

THE EXECUTIVE GROUP NEWSLETTER

MARCH 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

Remember: The choices you make today will be the choices you have to live with tomorrow.

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.

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.

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.

Business Banker in South Dakota

Bang! Bang! If that sound and the taste of pheasants appeal to you then this position maybe right up your alley. A bank site in prime pheasant country, part of a large regional bank system is looking to hire a **Business Banker** with an emphasis in Ag Lending. An outward-bound, self-starter with moxie who enjoys customer would be ideal for this position. Promotion potential and career growth is only limited by individual's effort. **Compensation:** They offer competitive salary, excellent incentives and full benefits. **Contact:** **Jeanette** at research@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.

Commercial Loan Officer in Western North Dakota

In the 1850's, this area was considered the western edge of civilization but no more! A bank in this bustling, progressive community is looking for a qualified Business Banker. No green horns need apply. This highly promotable position requires a professional attitude, straight-shooting lending skills and an aggressive can do sales attitude. **Compensation:** Competitive salary, bonus and incentives. This may be the perfect opportunity for someone who enjoys the Western experience. **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

CAREER TIPS & SUGGESTIONS

How to Resign in the New Millennium

(Part 1 of a Two Part Series)

Once you have accepted another position, and/or are fully committed to leaving your current employer, consider the following advice to make your separation from that company less stressful:

- 1] **Do Not Delay.** Waiting to avoid the inevitable only creates more stress for everyone involved. Unless you have a significant commission check (or similar payout) in question, give your "notice of resignation" the *first day* you have made your decision. Once you get it over with you will rest much easier. And, believe it or not, it is usually a lot simpler than you may fear.
- 2] **Keep It Professional.** It is understandable to get attached to certain individuals you work with, but this is not the time to dwell on personal issues. After all, those relationships will always be there if they are really meaningful. Keep your focus on your motivation for moving on to greener pastures and your sight set on new business opportunities.
- 3] **Keep Your Distance.** Remember the reasons you started to look around to begin with. And that you and your spouse/significant other/family have already been through the painstaking process of making your decision to move on. Most importantly know that your existing employer does not own you nor do they have the right to know where you are going to be employed next. It is your business until you decide to share that information, if at all. If they pressure you, inform them that you are considering a few options but that your decision to leave is final and that you do not want to use any more company time to interview.¹



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¹ How to Resign in the New Millennium, Jordan Greenberg, The Fordyce Letter 2002