

THE EXECUTIVE GROUP NEWSLETTER

FEBRUARY 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.

FOOD FOR THOUGHT

A journey of a thousand miles must begin with a single step.

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.

Ag Lenders for 2 Sites in Eastern Montana

Large regional independent bank is expanding and looking to hire an **Ag Lender** with 1-3 years of experience, and a **Senior Ag Lender** with five or more years of lending experience. Both sites are located in towns of 10,000 people. Great location for outdoorsman; offers hunting, fishing and rural living. **Compensation:** \$30-60K. Contact **Bill** at 1-800-755-5161 or email bill@exegrp.net.

President in Southwestern Minnesota

A Dynamic \$5.4 Billion System is looking for a **President** for one of its 134 Banks. They are looking for a goal-setter and achiever, a hard-charger that can assume a personal portfolio, manage a staff and be an integral part of bringing this company into 21st century banking. They offer a competitive salary, additional on-going bonus revenue, promotable potential and excellent benefits. Contact **Jim** at 1-800-755-5161 or jbrowne@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.

Mortgage/Real Estate Officers in Montana

Regional Banking System is looking to hire an experienced **Mortgage Underwriter** with FHA and conventional underwriting skills, and an experienced **Mortgage Originator** with good business development skills to work closely with realtors in a South Central Montana city. **Compensation:** \$35-45K, plus bonus. **Contact Bill at 1-800-755-5161 or email bill@exegrp.net.**

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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.**

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 \$100.00.

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

INTERVIEW TIPS OF THE MONTH

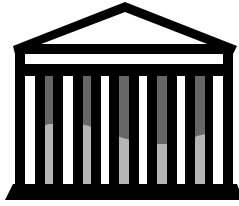
By planning ahead how YOU would like the conversation to proceed, you can strongly influence the end results.

Part VII of VII of an On-Going Series

Most Commonly Asked Questions and Appropriate Responses During An Interview:

19. **What are the reasons for your success?**
- ✓ It is best to keep this answer very general, permitting the interviewer to probe more deeply. Offer a short list of positive character traits that describe YOU. "I like to work hard." "I get along with all kinds of people and I know how to listen." Or, "I pay close attention to details, I know how to watch costs and I can keep difficult customers smiling."
20. **What kind of experience do you have for this job?**
- ✓ Summarize four or five key areas of experience that you know you can bring to your new job. Demonstrate how each one will help the interviewer's company solve their problems. For example, "My experience in new product introductions will be very helpful to your entire marketing effort." Or, "My industrial design background will strengthen your sales-force capability in dealing with large clients."

If you missed any of our seven part series, email us at the address below for a complete copy of all 20 questions.



THE EXECUTIVE GROUP

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