeable in all aspects of lending. Experience with FmHA and SBA. Strongest assets, Ag lending and Real Estate. BS in Ag Business. Solid Ag background, good operations. **\$30,000**. Call 712-779-3567.



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NM-11 **AG LOAN OFFICER**—Correspondent banker looking to step into Ag lending position. In-depth analysis and marketing experience. 4 years with FLB and BS in Business Administration. Currently managing over 45 correspondent bank relationships and responsible for new business development. Good experience. **\$30,000**. Call 712-779-3567.

NM-12 **LOAN OFFICER/CREDIT REVIEW**—Over 11 years credit experience. Responsibilities have included reviewing, analyzing, and rating credits in excess of 50k, and for collection of problem loans. Excellent analysis and documentation skills. A reference stated, "He knows the programs and responds well to the customers needs." **\$35,000**. Call 712-779-3567.

NM-13 **AVP; AG/COMMERCIAL LOAN OFFICER**—Comes from good stock. Has well-rounded background in ag, commercial, and consumer lending. Heavy involvement with FmHA. Detailed documentation and credit analysis. Looking for growth potential in concurrence to self development. **\$28,000**. Call 712-779-3567.

NM-14 **VP/EVP**—ISU graduate handling portfolio of 8-9MM, mainly Ag. Strong Ag background, thorough on cash flows, documentation and workouts. "He's a good leader, not afraid to work," says a reference. Prefers Wisconsin. **\$32,000**. Call 712-779-3567.

NM-15 **AVP; AG/COMMERCIAL LOAN OFFICER**—Extensively qualified in loan workouts, credit analysis, and inspections of Credit lines from 10k-400k. Responsible for cash flows and micro computer operations. BS in Ag Business. **\$24,500**. Call 712-779-3567.

NM-16 **EVP/SR. CREDIT OFFICER**—Over 10 years management experience. Skilled in credit analysis with in-depth knowledge of all phases of Agriculture. Active in community events, excellent in communication skills and all areas of lending. Team leader within wholesale credit unit of 800MM bank. BA in Business and BS in Finance. **\$45,000**. Call 712-779-3567.

NA-17 **VICE PRESIDENT/CASHIER**—Handled 8 million dollar loan portfolio. Has over 20 years in banking with operations and farm management experience. Will relocate in midwest. **\$35,000**. Call 515-394-5827.

NA-18 **AG LOAN OFFICER**—"Can analyze a situation; investigate and make a decision. Does a good job. Has complete knowledge of cash flows and knows all aspects of agriculture," said reference. Has 3 years experience with B.S. degree in Animal Science. Prefers midwest locations. **\$25,000**. Call 515-394-5827.

NA-19 **VICE PRESIDENT**—Almost 20 years in ag lending. Bank and PCA experience. Supervised 10MM loan portfolio. Developed and negotiated workout plans. "Has good people skills; good grasp of the elements needed for ag lending. He has the maturity and good judgment for overall credit knowledge," related reference. Iowa State Degree. Will relocate in Midwest. **\$35,000**. Call 515-394-5827.

NA-20 **AG LENDER**—8 years experience with PCA & FmHA. "Knows all facets of lending. He can make decisions...can say "NO" when needed. He has an outstanding attitude and relates well to people," said reference. **\$30,000**. Call 515-394-5827.

NA-21 **AG/COMMERCIAL LENDER**—B.S. Degree in Ag Business from Iowa State. Has 7 years experience in ag lending with exposure to commercial lending. Worked with 10MM ag portfolio. Has micro-computer experience. Former supervisor commented, "Had good analytical ability, was a quick learner and a self-starter." Prefers Iowa. **\$30,000**. Call 515-394-5827.

NA-22 **SR. VICE PRESIDENT**—Over 15 years in banking with experience in Trust & Farm Management departments. Iowa State Graduate with additional credits towards Graduate School. "Proved to be a great value to organization with ability to manage trust department," said reference. Available Immediately. **\$35,000**. Call 515-394-5827.

NA-23 **CEO**—Over 30 years banking experience. HAS SEEN IT ALL!!! Experience in all phases of lending, operations and investments. Prefers IA. **\$35,000 plus benefits**. Call 515-394-5827.

NA-24 **VICE PRESIDENT**—16 years experience in banking and all phases of lending. Also has investment and operations experience. Candidate has insurance licenses in personal lines. B.S. Degree in Bus. Admin. Attended WI Graduate School of Banking. "Banker with good integrity and very pleasant to work with," said reference. Prefers IA. **\$30,000 plus**. Call 515-394-5827.

NA-25 **VICE PRESIDENT**—Former Vo-Ag Instructor with 10 years bank experience. Exposure to bank operations and computers. Attended IBA Ag Credit School, Graduate School of Banking and many ag conferences. "Has a long knowledgeable history of lending. Is an indepth lender... very articulate and very intelligent. Is an excellent book-keeper with ability to manage a small bank," reported reference. **\$35,000**. Call 515-394-5827.

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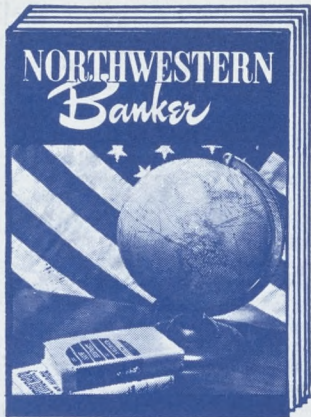
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IRS Does Reversal on PIK Tax Date

THE IRS reversed itself on the taxable year for PIK-and-roll certificates when it ruled on October 13 that a farmer owes tax on the grain only in the year in which the grain is actually sold, not when the certificate is used to redeem his commodity loan. Last year, USDA ruled the redemption with PIKs constituted a "sale," but later reversed itself after numerous consultations with farmer, banker and related groups.

The IRS, however, continued to maintain the previous position, and ruled on March 2 this year that income from PIK transactions was taxable the day the corn was redeemed, and not the day it was sold. Traditionally, taxes had been based on when grain actually was sold. PIKs were issued in lieu of cash subsidies under existing federal farm programs.

Rep. Fred Grandy (R., Ia.) went into great detail on the battle to overturn the IRS ruling when he addressed the Iowa Independent Bankers convention in July. He helped lead the House fight. Neb-

raska's Sen. David Karnes (Rep.) and Sen. Charles Grassley (R., Ia.) were joined by Minority Leader Sen. Robert Dole (R., Kan.) in pursuing Senate legislation that would overturn the IRS ruling.

Dr. Neil Harl, nationally known economist and farm tax law expert, helped set up a meeting with IRS in Washington in August that set the stage for reversing the ruling. He was joined by fellow academicians, farm leaders and banking groups, along with Congressional members. The IRS listened to the explanations and reversed the March 2 ruling.

Minnesota News

GREENWALD: The FDIC has approved the transfer of insured deposits and fully secured or preferred deposits of the State Bank of Greenwald to Rural American Bank of Greenwald, a new, state-chartered bank. The failed bank's two offices reopened on October 5 as Rural American Bank of Greenwald. When State Bank was closed on October 2 it had total assets of \$18.7 million. Administration of the insured deposits transferred to the new bank will be funded by an equivalent cash payment from the FDIC. The new bank is paying the FDIC a premium of \$103,000 for the right to receive the deposits, and will purchase other assets of the failed bank for \$11.7 million.

NEWPORT: Jeff A. Hawkins has joined Town & Country Bank as vice president and senior loan officer. He previously served as a vice president for First Bank.

ST. PAUL: First Trust has announced that Joseph G. Yadrick has been named senior vice president and head of their institutional trust group. He comes from Texas Commerce Bank in Houston, where he

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PRESIDENT, \$125mm outstate bank. Metro or suburban bank background. Strong business development skills & civic leadership. Proven track record as President. \$70-75,000.

PRESIDENT, \$250mm+ outstate bank. Strong leadership qualities. Good public speaker. Good long range planner. \$55-65,000.

PRESIDENT, \$500mm regional bank. Strong leader, delegator and manager of executive staff. Good long range analytical skills. \$75-80,000.

EVP, Mid-size holding company. Holding company or regional supervisory experience. Solid planning capabilities, strong credit background. \$70-75,000.

SVP, Head of Lending, \$300mm bank. Big bank background. Proven supervisory track record. \$55,000.

VICE PRESIDENT, strong commercial and ag-related background. Experience managing other lenders. \$40-47,000.

CASHIER, \$20mm+ bank, 8-18 years experience. Small town with good schools, good hospital, locally owned. \$25,000.

FACILITY MANAGER, consumer, real estate, small commercial background. Good location. Good benefits, self-starter. \$20-25,000.

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has served as vice president and division manager of institutional trust services.

ST. PAUL: At American National Bank, Barbara W. Schneider has joined the commercial banking department as vice president, and Thomas H. Farnham has been promoted to vice president and manager—private banking. Ms. Schneider is a former American employee who spent the last three years with Barnett Banks of Florida. Mr. Farnham has been with the bank since 1973 and most recently was vice president, commercial.

Wisconsin News

EAU CLAIRE: Michael R. Hyzer has been elected vice president and trust officer of First Wisconsin National Bank. He succeeds Douglas A. Rahn Jr., who recently transferred to First Wisconsin—Madison. Mr. Hyzer's previous position was as corporate counsel for Valley National Bank of Des Moines.

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North Dakota News

The North Dakota Bankers Association Executive Council met October 8 to interpret the results of the September 22 special meeting on interstate banking (*Newsletter* of September 21). The Council decided that to protect the diverse interests of North Dakota bankers and to avoid adverse legislation from being introduced, a cross-section panel will be assembled immediately to draft potential legislation. The consensus legislation will be presented to the Council at its February 2, 1988 meeting. Volunteers for the project may contact NDBA President John Pierson at 222-5137 or the NDBA office at 223-5303.

* * *

Donald R. Mengedoth of Fargo has announced the completion of the purchase of 21 First Banks in the states of North Dakota, South Dakota and Minnesota. He is the largest shareholder and president and CEO of three newly-formed bank holding companies: Community First Minnesota Bankshares, Inc., Community First North Dakota Bankshares, Inc., and Community First South Dakota Bankshares, Inc. Assets of the companies are \$220 million, \$150 million and \$260 million respectively. Several former First Bank officers will serve the new holding companies, including Executive Vice President and Chief Financial Officer Mark A. Anderson, formerly regional comptroller for FBS. Mr. Mengedoth is First Bank System's former senior vice president—managing director. Purchase price for the banks was not disclosed. Nearly 200 local inves-

tors, employees and directors of the local banks purchased stock. The holding companies own 80% of each bank.

Illinois News

CHICAGO: David M. Wattenberg has been named president of Affiliate Bank/DuPage. He has been with the Affiliated Group since 1984, most recently as senior vice president of Affiliated Bank/Morton Grove. He succeeds Leslie J. Gomora, who has left the bank to pursue other business interests.

CHICAGO: The Exchange National Bank of Chicago has announced the promotion of Lynda Vieha to vice president, 122 Private Banking Center.

South Dakota News

SIOUX FALLS: Robert C. Oliver has been promoted to senior vice president, business banking in Sioux Falls and Pete Cappa has been promoted to that position in Rapid City, for Norwest Bank South Dakota. Both previously served as vice presidents at their respective banks.

SECONDARY MARKET...

(Continued from page 1)

most banks are capitalized, so it's an *attribute*, and *not* a detriment."

Both ABA and IBAA, who have joined forces with other financial groups to support the legislation,

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expressed hope that the Senate, if it persists in putting a ceiling on loan volume for Farmer Mac, will set the cap high enough to allow the new organization to serve fully the loan demand.

Mr. Barton said it is difficult to accurately assess the potential volume, but did point out that IBAA research shows that farm real estate loans in banks have increased from \$8.9 billion in June, 1983, to \$14.1 billion in June, 1987, up \$5 billion. "Refinancing and turnover of ownership loans would amount to about \$20 billion," Mr. Barton estimates. "With the \$5 billion growth, and a percentage reflecting \$7.5 billion of other financing, perhaps we are dealing with a \$12 to \$13 billion pent-up demand, so we'd like to see the cap initially high enough to accommodate the larger start-up demand." □

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\$80MM Independent Bank located near metro area seeks **COMMERCIAL LENDER**. Excellent opportunity to advance. Send resume to File No. WKP c/o Northwestern Banker. (PA)

VP. Immediate opening for 2nd officer position in \$26MM bank located in scenic S.E. Minnesota community. Requires proven experience in all areas of bank operations with expertise in agricultural, commercial & real estate lending with full knowledge of FHA & SBA programs. Compensation will commensurate based on qualifications & experience. Send resume to File No. WLA c/o Northwestern Banker. (PA)

\$22 MM bank seeking an experienced **INSTALLMENT LENDER**. Will also handle light commercial and real estate. Knowledge of secondary real estate lending helpful. Send resume and salary history to File No. WLB c/o Northwestern Banker. (PA)

PRESIDENT in \$80MM bank in county seat town. Requires 10+ years experience in management of similar size bank. Send resume to File No. WLE c/o Northwestern Banker. (PA)

AG REP in \$75MM bank. Some farm management duties. 2 years lending experience. \$25,000 salary. Send resume to File No. WLF c/o Northwestern Banker. (PA)

CREDIT ADMINISTRATOR. Bank consulting firm needs loan auditor/analyst to audit loan policies & procedures, conduct loan reviews & assist bank lending personnel. Strong lending & communication skills required. Contact Russ Olson @ (515) 456-4703. (PA)

POSITION WANTED

CEO accustomed to hectic pace in larger Iowa bank. Loan workout expertise, excellent marketing results, advanced banking schools, strong people and business development skills. Contact File No. WLD c/o Northwestern Banker. (PW)

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TRUST OFFICER
CPA/JD. Well-informed individual who has been working with an excellent dept over the past 2 yrs. Prior to that was employed by big 8 acct. firm. Conscientious and capable in all areas of trust with emphasis on employee personal trusts. \$26K.

FOR FURTHER INFORMATION CONTACT KURT ROSENCRANTS



ROBERT HALF
OF IOWA, INC.
317 6th Ave, Ste. 650
Des Moines, IA 50309
(515) 244-4414

ALL FEES COMPANY PAID

POSITIONS AVAILABLE

CORP. CHIEF CREDIT OFFICER—Need several years of extensive comm. & ag exp. - Omaha, major bank. \$40-50K.

AG LENDER—S.E. Nebraska - Degree - 3-5 yrs exp. \$25-30K.

COMM. LENDER MANAGER—Need 5-10 yrs exp. in comm. lending. 2 positions - Greater Omaha & Des Moines. \$45-50K.

All fees are paid by our client employers.

Richard L. Beem, CPC
GUMBERT EXECUTIVE EXCHANGE, INC.
11246 Davenport Street
Omaha, NE 68154
Phone: 402/330-3260

POSITION AVAILABLE

PRESIDENT & CEO
FIRST NATIONAL BANK, ESTES PARK, COLORADO
THE FIRST NATIONAL

Strong capital, clean note case, fine officer and staff group, excellent opportunity for major business growth beyond the present \$25 to \$30 million asset base, and located in a very progressive, beautiful community.

THE POSITION REQUIRES
All of the qualifications necessary to the office of President & CEO, plus strong people and business development skills, with a commitment to civic participation and community leadership.

Address inquiries and resume's to: Chairman, First National Bank, P.O. Box 2390, Estes Park, CO 80517.

Dwayne Smith
Banking Insurance Specialist
(515) 224-0830
SALES CONSULTANTS
1501 50th Street
West Des Moines, IA 50265

BANKING

CONSUMER/REAL-ESTATE LOAN OFFICER. Profitable holding company needs your consumer lending experience to write loans. Above average people skills and high performance offers upward career potential! Benefits! To \$26,000. . . . Call Bruce.
V.P. HEAD OF TRUST. Utilize your outgoing personality and leadership skills with general trust and prior management experience in this prestigious bank position. Great benefits! To \$71,000. Call Marj.
SENIOR VICE-PRESIDENT. Unit Bank! Oversee the loan portfolio, primarily commercial and real-estate, manage loan officers, and work with Fortune 500 companies! This holding company has had successive increases in net income, assets, and loans. Commercial lending, loan officer management, and business development success can put you in this promotable spot. Prosperous area! Full benefits! To \$60,000. Call Bruce.

AVP COMMERCIAL LOAN OFFICER. Excellent credit skills and business development with 6 figure loan experience could land this position in aggressive \$170 + mm bank! To \$32,000. . . . Call Marj.
INSTALLMENT LOAN AND REAL ESTATE. Strong installment and real estate experience? Metro area bank needs you! To \$25,000. Call Marj.

ASST. VICE-PRESIDENT. Modern city with open spaces! Great hunting and fishing nearby! You will specialize as the commercial lender and business developer for this holding company bank. Also write some agri-business loans. 401K, pension, retirement, benefits! To \$28,000 + Call Bruce.
V.P. COMMERCIAL LOANS. Would you like more challenge and upward mobility? Loan experience, management background and business development can qualify you for this Metro Area bank! To \$55,000. Call Marj.

Partial Listing. Positions available throughout Midwest. Call or send resume in complete confidence.

Personnel Search
1126 So. 72nd St. Omaha, Ne. 68124
402-397-2980

POSITIONS AVAILABLE

VP/TEAM LEADER—Metro bank needs commercial lender with 5-10 yrs. exp., formal credit training, degree and proven management skills for #2 spot in a \$50mm department. To \$50,000.

CEO—Small lowa bank needs a seasoned professional with good operations, ag lending background. To \$40,000.

JUNIOR AG OFFICER—Community bank needs experienced ag lender. Good opportunity to improve career path. To \$25,000.

AG LOAN OFFICER—Well run Iowa bank looking for an exp. lender to manage department, degree preferred. To \$30,000.

Financial Careers, Inc.

Two Ruan Center/Suite 1000, Des Moines, IA 50309
515/245-3786
Employer pays fee.

Please contact Lorraine Lear or Malcolm Freeland concerning these and other Midwest banking opportunities.

POSITIONS AVAILABLE

EXECUTIVE VICE PRESIDENT

Are you looking for a real opportunity? Do problem loans and technical exceptions have you depressed? A profitable, well capitalized camel rated "2" bank of \$25mm seeks an EVP to manage all lending and operational functions. Located in N.E. Iowa near a large city you will be given the opportunity to manage the bank at your discretion. Desire 8+ years Ag/Commercial lending experience, a degree and strong people skills. A super opportunity. To \$45K. Job #NW2385.

V.P. COMMERCIAL LENDER

Do your abilities deserve better potential? Time to move your career forward? Then this #2 position administering the loan portfolio is for you! Become part of top management in a mid-sized dependent bank located within an hour of the Twin Cities. Your 3+ years commercial lending exp., degree and formal credit training is needed right now! Grab your future now and move ahead! Bonus! Club! Perks! To \$37K. Job #NW2386.

COMMERCIAL LENDER

Are you tired of being passed over? Are you impatiently waiting to get into the commercial lending area? Then step up to the plate! Put your 1+ years of formal credit training, degree and credit analysis experience to use now! Take this rare oppty. and join the commercial lending lines of this premier banking group. Excellent benefits. To \$25K. Job #NW2387.

FOR MORE INFORMATION
CONTACT PAUL GENTZKOW
OR JAN PETERS



ROBERT HALF
OF MINNESOTA, INC.
3636 IDS Center
Minneapolis, MN 55402
(612) 339-9001

ALL FEES COMPANY PAID

POSITIONS AVAILABLE

TRUST MARKETING - large urban bank. Requires degree and trust experience. \$35K

REAL ESTATE LOAN - single family residential and secondary market experience required. Proximity of major metro area. \$40K

LOAN REVIEW - large bank experienced required. Both junior and senior level positions available. \$28-\$40K

COMMERCIAL LENDING - V.P. positions in urban and large suburban banks. Personal portfolios from \$20MM to \$50MM. \$40K

BRANCH MANAGER - handle small business and consumer credits. Mid-size community affiliate of multibank holding company. \$24K

Additional listings for commercial lending and trust officers. Resume' requested.

TOM HAGAN & ASSOCIATES
P.O. Box 12346/2024 Swift
North Kansas City, MO 64116
816/474-6874

"Serving the Banking Industry Since 1970"

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