

NORTHWESTERN Banker Newsletter

Vol. 17 No. 21

Des Moines, Iowa

September 5, 1988

Salary Not Reason for Resignations

GOOD workers rarely quit their jobs over salary or benefits, reports a new nationwide survey of leading corporations.

According to the survey, the overwhelming majority (7 out of 10) of the better employees who do quit believe they did not receive enough recognition or feel that opportunities for advancement are too limited.

The survey, which was developed by Robert Half International, the world's largest accounting, financial and data processing recruiting specialists, was based on interviews with top management executives and personnel directors of 100 of America's 1,000 largest companies. It was conducted for the Robert Half organization by an independent research firm. The respondents were asked why good employees would be most likely to quit. Here are the reasons given why they leave:

- Feeling that opportunities for advancement are limited—47%
- Lack of recognition—26%
- Unhappiness with management—15%
- Inadequate salary or benefits—6%
- Bored with the job—6%

"Salary and benefits may be at the bottom of this list," observed Robert Half International President Max Messmer, "because most companies accept the need to provide the compensation necessary to at-

tract and retain good employees."

However, Mr. Messmer said, "The survey is evidence that management risks losing top people when it fails to recognize achievement or provide clearly defined advancement and promotion paths." □

Iowa News

Thomas R. Smith was elected president-elect and Dale Froehlich, treasurer-elect of the Iowa Bankers Association recently. Mr. Smith currently serves as vice chairman and director of Brenton Bank and Trust Co., Marshalltown. He also is a director of Brenton Bank, Inc., Des Moines and Brenton National Bank in Perry. Mr. Froehlich is president, CEO and marketing officer for Ankeny State Bank, Ankeny. He has been with the bank for over four years. The treasurer-elect position was created this past year and is neither an officer or board position, but is designed to serve as training for the treasurer's position. Mr. Froehlich will be a member of the IBA Finance Committee.

* * *

The IBA will sponsor a school for teller trainers on October 5-6 at the Savery Hotel in Des Moines. Workshop leader will be Bev Licata, vice president of Financial Education & Development. Fee includes mat-

erials, continental breakfast and lunch for both days. If paid in advance, fee is \$275 for members, \$325 for subscribers and \$375 for non-members, with \$25 additional required if paid after September 23. Contact the IBA for more information.

ELDORA: Jim Brown has been named president and acting chairman of the board of Hardin County Savings Bank. He succeeds his late father, Robert R. Brown, in both positions. Jim Brown joined the bank in 1974 and has served as executive vice president for the past six years.

IDA GROVE: First State Bank in Ida Grove has been sold to a local group headed by Richard A. Bogue, president of HIWAY Products, Inc. The \$15.8 million bank was owned by the former Toy National Bank of Sioux City, which acquired it in 1985 when the previous owners defaulted on a bank stock loan. Terms of the sale were not disclosed.

Minnesota News

The Minnesota Metro AIB has announced seminars to be offered in September. Dates and topics are: 7th—Check Collection Expedited Funds Availability for Customer Contact Personnel; 13th—Productive Communications: Knowing Yourself and Others; 14th—Making the Transition to Supervision;

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MINNEAPOLIS: First Bank System has named Daryl Evanvold president of First Bank East Grand Forks. He will continue to serve as an account executive in the client group. Mr. Evanvold began his career with FBS in 1981.

WINONA: The Merchants National Bank of Winona has announced a major expansion of its operations through the formation of a leasing

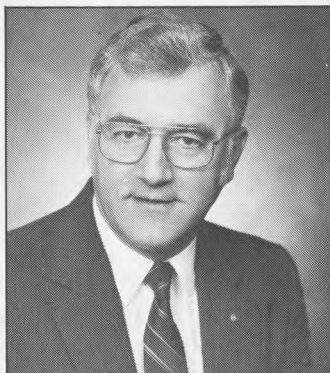
subsidiary. Headquartered in Bloomington and with an office in Winona, the corporation will be called Merchants Capital Resources, Inc. J. Roger Meier was named president of the subsidiary. Most recently Mr. Meier was sales manager for Hubbard Leading Company, Mankato. Scott Strebe will be vice president of the company.

Nebraska News

The Nebraska Bankers Association just concluded its 1988 Area Banker Meetings at six locations across the state. According to NBA President Harley Bergmeyer, attendance was excellent, with over 600 bankers participating.

* * *

“The Customer” Program will be presented by the NBA during September and October. This training program is designed to improve customer service skills in bankers. The Executive Overview session will be presented September 27 at the Lincoln Cornhusker Hotel and September 28 at the Kearney Ramada Inn. This session costs \$30 and runs from 8:30 a.m. to noon. The Training Session will be held October 11-12 in Lincoln and October 13-14 in Kearney, and runs from 8:30 a.m. to 4:00 p.m. Fee is \$100 for the first registrant and \$80 for each additional. Contact the NBA for more information.



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Illinois News

The Illinois Bankers Association will hold its annual Agricultural Credit Conference at the Holiday Inn in Decatur on September 14-15. Scheduled speakers include Carl Clayton of Clayton Enterprises, Mt. Prospect; Art Pulis of Pulis & Associates, Durango, Colo.; Dr. David Lins, professor of ag economics at the University of Illinois, and John Marten, staff economist for *Farm Journal* magazine. Contact the IBA for more information.

CHICAGO: Lynn M. Orwicz has joined The Exchange National Bank as vice president and retail development manager. She was previously with Continental Illinois Bank where she was second vice president and group marketing manager. Prior to that, she held positions as manager in real estate operations and manager of secondary marketing and sales.

CHICAGO: Gordon L. Mason has joined The Exchange National Bank of Chicago as vice president in the bond department. He will manage the government trading desk. Mr. Mason was previously with Rodman and Renshaw, where he was vice president in charge of the municipal trading and underwriting departments.

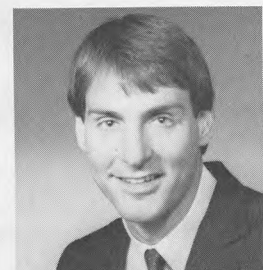
ELK GROVE: Joseph F. Tomasello has been named president of Avenue Bank of Elk Grove. He joins the bank from PlainsBank of Illinois, formerly Des Plaines National Bank, where he most recently served as senior vice president of commercial lending. He also worked at the First National Bank of Chicago as a commercial banking officer/manager.

MORTON GROVE: Gerrie M. Smith has been appointed vice president in charge of retail banking for the Affiliated Banc Group, Inc. She previously served as senior vice

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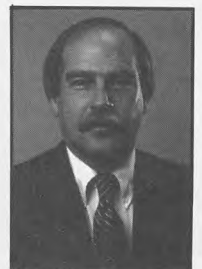
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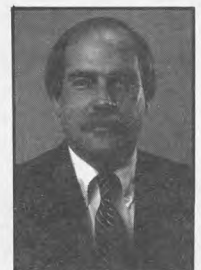
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South Dakota News

The South Dakota Bankers Association will hold its 1988 Group Meetings during September. Group I will meet at the Holiday Inn City Centre in Sioux Falls on September 21st. Group II will gather at the Aberdeen Inn on the 22nd. Group III's meeting will be held on the 20th at the Holiday Inn in Mitchell. Group IV will hold its meeting September 23rd at the Wrangler Motor Inn in Mobridge. Group V will meet the 19th at the Hilton Inn in Rapid City. At each meeting, registration will begin at 12:30 with the Call to Order at 1:00. The program includes a slide presentation on Dakota Proposition II Ballot Issue; a report on farm mediation by Russ Stone, director of the Farm Mediation Program, and an update on Reg CC by Michael Moebs of Moebs Services. A reception will follow at 6:00 with dinner at 7:00. For more information, contact the SDBA.

BRITTON: The FDIC has approved the transfer of insured deposits and fully secured of preferred deposits of Marshall County Bank, Britton, to First National Bank, Beresford. The failed bank's two offices (in Britton and Veblen) reopened August 22 as branches of First National Bank. Marshall County Bank had total assets of \$10.5 million and deposits of \$9.6 million when it was closed August 19.

North Dakota News

The North Dakota Bankers Association Group Meetings will be held throughout late September. The Northeast Group meets the 26th at the Artclare Motel in Devils

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Lake. The Northwest Group will gather at Andrews Steck House in Rugby on the 27th. The Southwest Group will hold its meeting at the Golden West in New Salem on the 28th. The Southeast Group meets the 29th at the Eagles Club in Valley City. Each meeting begins at 2:00 p.m. with opening remarks by the group president. NDBA President Roger Berglund will give an NDBA and legislative update. "Ways and Means of Grassroots Activity" will be presented by NDBA General Counsel Keith Magnusson and state legislators. In addition, Arlen Leholm, director of the Center for Rural Revitalization, will address each group. Following the business meetings, each group will enjoy a social hour at 5:45 and dinner at 6:30, with adjournment at 7:45. Fee is \$30 for meeting and dinner, \$20 for meeting only and \$15 for dinner only. Contact the NDBA to register.

The NDBA will hold a PEP Key Banker Training Workshop at two locations in September: at the Elks in Devils Lake on the 13th, and at the Kelly Inn in Bismarck on the 14th. Registration begins at 1:30, with the workshop running from 2:00 to 4:15. Registrations should be returned by September 9. Contact the NDBA for more information.

* * *

The NDBA will present seminars on Loan Review and Risk Rating on September 20 at the Holiday Inn in Bismarck and on the 21st at the Doublewood Inn in Fargo; as well as seminars on Problem Loan Workout on the 21st in Bismarck and the 22nd in Fargo. The loan review seminar runs from 8:30 to 4:00, and the loan workout seminar is scheduled for 8:00 to 3:00. Fee is \$95 for either seminar or \$160 for both. Contact the NDBA by September 13 to register.



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COMMERCIAL LOAN OFFICER—Lending position available in east-central Nebraska bank. 1-3 years bank lending experience required. Contact File No. WOE c/o Northwestern Banker. (PA)

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