

# FIRSTCITYBANKER

First City National Bank of Austin

Vol. 3, Issue 6

June 1983

## Incentive Program Update

Ideas have been rolling in, and the payoff has been great! In fact, we have awarded over \$550 to winners, and in turn, received over \$42,000 in cost saving ideas. We are proud to announce that we have a number of winners . . . so remember, the idea you're holding onto could earn you a cash award . . . take a minute and submit it today.

Congratulations to our winners



*Donald Bartko and Virginia Kuse*

**Virginia Kuse**, operations officer in Office Services, submitted an idea that was initiated. The idea involved centralizing the Purchasing Department. This would eliminate duplicate orders, missed shipments, and possibly, better prices on items.

**Donald Bartko** in Purchasing had an idea that could save our Bank around \$3,000, and the idea involved our policy of giving away matches.



*Bonnie Beeson*

**Bonnie Beeson**, trust operations officer, submitted two different ideas that could result in savings for our Bank. Her ideas would result in some changes in procedures that would affect our mums and plants.



*Rick Fielder*

**Rick Fielder** in our Trust Operations area was also a winner. His idea would have impact on the Trust Division and involved the recycling of computer stock paper through the computers by using both sides of the paper.



*Donald Lane*

**Donald Lane** in our Accounting Department thought we should review our telephone equipment needs and see what adjustments we could make such as replacing larger sets, that are not necessarily needed, with single unit phones. Also, we could reduce the telephone directory bill by encouraging all of us to first use a telephone book before calling for directory assistance.

The following were awarded a First City coffee mug for their ideas: **Liz Archer**, Trust Operations; **Gene Richardson**, Regional Banking; **Lori Spence**, Corporate Trust; **Danna Hope**, PBX operator; and **Marilyn Lawson**, Commercial Note Operations.

*We would like to recognize Ramona Morris for supplying us with the information for this article.*

# Director Spotlight

This month we are featuring three fine gentlemen who are important to our Bank as well as to our community . . . we feel it is important that you know them.



Les Gage

**Les Gage** . . . does that name ring a bell with you? If it does, it probably brings to mind furniture as in Gage Furniture Co. Mr. Gage grew up in the family business which marks 42 years in the Austin community. He was the second generation to join the business, and he is proud to say that it is now operating under a third generation with his daughter, Georganne, and son, Kyle, learning the ins and outs of the retail business. He also has two other children, Cameron and John.

Mr. Gage serves as president of Gage Furniture and in doing so travels to market throughout the year to select and buy for the two stores. Plans are underway to introduce a third store in the Austin community.

This man is a true outdoorsman. He enjoys running and has participated in a number of runs including several Capitol 10,000s. Kayaking down a fast flowing river . . . this is just another way that Mr. Gage enjoys spending some spare time. And, he has probably kayaked on a majority of the rivers in Texas and in Colorado. He and his wife, Winnie, enjoy spending vacations in the outdoors. They once flew to Vermont and then bicycled throughout the State; they were able to see the countryside and the people in its true essence. Camping is another part of the Gage family activities.

Mr. Gage serves on the Board of Directors at Franklin Savings and

Loan, Board of Directors of Seton Hospital, Board of the Austin Chamber of Commerce, and has served on First City's Board of Directors since 1978.



C. W. Hetherly

In 1979, **C. W. Hetherly** was elected to our Board of Directors, and for many years our Bank has gained from his advice and input.

Mr. Hetherly is a home builder and developer and is owner and president of Great Northern Inc. His business has grown since its start some 23 years ago, with his largest operation in Killeen, Texas. He began in the home industry as a real estate agent, and as his family grew from just himself and his wife, Wanda, to four, with sons Mike and Mark, his plans for the future had changed.

When opportunity knocked, Mr. Hetherly and Sidney Dardin became partners in a building and development corporation. This partnership launched Mr. Hetherly's career in the building industry. This partnership has recently ended, and Mr. Hetherly is sole owner of Great Northern Inc.

Mr. Hetherly has held positions in numerous civic and community organizations and is presently on the Board of Directors of the Austin Chamber of Commerce, the Board of Directors of Texas Housing Agency, and the Board of Directors of the Austin Association of Builders.

Mr. Hetherly was born in Lampasas, Texas. He owns land in the area, and he is presently developing it into a ranch site. On holiday weekends, he enjoys spending time on the Gulf Coast at his condominium in Rockport, Texas, where he does a little fishing and plays tennis. Another way that Mr. Hetherly unwinds is in the kitchen . . . preparing some home-cooked meals. Rumor has it that cheese soup is his specialty.



Lowell Lebermann

**Lowell Lebermann** has been on First City's Board of Directors since October of 1978. He is a businessman, a former member of the City Council, and most recently was a candidate in the race for mayor of Austin.

He is president of Centex Beverage, Inc., distributor of Miller beer products in Austin and Travis County. Previous to his acquiring the distributorship, he owned the local Lincoln-Mercury car dealership, which he relinquished in 1981.

Though he grew up in Commerce, Texas, Austin was in many ways the scene of Mr. Lebermann's childhood, as it was here that his grandparents lived. His grandmother was an Austin artist who established the Christianson-Lebermann photography studio. She was president of the Laguna Gloria Art Museum, of which Mr. Lebermann later became president and is currently chairman. His grandfather was a composer and musician, and during the Depression years played the organ at the Paramount. Mr. Lebermann's work as president of the Paramount Theatre during its restoration was therefore something of a sentimental cause, as well as part of his strong commitment to downtown revitalization.

Mr. Lebermann attended The University of Texas at Austin as a Plan II student and was elected Student Body President. His keen interest in the affairs of the University has continued to this day. He is a member of the Chancellor's Council Executive Committee, the Ex-Students' Association Executive Council, the Centennial Commission, and the Liberal Arts Advisory Council.

*(continued on page 5)*

# Plaudits



*Ray Steward*

**Ray Steward** has been promoted to vice president and manager of Consumer Lending. He joined First City in 1979 as a consumer loan officer with seven years of lending experience. He was promoted to assistant vice president in 1980. Some of Ray's hobbies include music, fishing, and golf.



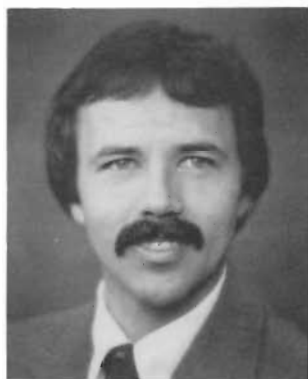
*Lee Doughtie*

**Lee Doughtie** has been promoted to assistant vice president of our Real Estate Division. He has been with our Bank since January of 1980 and started out as a credit analyst. In 1981, he transferred to the Real Estate Division. Lee earned his BBA in finance from Southwest Texas State University. Lee enjoys water and snow skiing and is a member of the Young Men's Business League and the Covenant Presbyterian Church.



*David Goertz*

**David Goertz** has been promoted to assistant vice president of Consumer Lending. David joined our Bank in 1981 as a consumer loan officer and had four years of consumer lending experience. He is a graduate of Southwest Texas State University where he received a BBA in finance. His involvement within the community includes the Young Men's Business League and the Gulf Coast Conservation Association. David enjoys outdoor sports and in 1982 played on the Coors All-Star Softball team.



*Rick Jackson*

**Rick Jackson** has been promoted to assistant vice president of Data Processing. He joined our Bank in 1972 as a part-time computer operator and has worked in many capacities of the data area. Rick enjoys sailing, plays softball, and takes advantage of a sunny day by playing golf. He attended The University of Texas.



*John Jett*

**John Jett** has been promoted to assistant vice president of our Commercial Lending Division. John is a graduate of The University of Texas with a BBA in finance. He is involved in several community activities such as the Young Men's Business League, Junior Achievement, he is

a director diplomat of the Austin Chamber of Commerce, and a captain with the Aqua Festival. John joined our Bank in 1979 as a credit analyst and was promoted in 1981 to commercial loan officer.



*Glenda Lane*

**Glenda Lane** has been promoted to assistant vice president from consumer loan officer. During 1983-84, Glenda will serve as president of the American Institute of Banking for the Austin Chapter and is a member of the National Association of Bank Women-Austin Chapter. Glenda has been in banking for nine years and joined our Bank in 1982. She has attended The University of Texas and received a certificate from the American Institute of Banking.



*Phillip Schwarz*

**Phillip Schwarz** has been promoted to assistant vice president of Consumer Lending. Phil is presently working on his MBA at St. Edward's University. He received his BBA in management from Southwest Texas State University. Phil has been with our Bank since 1978 and is presently on the Church Council of Immanuel Lutheran Church, Pflugerville, and is a member of the "Texas Capital Area Law Enforcement Association."

# 20+ Years of Service

**Bernice Jezisek** is a balance clerk in our Bookkeeping Department. Her career at First City began 26 years ago. Initially, Bernice worked in the Bookkeeping area as a check filer, and since that time, she has worked in a number of areas from Proof to Customer Service.

Bernice has recently witnessed the marriage of her two daughters in a double ceremony . . . in fact, her daughters married brothers. What a ceremony and reception that must have been!

When asked why she had remained loyal to First City, she said, "I enjoy the people I work with, the job itself, and I have a good boss."

**Harold Roeglin** is vice president of Banking Services and has been with First City of Austin for 23 years. Harold has worked his way through most of the operation areas of our Bank and is truly the man to oversee our banking services operations.

Harold says, "The banking industry is an excellent occupation and is a challenge, especially today in our ever-changing industry."

**Gladys Martin** has been associated with First City since December of 1960 . . . 23 years of service. She has been at First City of Austin for two years and is one of our Customer Service representatives.

Before joining our Bank, she was at First City in Orange, Texas. Her decision to move to Austin was due to her husband's retirement from the Dupont Corporation and the city itself. Also, her son lives in Austin . . . that could have had something to do with her decision.

What has motivated Gladys to work for First City for 23 years . . . "I enjoy working for the company, and I really appreciate the benefits we receive."

**Louis James** is vice president and manager of Trust Real Estate which is an area within our Trust Division. Louis has seen our Bank go through many changes in his 23

years. In looking back, there was a time early in his career when he was in charge of Personnel, was the cashier, purchaser of supplies, was involved in the Real Estate/Mortgage Lending Department, and also Commercial and Installment Lending.

Louis said, "If I had it all to do over, I would do it all over again. I've seen the growth of our Bank, and it has been fascinating . . . that's why I'm still here today!"

**Irene Wendland** has been at First City for 22 years. What has motivated her to remain at the Bank over the years? Irene said, "I love the Bank and enjoy the people I work with and have worked with. Management has given me a tremendous amount of support, and frankly, I just never had the urge to go anywhere else."

Irene started in our Bookkeeping Department as a bookkeeper. Her primary responsibility at the time was doing the posting on an NCR posting machine. She is now assistant vice president and manager of Data Processing and Customer Support.

*We would like to thank Patti Miller for furnishing us with the names and dates for this article.*

## Pitch In!

Several months ago, our Bank initiated a new program, and in order for it to be a success, we need your help. It involves the process of shredding computer and classified paper for the purpose of recycling. Recycled paper is used in a variety of ways from boxes to tissues.

How can you do your part? Computer printouts and documents containing confidential information should always be shredded. The importance of destroying confidential records cannot be stressed enough. Collect the papers in your area that should be shredded . . . be sure to keep this material separate from other trash. Shredding containers are located on every floor for your convenience. Collect your papers and deposit them in the receptacle located nearest your office area. Containers are located in the following areas:

Lobby – Teller Circle  
Second Floor – Commercial Teller Area  
Third Floor – Key Punch/Proof  
Fourth Floor – Data/Credit Cards  
Fifth Floor – Operations/Bookkeeping  
Sixth Floor – Accounting/Credit Operations  
Seventh Floor – Real Estate/Investments  
Eighth Floor – Trust  
Eleventh Floor – Personnel

If you have a large bulk of papers that you are unable to carry to the containers, call maintenance at extension 4675, and they will be able to assist you.

Right now we shred approximately 1,500 pounds of paper a week; let's do even better!

*Thanks to Tad Curtis for bringing this program to our attention.*

## AIB Registration

Registration for AIB summer courses in "Principles of Banking" will be held on June 7 at the Texas Commerce Bank in the fifth floor training room beginning at 5:30 p.m. Classes will be held on Tuesdays and Thursdays from 5:30 - 7:30 p.m.

If you have any questions regarding these courses or registration, feel free to contact any of the following AIB representatives in our Bank: Sharon Adamcik, Sammy Kipple, Bob Lancaster, or Linda Rachui.

## Attention Notaries

The Austin Legal Secretaries Association is sponsoring a program addressing the education of notaries and is inviting banks to attend.

F. Henry Garcia, Director of the Uniform Commercial Code and Notaries Public Division of the Office of the Secretary of State will address the subject of the authority, responsibilities and liabilities of Notaries Public in Texas.

The dinner meeting will be held on June 21, 1983, at the Ramada Inn-Gondolier (Town Lake), IH-35 (South) and Riverside Drive beginning at 5:45 p.m. The cost of the dinner is \$8 and includes tax and gratuity. Reservations must be made, not later than June 14, 1983, by calling Patti Miller at 4681.

# Big Brothers/ Big Sisters Art Raffle

In 1970 a group of men with a common concern for fatherless boys decided that Austin was long overdue for a community-wide Big Brother organization. In 1975 Big Brothers initiated a Big Sister program, and in 1981 began matching a Little Brother or Sister with a married couple. The program currently has over 90 children waiting for their own Big Brother or Big Sister, and some have been waiting for over six months due to a need for more volunteers. Since its organization, Big Brothers/Big Sisters of Austin has served over 4,500 children of single-parent families.

Recently, First City contributed to Big Brothers/Big Sisters by allowing them to display some pieces of original works of art in the lobby. Our exhibit was just a small portion of the art donated by local artists to help Big Brothers/Big Sisters with their fund-raising efforts. Some of the finest artists in the Southwest have generously donated their time and talent for Raffles '83, some having contributed since the beginning of the Raffles in 1973. All proceeds from the Raffle benefit the Big Brothers/Big Sisters programs, and we wish them much success in reaching their goal.

The Annual Art Raffle will be held on June 3, 1983, and if you would like additional information, please call Big Brothers/Big Sisters of Austin at 451-6215.

## Important Notice

During the month of May, we notified our customers of changes in our service fees. This notification was sent to all business and personal customers. Please be aware of our fee changes that affect our checking accounts (business and personal), savings accounts, and charges for other services such as stop payments, cashier's checks, etc.

The effective date for any change of fees is June 1, 1983. Please make sure that all Fee Schedules dated August 1, 1982, are discarded.

# AIB Awards Banquet

On May 19, **Glenda Lane**, assistant vice president in the Consumer Loans area, was installed as president of the American Institute of Banking-Austin Chapter for 1983-84.

We wish Glenda much success during the coming year.

First city employees receiving their "Foundations of Banking" diplomas were: **Sharon Adamcik, Linda Bundick, Lynn Driscoll, Romulus Johnson, Sammy Kipple, Deborah LoPrinzi, Linda Pearson, Linda Rachui, and Annette Ruback.** Congratulations to these people on all the hard work that goes into completing the program.

## Spring Clearance

On Wednesday, June 8, from 9:00 a.m. - 12:00 noon and 1:00 - 3:00 p.m., the Marketing Division will be clearing its shelves.

We have a small quantity of City Bank barrel banks which will be on sale at a reduced price. One item we will be giving away is the "Lemons-aide" t-shirts. We have approximately 30 of these shirts in a variety of sizes. Also, we will be giving away colorful, illustrated maps of Austin. We have two sizes: 14½" x 19¼" and 39" x 29½". These maps are perfect for framing, and would make a fine addition to your poster collection.

These items are available on a first come, first served basis. Keep in mind that quantities are limited, so you have to be an early bird to take advantage of this opportunity.

## Maintenance Calls

Effective immediately, if you have any problems pertaining to maintenance, please call extension **4675**. Your message will be recorded in Jack Bible's office, thus allowing the Property Management Department to process calls more efficiently.

(continued from page 2)

The Lebermanns' travel schedule always includes some weekends in Rockport, where Mr. Lebermann usually manages to ruin the day for a few speckled trout. He and his wife, Patricia, like to go to plays, and they share a love of music, literature, and art. They have three daughters: Patty, age 14, Jenny, age 13, and Caroline, age 9.

*Thank you gentlemen for giving us the opportunity to get to know you.*

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Footnote to **Plaudits**:

### plaudit

(plod-et) n. 1. an act or round of applause. 2. enthusiastic approval.

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## Verbal Wit

### ambience

(am' bē əns) n. 1. environment. 2. mood, character, quality, tone, particularly of a milieu.

*The ambience of the after-hours club was lurid and unreal.*

### deciduous

(di sij' ōō əs) adj. 1. shedding the leaves annually. 2. not permanent.

*This is a mixed forest, with both evergreen and deciduous trees.*

### discursive

(di skûr' siv) adj. passing aimlessly from one subject to another.

*By deleting all the discursive commentary, you will have honed your essay to make a much finer intellectual point.*

### insouciant

(in sōō' sē ənt) adj. free from concern; without anxiety; carefree.

*We couldn't be more different; he is gaily insouciant, whereas I am a constant worrier.*

### sophistry

(sof' i strē) n. a tricky, superficially plausible, but fallacious method of reasoning.

*The sophistry of his argument is often too subtle to be detected at first.*



# Hats Off!

Congratulations to those people completing training courses during the month of April.

### Assertiveness Training

Laura Cobo	Gay Mayhan
Anna Dunn	Stan Oestrick
Sandy Hennig	Becky Prestwood
Cheryl Hunter	Tere Vannoy
Rom Johnson	

### Professionalism - Exempt

Janet Fergus	Mike O'Connell
Vicki Houston	Rebecca Prestwood
Wendy Iseminger	Janice Ross
Carol Johnson	Paula Skerkowski
Sammy Kipple	Tere Vannoy
Mike Majewski	Irene Wendland
Gay Mayhan	Dan Yates

### Coaching/Counseling/Team Building

Jeff Brower	Stan Oestrick
Ernie Hermes	Janice Oostey
Normagene Giles	Janice Ross
Cheryl Hunter	Annette Ruback
Rom Johnson	Steve Schiurring
Sammy Kipple	Paula Skerkowski
Mike Majewski	Lana Tangum

### Professionalism - Non-Exempt

Joan Caldwell	Candice Nitcholas
Betty Dabbs	Teresa Oppermann
Joyce Daniels	Lynn Reed
Elizabeth Duron	Marilyn Rollins
Lydia Lucero	Cindy Strong
Jan Moore	Cindi Thackston

## Calendar Update

June 7	Registration for Summer AIB Courses
June 8	Marketing Division's Spring Clearance
June 19	Father's Day

## Congratulations to New Parents

**Judi Hargrove** (Consumer Loan Operations) and husband Tony named their new baby girl Robin Elizabeth. She was born on April 21 and weighed 7 lbs., 6 oz.

Hunter Allen is the name **Geri Taylor** (Real Estate) and husband Bruce have chosen for their new son. He was born on May 21 and weighed 8 lbs., 8½ oz.

## June Birthdays

Mary Bertha Espinosa	6/01
Kathy Olsen	6/01
Rick Park	6/01
Vicki Terrell	6/01
Rhonda Kelly	6/01
Harry Knapp	6/04
Terry Sanders	6/04
Harold Page	6/05
Chris Goldman	6/08
John Jett	6/08
Terry Williams	6/08
Reuben Rios	6/13
Beatrice Amaya	6/15
Alan Artman	6/15
Judi Flint	6/15
Judy Nemir	6/16
Clayton Cary	6/17
Donald Willis	6/18
Margaret Purcell	6/19
Bea Good	6/20
Stephen Green	6/20
Lottie Jackson	6/20
Julio Choo	6/21
Barbara King	6/21
Carol Childress	6/23
Henry Lysek	6/23
Jo True	6/23
Alice Cuellar	6/24
Edna Salgado	6/27
Gladys Martin	6/29
Lorraine Sengler	6/29
Jack Bible	6/30
Willie Harrison	6/30

## Happy Birthday!

## Correct Change, Please

Presidio movie tickets are on sale in the Marketing Division from 8:00 a.m. - 12:00 noon and from 1:00 - 4:00 p.m., Monday through Friday, at a price of \$3 each. **Please keep in mind that you must have the correct change or a check made out for the exact amount when purchasing tickets.** Thank you for your cooperation in this matter.

## Welcome to First City

We would like to welcome the following new employees to First City:

Harold Baskins	Data Processing
Troy Behrden	Data Processing
Theresa Brandt	Trust
Jerry Doherty	Data Processing
Becky Euler	Item Processing
Brenda Kelley	Trust
Patricia Langerud	Teller
Gloria Martel	Data Processing
John Rogers	Data Processing
Rene Santos	Teller
Denise Simmons	Item Processing
Scott Sutcliffe	Item Processing
Martha Toro	Trust

## June Training Schedule

Training courses for the month of June are as follows:

### Communication Seminar for Work Leaders

June 7 and 14

### Assertiveness Training

June 15

### Telephone Techniques

June 21

### Stress Management - Exempt Employees

June 23

Information regarding course outlines and participant selection may be found in your Course Catalog. Classes will be limited to 15. Please complete a registration form for each participant per course selected and return them to Abbie Daly no later than June 2. Should you have any questions, please feel free to call Abbie at extension 4682.

First City Banker

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