

THE EXECUTIVE GROUP NEWSLETTER

JANUARY 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

HAVE FUN & CELEBRATE YOUR SUCCESS.

HOT JOBS

Community Banker in South Central Montana

Small, independent bank situated in a rural town near the mountains with a population of 1,000 is looking for a **Generalist Lender**. This is an ideal location for hunting, fishing, skiing and mountain activities in a rural-agricultural area. Good career potential! Compensation: **\$30-50K**. Contact **Bill** at 1-800-755-5161 or email bill@exegrp.net.

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 Lender for 2 Sites in Eastern Montana

Large regional independent bank is expanding and looking to hire an **Ag Banker** with 1-3 years of experience. One site located in town of 10,000 people and second site in town of 3,000 people. Great location for outdoorsman; offers hunting, fishing and rural living. Compensation: **\$30-45K**. Contact **Bill** at 1-800-755-5161 or email bill@exegrp.net.

Head of Personal Trust Department based in Montana

Very progressive Trust Company is looking for the right person to supervise a staff of +15, oversee all new business development and coordinate with Trust Investments. Compensation: **\$+90K**. Contact **Bill** at 1-800-755-5161 or email bill@exegrp.net.

Senior Lender, #2 Person in Upper Minnesota

An independent, \$15MM unit bank located in a resort area of Upper Minnesota is looking for a **Senior Lender/#2 Person** with good credit skills in commercial and real estate (Ag experience would be a plus!). This position offers the opportunity for great career development in a smaller community bank while living in an area abundant with snowmobiling, fishing, hunting and boating-type activities. Compensation: **\$50K (may go up to low \$50's)**. Contact **Bill** at 800-755-5161 or bill@exegrp.net.

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Vice President-Head of Ag Lending in Southwestern Minnesota

A Dynamic \$5.4 Billion System is looking for a **Vice President – Head of Ag Lending** for one of its 134 branches. 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.

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

DURING THE INTERVIEW

Obviously, the interviewer will lead and guide the conversation. This is not to say, however, that you have no control over how it progresses, because you do. Be an active listener. Extend your functional presentation through forcing questions -- "is this the kind of information you want? Would you like some additional details about _____?" Here is where your homework pays off. By having planned ahead, you can influence -- if not, at least, partially control -- the actual structure of the interview. This procedure will help you tell your interviewer what you can do and how you will do it.

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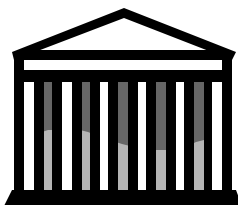
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Part VI of an Ongoing Series

Most Commonly Asked Questions and Appropriate Responses During An Interview:

16. **How have you helped sales/profits/cost reductions?**
✓ Have your hero stories ready and be willing to prove that you have made significant contributions in one or more of these basic areas. Keep your explanations short and try to include specific dollar amounts.
17. **Why aren't you earning more at your age?**
✓ This is a current favorite which can frighten the wits out of an unsuspecting candidate. One of the following responses should cover your situation: "I have been willing to sacrifice short-term earnings in order to gain valuable experience.", or "I have received (been promised) company stock (or other benefits) in lieu of a salary increase", or "I was reluctant to gain a reputation as a job-hopper, preferring instead to build my own career on solid, long-term achievement." These work!
18. **How many people have you supervised?**
✓ Similar to the "hired/fired" question (#15 in the November Newsletter). The interviewer is trying to determine the depth of your experience. Do not exaggerate!

WISHING YOU A HEALTHY & BLESSED NEW YEAR!



THE EXECUTIVE GROUP

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