

THE EXECUTIVE GROUP NEWSLETTER

APRIL 2003



The Executive Group, Executive Search and Recruitment Firm based in Billings, MT. Serving the Banking and Financial Community in 23 Western and Midwestern States since 1985.

THINKING OF YOU!

This monthly newsletter provides us with yet another means of keeping in touch!

DID YOU KNOW?

A new series of excerpts taken from the book "The House of Morgan: An American Banking Dynasty & The Rise of Modern Finance" by Ron Chernow

"In 1835, George Peabody, a state commissioner from Maryland, set sail for London, to mediate a dispute between London financiers and the "colonies" over unpaid bond interest. Later, deciding to stay in London for the "refinements and amenities" it offered, he established a merchant house, whose specialty was "high finance". At age 65, his business extensive and well established and his health declining, he decided to take on a protégé (since he had no sons of his own to inherit his financial giant) – one he could mold to follow in his footsteps. The young man he chose to be his partner and heir was none other than Junius Spencer Morgan, of Boston. Upon this foundation the House of Morgan would be built." (To Be Continued Next Month)

HOT JOBS! HOT JOBS! HOT JOBS! HOT JOBS! HOT JOBS! HOT JOBS!

Key Commercial Loan Officer in Western Wyoming

This resort community is looking to hire an experienced **Commercial Lender** to handle an established portfolio and supervise a staff of one to four people. The bank is part of a larger regional bank and has an excellent bonus package along with a competitive base. This is an ideal location if you ski, mountain bike and/or love the mountains. **Compensation:** \$45-75K plus bonus. **Contact:** **Bill** at 1-800-755-5161 or email bill@exegrp.net.

Mortgage Originator in Milwaukee, WI Area

A regional bank system in the Milwaukee region is looking to hire a **Mortgage Originator**, preferably someone currently working in a bank. Key to this position is the ability to create and maintain key business relationships, either through previous working relationships or familiarity with key real estate generators within the market. **Compensation:** Very lucrative – a 50-60 hour/week player could easily realize a 6-Figure income. This is a one-person office with the opportunity of running his/her own show. Base is draw against commission, which is paid quarterly on all fees generated. **Contact:** **Jim** at 800-755-5161 or jbrowne@exegrp.net.

HOT JOBS! HOT JOBS! HOT JOBS! HOT JOBS! HOT JOBS! HOT JOBS!

Mortgage/Real Estate Underwriter in Montana

Regional Banking System is looking to hire an experienced **Mortgage Underwriter** with FHA and conventional underwriting skills. This is the #2 position in a busy Real Estate Department.

Compensation: \$35-55K, plus bonus. **Contact:** **Bill** at 1-800-755-5161 or email bill@exegrp.net.

Auditor - Director for Large Regional Bank System in Montana

A profitable, growing and progressive bank system based in Montana is looking to hire a **Senior Audit Director** to oversee all internal audit/risk management functions. This is a director position in the corporate office with direct input to senior levels of bank management. Will work closely with field audit staff and corporate to keep the bank in solid, regulatory compliance. **Compensation:** \$70-85K. **Contact:** **Bill** at 1-800-755-5161 or email bill@exegrp.net.

Senior Loan Officer/Manager of Commercial Loans in Eastern Nebraska

One of the largest privately owned bank systems in the country is seeking a **Senior Loan Officer/Manager of Commercial Loans** for one of its locales (\$178MM). This individual will be personally responsible for overseeing the bank's \$116MM portfolio, directly managing the commercial loan department and personally handling a \$15-20MM commercial portfolio. Along with direct supervision of the Commercial Loan Department, the remaining department managers report to this position. **Compensation:** Excellent salary & benefits! **Contact:** **Jim** at jbrowne@exegrp.net.

Commercial Loan Manager/Senior Loan Officer in Colorado

A nestled ski resort community is looking for an experienced Business Banker who is a goal-setter and a hard-charger that can assume a personal portfolio as well as manage a department. If you have a *Work Hard, Play Hard* approach to life then you may be the person we are looking for. **Contact:** **Jim** at 800-755-5161 or jbrowne@exegrp.net.

Business Banker in Billings, MT

A bank of a multi-site holding company is seeking a **Business Banker** for its Billings locale. Because of internal changes, the bank could structure the position for a junior banker (3+ years experience) all the way up to a well-established senior business banker (10+ years experience) and compensation would be commiserative to time and experience. **Excellent Salary & Generous Benefits!** **Contact:** **Jim** at 800-755-5161 or jbrowne@exegrp.net.

MAKE \$100 . . .

Email or phone a name and phone number of someone who gets hired for one of our hot jobs listed above. Contact the team leader for that job via email or phone and if your referral results in a placement for that position, we will send YOU \$100.

MAKE ANOTHER \$100 . . .

Email or phone a job vacancy to our research department. If we successfully fill that vacancy, we will send YOU \$100.

CAREER TIPS & SUGGESTIONS

How To Resign in the New Millennium (Part 2 of a Two Part Series)

By Jordan Greenberg (The Fordyce Letter 2002)

- 4] **Write It Down.** Having a concise, well-written statement makes your point for you. Hand it to the appropriate authority before you start discussing your resignation. (See example below.)
- 5] **Request Confidentiality.** Hand your resignation personally to your boss¹. Inform only those that need to know and your transition will be a lot less hectic.
- 6] **Don't Listen to Counteroffers.** First of all, where was the "new" money, title, promotion, package, territory, private office, commission, boss, etc., etc., etc., before you gave notice to resign? Huh? Why should you have to leverage to get what should be willingly given?² Secondly, statistics do not lie. Counteroffers rarely work out for the employee or the employer. *The Wall Street Journal* has published several articles on the subject. 60% or more people that accept counteroffers are gone in six months anyway.³ Finally, why go backwards in a world where the only thing you can count on are lost opportunities? Here is a sample resignation letter:

Date

Mr. John Doe
ABC Company, Inc.
100 Main Street
City, ST Zip

Dear Mr. Doe,

I want to take this time to thank you for the professional relationship and leadership you have provided during my tenure here. I have thoroughly enjoyed the work environment and atmosphere provided by you and the company management.

However, I have accepted a new position with another company. My last day of employment with ABC Company will be Friday, December 15, 1999. My decision to leave ABC Company is final.

I appreciate all that you have done for me in the past, and hope that we can maintain a cordial, professional relationship in the future.

Sincerely,

Xxxxx Xxxxxxx

¹ Added by The Executive Group, April 2003

² Added by The Executive Group, April 2003

³ Added by The Executive Group, April 2003



Keeping Each Other Informed!

We will try to keep you in touch with new job tasks on our desks. Please keep us informed of yourself as well. Please let us know when your status changes, i.e., relocation, new position, increase in salary or if you want to be dropped as a potential candidate from our database. Please email any significant changes to:

research@exegrp.net



The Executive Group
Consultants in Strategic Personnel Systems

1645 Parkhill Drive, Ste.4 ? Billings, MT 59102

(406) 252-7770 ? (800) 755-5161

(406) 252-7444 fax ? exginfo@wtp.net