

Banks Accuse FCS of Rate Cutting

By **BEN HALLER, JR.**
 Publisher

THE Farm Credit System is on the prowl again. *Deja Vu!*

That's what many upper midwest bankers are saying now as they encounter an onslaught of cases where the Omaha Federal Land Bank and its PCAs are undercutting bank loan rates and their own rates to maintain present customers and secure new ones. As this scenario unfolds, bankers recall the sanctimonious protestations of FCS leaders in 1980 that they had no intention of utilizing the proposed H.R. 4782/S. 1465 amendments to the Farm Credit Act of 1971 to steal bank customers and become the kingpin of ag lending nationwide.

The late Willis Alexander, then executive vice president of the American Bankers Association, warned 1,000 ag bankers attending the ABA National Agricultural Banking Conference in Washington in October, 1980, that H.R. 7548 "is a banking bill, pure and simple," not a farm or even a farm financing bill. He warned it would "formally and finally create a nationwide banking entity exempt from any discipline of its monetary policy impact, exempt from most forms of taxation, exempt from the consumer protection and disclosure laws that we (bank-

ers) live with." Mr. Alexander identified as "bait" the offer made by bill sponsors that would possibly allow about 2,500 of the smallest banks to discount their loans at the Intermediate Credit Banks. "The fact is the law now on the books permits *all* banks to discount their loans with the ICB. What has blocked this from becoming a reality has been the regulations of the Farm Credit System."

The ABA opposed the bill. The IBAA supported it because of the "window of opportunity" for smaller banks to discount through the ICB. On December 15, 1980, H.R. 7548 was passed by Congress. Within days after it was signed by the president, Land Banks and PCAs began raiding bank customers, offering greatly reduced rates below what were then market rates to induce a switch to FCS. As the 1980s saw land prices boom, frequently with easy financing made available through FCS loans, the Land Banks and PCAs grew to record volumes. Suddenly, it was time to pay the piper!

Many agricultural banks which had to compete in this milieu of rising costs, narrowing margins and rate-cutting competition, eventually failed when their privately financed bank capital was exhausted and their regulators had no alternative

but to declare them insolvent. Those banks were then closed and the remains sold to another bank, or depositors paid off. Borrowers were either taken care of by the assuming bank, another area bank, or, those with a shaky or negative financial base had no alternative but to sell out or file bankruptcy. Hard times ensued. New laws were passed, basically to penalize banks for having "thrown farmers off their land." Chapter 12 and other onerous laws and regulations were put in force.

Throughout this, the FCS entities were finally identified as big losers with their loan portfolios. Some of them were basically insolvent—hopelessly so. In *their* case, however, their regulators didn't shut them down. They turned to Congress for a bailout with tax dollars (which includes their tax-paying bank competitors). After duly studying the matter, Congress said, "Why not. We'll protect *your* stockholders (the agency bondholders). We'll give you the \$4 billion you need, but mend your ways. Go and sin no more!"

End of dreaming. Enter the real world:

Both the Nebraska and Iowa Bankers Associations are being inundated with complaints from their members about new incursions into their customer base by the Omaha Federal Land Bank and its PCAs since the bailout. These are the folks who gave the Farm Credit System

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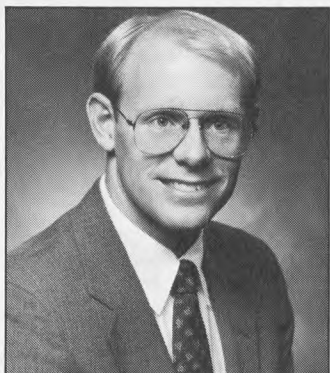
multi-billion losses with their loan portfolio management of the past several years.

The NBA and IBA are documenting numerous cases where Land Bank and PCA representatives are actively pursuing every potential customer they can find, especially those who became disenchanted with the FCS and returned to the commercial banks many of them had abandoned several years ago for the seductive siren call of lower FCS rates. Whatever current bank rate is being charged, the Land Bank and/or PCA will undercut that rate. If the bank is willing to shave something off its margin that is already narrower than in former productive days, the Land Bank will counter with a continuing lower offer until it

gets the business.

Eventually, all this is getting quoted rates to many prospective borrowers down to a range from 8.2% to 8.75%. Iowa Bankers Association accumulated within a short period of time, from just one quick mail request, dozens of letters documenting cases showing where FCS has taken away customers with these inordinately lower rates, or continues to offer them to wavering bank customers. In many cases, the bank customers have long memories and have elected to forego the tempting FCS offer.

Last week, when 45 IBA bankers and spouses were in Washington, D.C., for their annual legislative trip, they presented their two Senators and five Congressmen with a packet of the first batch of letters and phone call records that reached IBA headquarters in the week prior to the trip. Their question to their Congressmen was simple, "Was this what you had in mind when Congress enacted the FCS rescue bill?" The information also was shared with Frank Naylor, chairman of the Farm Credit Administration, which has been appointed regulator of the FCS, as well as with each of the federal regulators dealing with banks—the Fed, FDIC and Comptroller. Updatings of the responses received by IBA will be added to the voluminous file turned over to the ABA during the IBA briefing at that office.



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There are many points of discussion that can be brought forth in regard to this hotly debated matter. Several should receive priority:

1. FCA should ride close herd on this situation to determine if, in fact, funds are being dangled before prospective customers below cost—and that means all costs.
2. The Omaha Land Bank has published rates from which its loan officers are deviating. Those loan officers are cutting the rate to whatever it takes to get below the local bank rate after it learns from the farmer what rate the bank is offering. If the Land Bank is successful in stealing that customer by this method, it is ordering the customer as part of the deal *not* to disclose to a bank the lower rate that's been given.
3. Many Land Bank deals offer an even further reduction in rate if the prospective borrower will abandon the local bank for operating loans and get that money, instead, from the PCA.
4. It would be well to point out to all *existing* FCS borrowers who are quietly paying previously contracted for rates of, for example, 11% to 11½%, that their area Land Bank and/or PCA is giving the same



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AA-2 **VP**—Sr. Credit Officer and responsible for 18mm loan portfolio. Has proven record of reducing classified credits. Has done extensive work with micro computers and writing program templates. Experience includes supervisory duties. According to a reference, "Good Problem Solver! Very Good Technical Skills! Good Rapport with People!" Has 4-year Degree and attended several banking schools. **\$40,000-\$45,000.** Call 515/394-5827.

AA-3 **AG LOAN OFFICER**—Over four years lending experience plus sales experience. Desires management position or potential. Has Ag Economics Degree and attended various banking schools and seminars. **\$30,000-\$35,000.** Call 515/394-5827.

AA-4 **INSURANCE SALES**—Registered Insurance Agent seeking position in bank agency. Excellent sales record. Licensed in all areas plus Securities and Investments. Reference says, "Wish I had him back — BLUE CHIP PERSON!" Will relocate. Base plus commissions. Call 515/394-5827.

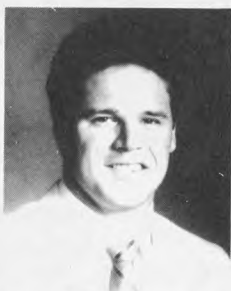
AA-5 **AG LOAN OFFICER/SPECIAL CREDIT OFFICER**—Two years experience includes long and short term lending and administering to special and adverse credit with FCS. According to reference, "strong ag background and very knowledgeable with strong lending practices. Disciplined, organized and punctual. HE'S TOPS!!!" Associates Degree in Ag Bus. management. **\$30,000-\$35,000.** Call 515/394-5827.

AM-6 **OPERATIONS/LENDING**—Four-and-one-half years Bank experience. Handles Real Estate Loans. Operations and Management duties also. "He was always willing to do anything for us. We still use the programs he set up for us," quoted reference. **\$23,000-\$28,000.** Call 712/779-3567.

AM-7 **INSURANCE**—Nineteen years Insurance experience—fifteen years Manager. Currently responsible for increasing agency's premium volume from 300k to 500k in South Dakota Bank. A reference stated, "He is a very dedicated man and is as honest as the day is long." **\$24,000.** Call 712/779-3567.

AM-8 **LENDING**—Involved in Credit and Lending for eleven years. Veteran in Ag, Installment and Commercial Loans. Trained in Money Market Accounts — IRA's and Time CD's. Excellent in analysis and collections. Very good with FmHA Loans. **\$25,000-\$30,000.** Call 712/779-3567.

AM-9 **OPERATIONS/CASHIER**—Eight-and-one-half years VP and Cashier experience in a 43mm Northwest Iowa Bank. Responsible for installation of automated teller machine. Very good computer and management skills. Available immediately. **\$28,000.** Call 712/779-3567.



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AM-10 **BANK MANAGEMENT/CASHIER**—Thirteen years bank experience. Excellent cashier and CFO work performance. Strongest in operations, but not weak by any means in lending. Holds BA in Economics and Bus. Admin. Has in-depth experience in all areas of bank. **\$35,000.** Call 712/779-3567.

AA-11 **AVP**—Ten year banking career includes ag, commercial and real estate lending in a \$200 mm bank. Experience also includes being branch manager of a bank, personnel administrator, business developer and lending services. "Outgoing, dedicated and loyal. Very good credit knowledge with strong computer background," says reference. ISU grad. Agriculture degree with emphasis in finance and law. Prefers NW Ill. **\$30,000.** Call 515/394-5827.

AM-12 **CEO/SR. MANAGEMENT**—25 years banking experience. President/CEO in 42mm "A" rated bank. Bank has grown 15mm in 6 years. Responsible for all phases of running bank. Excellent management skills. **\$45,000-\$55,000.** Call 712/779-3567.

AA-13 **EVP/COO**—As a CPA, candidate has ten years experience in accounting and banking. Currently administering entire accounting function including reporting, budgeting and procedures for multibank holding co. "Has excellent communications skills, hard worker, dedicated and very knowledgeable in banking," said reference. "A VERY NICE GUY," says another reference. Accounting/bus. admin. degree. **\$35,000-\$45,000.** Call 515/394-5827.

AM-14 **LOAN OFFICER/VP**—Eleven years credit experience. Responsible for making a profitable bank out of troubled

one. Excellent skills in lending and management. A reference stated, "he is very strong in organization, meeting deadlines and taking the initiative." **\$30,000-\$35,000.** Call 712/779-3567.

AA-15 **SPECIAL CREDIT LOAN OFFICER**—Over six years FCS experience with on-going long and short term credit. Experience includes one and one-half years servicing adverse and classified loans. Former supervisor says, "organized and level headed with good knowledge of production agriculture." Agri. bus. degree from U. of Wisc. Will relocate. **\$22,000-\$28,000.** Call 515/394-5827.

AM-16 **TRUST OFFICER**—Eleven years in Trust & Investments. Holds JD. Responsible for being awarded an 850mm Trust Account. Excellent in turnaround situations. Ready to work right now. **\$45,000.** Call 712/779-3567.

AA-17 **AG LOAN OFFICER**—Ag, consumer and installment lending experience obtained past four years in bank and with FCS. "Dedicated, solid, loyal young man. Very intelligent and has broad and rounded ag background," commented reference. Outstanding young man who is available immediately. Ag bus. degree with concentration in finance. Familiar with micro computer. **\$28,000-\$30,000.** Call 515/394-5827.

AM-18 **LOAN OFFICER/VP**—Eleven years lending experience. Solid ag background and proficient in computers. Areas of experience include SBA and FmHA loans. Real Estate sales, Hail Insurance, Adjuster and Commodity Broker experience also add to background and experience. Excellent management skills. Works all loans. **\$30,000-\$35,000.** Call 712/779-3567.

POSITIONS AVAILABLE

CASHIER/MGR—100mm bank in Central Iowa. Requires experience in Regulatory Reporting, Investments and Auditing. Must have supervisory skills and a good knowledge of computers. Accounting Degree and Bank experience needed. Good advancement opportunities. **\$25,000-\$30,000.**

VP—Small bank in S.E. Iowa. Must be well seasoned and experienced in all areas of lending. Need to be outgoing and aggressive and want to live in a small town. Close to metro area. Requires a Degree. **\$25,000-\$30,000.**

LOAN OFFICER—S.E. Iowa Bank. Requires experience in all areas of lending.

Must have a good computer background and a 4-year degree. Nice community. Excellent opportunity. **\$25,000-\$30,000.**

AVP—N.W. Ill. Bank in need of an Ag Loan Officer. Requires knowledge of Consumer and R.E. lending and ability to handle large accounts. Prefer Ag Degree. Close to metro area. **\$25,000-\$30,000.**

AG LOAN OFFICER/AVP—Major ag lender for large bank in S. MI. Must be well versed in ag lending and be able to develop and administer peripheral services. Excellent advancement op-

portunities for right person. **\$27,000-\$38,000.**

INSURANCE SALES—Bank agency in W. MN. Requires previous insurance sales experience and all insurance licenses. Prefer R.E. sales and appraisal experience. Will perform some accounting duties. Must be outgoing and able to develop new business. Base plus commissions.

VP/BR. MGR.—Small S. MN Bank. Must be STRONG CREDIT ANALYST & OUTGOING to develop new business. Computer background helpful. Close to large town. **\$30,000-\$35,000.**

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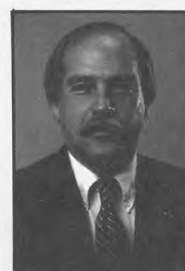
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money to a competing neighbor for perhaps 3% less!

If Congress is going to subsidize the Farm Credit System bailout with the public's tax dollars (including ours) then it has a companion responsibility to see that Farm Credit Administration properly oversees the FCS units so that they don't revert to the same methods that got them in trouble before.

One last thought. If FCS units also can offer farm customers complete insurance coverage, then why all the haranguing in Congress about not allowing banks to have authority to sell insurance?

Iowa News

DES MOINES: First Interstate Bank has announced the promotion of Joan Thompson to vice president, retail sales manager at the West Des Moines office. She joined First Interstate in 1982 and became an investment officer in 1984.

LE MARS: Gordon Mennen, president of LeMars Savings Bank since 1954, was recently promoted to chairman and CEO. As reported last month in *THE NORTHWESTERN BANKER*, new president is Henry A. Ahlers.

NORWAY: At Benton County Savings Bank, recent promotions included Dennis D. Day to executive vice president, Karen Himmelsbach to vice president of operations and Marjorie Becker to vice president of administration. Mr. Day joined the bank in 1977. Ms. Himmelsbach will continue her duties as cashier. Ms. Becker's duties include student loans, compliance and computer operations.

WATERLOO: At Peoples Bank and Trust Co., Dennis E. Egel has been promoted to senior vice president of the trust division. He has 11 years of experience in trust and is also an attorney. Kevin J. Brooks was promoted to vice president at the Cedar Falls office. He joined the bank last June as office manager of the Parkersburg office. Dennis R. Wubbena has been advanced to vice president of personnel and marketing. He joined the bank in 1984 as personnel director.

WATERLOO: R. Scott Fetner, president of The National Bank of Waterloo, announced on April 13 that the acquisition of the First Community Bank & Trust in Traer and The First National Bank of



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Tama County in Dysart received final approval from regulatory authorities. These two banks and their two branch offices in Clutier and Vining will become full service branches of NBW on May 13 (First Community Bank & Trust) and May 20 (First National Bank of Tama County).

Nebraska News

The Nebraska 1988 NABW State Conference will be held on May 6 and 7 at the Marriott Hotel in Omaha. The host group will be the Mid-Plains Chapter. Theme of the conference is "Mastering the Future," while the general session will address the topic "Constant Change is Our New Reality." Also included in the conference will be a workshop led by Shirley E. Furr, National Membership Chair, on "Mastering Our Responses to Change." NABW National Director

Diane L. Van Boxtel will describe how members make NABW work for them in "You Make It Happen." Speaker for Friday night's banquet will be Cynthia Milligan, director of the Department of Banking and Finance. For more information, contact Doris Capps at (402) 536-2319.

HOLBROOK: Charles R. Leffler, Sr., chairman of Security State Bank here, has announced that federal regulatory approval was received April 1 to merge Security State Bank into Security National Bank in Sidney. Mr. Leffler also is chairman of the Sidney bank. Reginald Warner, executive vice president, will continue as chief operations officer at Holbrook. At 1987 year-end, Security State Bank had assets of \$10,251,000. The merger brings assets of Security National in Sidney to \$61,740,000, deposits of \$52,009,000 and capital

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5:00 Social Hour
6:00 Dinner

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Iowa Groups 4 and 8 To Meet

Group 4—Dubuque

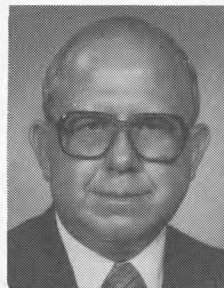
Group 4 bankers will be meeting at the Dubuque Inn Best Western on Monday, May 2. Chairing the meeting will be James P. Lage, president, Citizens State Bank in Postville.

Arrangements may be made for morning golf at Dubuque's Bunker Hill Golf Course by calling George Stephenson at 319-589-4261.

The afternoon will feature a special presentation by Allan T. Thoms of the Iowa Department of Economic Development, entitled "Economic Development in Iowa Communities." Entertainment will be provided by the Dixieland All Stars & Sing-A-Long.

P.M.

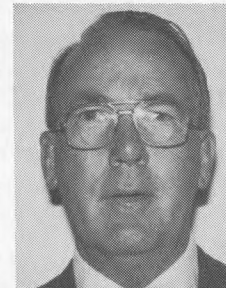
1:30 Registration opens.
2:30 Welcome—James Lage.
News from the Superintendent of Banking—Ed Tubbs.
IBA Overview—Neil Milner.
4:00 Break—poolside.
4:15 Economic Development in Iowa Communities—Allan T. Thoms.
5:00 Social hour/cash bar.
6:00 Dinner.
Remarks by IBA Pres. Clair Lensing.



J.P. LAGE

Group 8—Davenport

The 1987 Group 8 meeting will be held in Davenport at the River Center, and will be chaired by J. Robert Bunn, president, Clarence Savings Bank, Clarence. Golf will be available in the morning at Emies Golf Course in Davenport.



J.R. BUNN

Reports will be given at the afternoon meeting by Group 8 Secretary James A. Matthys, IBA Executive Vice President Neil Milner, and IBA President Clair Lensing. Banking Superintendent Edward Tubbs will speak at the banquet, which will feature dancing with the Brass Notes.

P.M.

3:00 Banquet registration.
4:00 Business meeting.
Secretary's report—James A. Matthys.
IBA activities—Neil Milner.
Remarks—Clair Lensing.
5:15 Adjourn.
5:30 Social hour/cash bar.
6:30 Banquet.
Golf awards.
Remarks—Edward Tubbs.
Dancing with Brass Notes.

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Tuesday, May 3, River Center

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Business:

4:00 Meeting
5:30 Social Hour
6:30 Banquet/Entertainment

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accounts of \$4,597,000. Security National also has a branch in Harrison. Mr. Leffler also owns Crawford State Bank, which has \$16,300,000 in assets.

LINCOLN: At Vistar Bank, James F. Nissen has been elected chairman and CEO, a new position. Dana L. Henricksen was elected to fill the position of president vacated by Mr. Nissen. Both have been associated with Vistar for several years. Mr. Henricksen's prior title was executive vice president.

OMAHA: A group of investors headed by Michael L. Dahir, former chief financial officer of FirstTier Financial Inc., has made an offer to acquire control of the Omaha State Bank by buying its parent company, Omaha State Corp. Details of the purchase were not disclosed. As of year-end 1987, the bank had assets of \$55 million. Mr. Dahir said he would become CEO of the bank and the holding company, and present staff would be retained. Bank president and founder Eugene J. Zaloudek said he expected to leave the

bank but would remain in the banking industry.

Minnesota News

MINNEAPOLIS: Susan E. Lester has joined First Bank System, Inc., as vice president, accounting policy and tax. She was most recently associated with the Minneapolis office of Ernst & Whinney, where she served as senior manager for the First Bank System account.

ST. JAMES: Patrick T. Stallman has joined Citizens State Bank of St. James as president. He previously served as vice president of Citizens Bank and Trust Company in Hutchinson. Prior to that he was branch manager of the Production Credit Association in Marshall.

South Dakota News

BROOKINGS: Douglas Miller has been named president of the Norwest Bank in Brookings. He succeeds Rick Kolkman, who has purchased a business in Watertown. Mr. Miller joined Norwest in 1972 and most recently was vice president, private banking in Sioux Falls.

SIOUX FALLS: Denny Hoffman has been named vice president/trust for the Norwest Bank South Dakota Capital Management and Trust Department in Sioux Falls. He joined Norwest last year as a trust investment officer.

SIOUX FALLS: William Lindquist

has been promoted to senior vice president/manager, affiliate sales for Norwest Investment Services, Inc. He will continue as manager for the South Dakota office. Mr. Lindquist joined Norwest in 1982 and previously was a vice president.

YANKTON: Larry Ness, president of First Dakota National Bank, has announced that his bank has entered into an agreement to purchase the stock of American State Bank, also located in Yankton, and will assume the assets and liabilities of that institution. The P&A was negotiated through regulatory authorities and the application is in process at the Comptroller of the Currency's office. It is expected the transaction will be completed in May and the two banks will be merged as one at that time. First Dakota, Mr. Ness said, has assets of about \$62 million, while American State has about \$63 million in assets. The American State figure is down from the nearly \$82 million in assets reported at 1986 year-end. The merged bank would have approximately \$125 million in assets, which would make it the seventh largest bank in the state. Mr. Ness said Marvin Steffes, president of American State, will continue with First Dakota as a vice president. The American State building and its one office in Yankton and its branch in Vermillion will continue to be operated by First Dakota National, Mr. Ness said.

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POSITIONS AVAILABLE

PRESIDENT, \$60mm outstate, 10,000 population, strong marketer	\$60,000 + incentive
PRESIDENT \$30mm ag bank, strong leader and administrator	\$50,000.
PRESIDENT, \$10mm ag bank, total ag background	\$35,000.
PRESIDENT, \$80mm, commercial and consumer, top town	\$75,000 +.
PRESIDENT, \$30mm, growth situation, one-rated, no ag	\$.50-60,000.
PRESIDENT, \$75mm S & L, this is a top situation	\$75,000.
AG LENDER, primarily real estate oriented, 5,000 population	\$30,000.
AG LENDER, strong real estate background, warm climate	\$30,000.
LOAN ORIGINATOR, S & L, great location	\$25,000.
CASH MANAGEMENT, has handled billion plus positions	\$80,000.
CONTROLLER, \$60mm bank, A/L management, strategic planning	\$35,000.

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FOR FURTHER INFORMATION CONTACT KURT ROSENCRANTS



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(515) 244-4414

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POSITIONS AVAILABLE

AG LOAN OFFICER for \$15 MM southeastern Iowa bank. 2-3 yrs. experience in ag lending (FmHA guarantees helpful, commercial and real estate). Profitable bank, clean loan portfolio. Send resume to Iowa Bank & Trust, P.O. Box 36, Bloomfield, IA 52537. (PA)

LENDING OFFICER—Bank in eastern Neb. located in co. seat town seeking individual with exp. in installment and real estate lending. Salary commensurate with level of exp. Please submit resume, credentials and salary history to File No. WNB c/o Northwestern Banker. (PA)

The National Bank of Waterloo is looking for an **ASSISTANT CREDIT ANALYST**. Need up to 2 yrs. of previous credit exp. in ag credit, com'l credit and financial statement analysis. Send resume and salary requirements to The National Bank of Waterloo, P. O. Box 90, Waterloo, IA 50704, Attn.: Personnel Dept. EOE—M/F (PA)

COMPTROLLER/CFO. \$70MM progressive, profitable IL bank in county seat & small college town creating new position. Needs a take-charge, analytical, people-oriented person who understands overall operations, is experienced in A.L. mgmt & aspires to become part of mgmt team. Salary commensurate with experience. Send resume to File No. WND c/o Northwestern Banker. (PA)

Wanted—aggressive marketing person to fill position as **EXECUTIVE DIRECTOR** of Ottumwa area Chamber of Commerce, Ottumwa, IA. Letter of application, including salary requirements and resume, should be submitted to: Pres., Chamber of Commerce, Box 308, Ottumwa, IA 52501. (PA)

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REGIONAL TRUST OFFICER—Multi-bank holding company needs seasoned trust officer to handle all trust work for several area banks. Need good marketing skills and management ability. To \$40,000.

LOAN ORIGINATOR—Newly created position for experienced commercial lender wanting the challenge and opportunity to use marketing skills for career advancement. To \$35,000 + commission.

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

MORTGAGE MANAGER - Need management experience in mortgage - residential - servicing - processing - closing - some origination. Omaha location. To \$35K

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

POSITIONS AVAILABLE

SR. COM'L LENDER—Have you been waiting for the chance to manage your own dept.? Prestigious bank group has an immediate opening in ND for a motivated com'l lender to direct its entire lending function. Must have 10+ yrs. com'l lending exp. and a degree. To \$55K. Job #NW3113

VP—COMMERCIAL LENDER—Are you looking for a more progressive bank? Rapidly growing bank located 1 hour from Mpls seeks ambitious Com'l Lender. Must have 3+ yrs. exp. and proven business development ability. Don't miss this opportunity! To \$45K. Job #NW3111

EVP AG LENDER—Are you motivated by a challenge? West Central MN bank seeks outgoing Ag Lender to fill its EVP role. Must have 4+ yrs. ag lending exp. along with strong communication skills. To \$30K. Job #NW3115.

FOR MORE INFORMATION
CONTACT PAUL GENTZKOW
OR SUE KEITHAHN



ROBERT HALF OF MINNESOTA, INC.

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

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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. Med-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

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