

FIRSTCITYBANKER

First City National Bank of Austin

Vol. 4, Issue 7

July 1984

First City National Bank of Austin Employee Referral Award Program

Human Resources Bulletin

First City National Bank continues to take tremendous pride in the quality of its employees. Additionally, we recognize that our employees often refer excellent candidates to our organization. In order to provide an incentive, in appreciation of these recommendations, we are very pleased to implement our Employee Referral Award Program. The program will become effective July 1, 1984, and we encourage your participation. If you have questions regarding the following program, please contact the Human Resources Division.

Nyla Revell

I. ELIGIBILITY

All permanent employees of First City National Bank of Austin.

Supervisors and managers who refer an applicant for a position which is under their direct supervision, or are in a position to make the hiring decision, are not eligible for participation in this program. Also excluded are those employees of the Human Resources Division.

II. REQUIREMENTS

All applicants must be referred directly to the Human Resources Division; applicants not referred to the Human Resources Division

will not be considered. The name of the referring employee must be indicated in the "referred by" box which appears on the application form. The referred applicant must be subsequently employed in a permanent, full-time position. Only one referring employee will be entitled to a cash award.

III. REFERRAL AWARD

The cash award will be paid to the referring employee in the following increments:

50% of referral award after 30 days of employment have been successfully completed.

50% (balance) of referral award after 90 days of employment have been successfully completed.

The final cash award will only be paid to the referring employee upon acknowledgement from the hiring supervisor that the referred employee has successfully completed 90 days of consecutive employment.

A \$150 award will be paid for referred applicants employed into non-exempt salary grades 3 through 5 who are actively employed after 90 days.

A \$300 award will be paid for referred applicants employed into non-exempt salary grades 6 through 9 who are actively employed after 90 days.

To be eligible for the award, the referring employee must be working at First City National Bank of Austin when the award payment is due.



Speakers' Bureau

Bryan Simmons, vice president, Trust Division, spoke in June before the Hospital Corporation of America, Austin Division. The meeting, which was held at South Padre Island, Texas, was for all the division administrators and spouses. The topic was "Total Financial Planning" with a strong emphasis on overall investment programs.

Janet Nash, assistant vice president, Cash Management, and **Dick Zinser**, vice president, Real Estate, spoke to two, co-ed home economic classes at Lanier High School. The subject was "Importance of Credit." The juniors and graduating seniors walked away with a better understanding of the importance of establishing credit, loans — what banks look for from an applicant, and the general understanding of loan applications; e.g., interest rate calculations.

As part of their preventive care efforts, the Austin Regional Clinic will be offering health education classes throughout the summer months.

PLEASE NOTE: Classes are available to anyone, and fees are listed accordingly.

The classes have limited enrollment and require pre-registration. To register, or for additional information, please call the Patient Services Department at 346-6611.

Parent Preparation: The Newborn

This is an opportunity for new and expectant parents to learn about the magical life of their newborn. They will also learn about the stages of infant growth and development, nutrition, the common signs of newborn illnesses, and what the doctor looks for when he examines your baby.

DATE: Beginning July 11th - offered the second Wednesday of every month

PLACE: PruCare Northwest
6835 Austin Center Boulevard
TIME: 7:00 p.m. - 9:00 p.m.

DATE: Beginning July 24th - offered the fourth Tuesday of every month

PLACE: PruCare South
3828 South First Street
TIME: 7:00 p.m. - 9:00 p.m.
FEES: PruCare members - FREE
Non-member - \$10

Arthritis Self-Help Course

Co-sponsored by the Arthritis Foundation, this program helps give you the knowledge and skills to take a more active part in managing your arthritis. This six-session program will help arthritics with pain management, relaxation exercises, endurance exercises, types of medications, joint protection, and nutrition.

DATE: July 12 through August 16 (six Thursday sessions)

PLACE: PruCare Northwest
6835 Austin Center Boulevard
TIME: 7:00 p.m. - 9:00 p.m.
FEE: \$15 tax-deductible donation to the Arthritis Foundation

Take Control of Your Weight: A Weight Management Program for Adults

Take charge of your weight and well being. Learn how to overcome poor eating habits and select an exercise program that is right for you. A celebration, low-calorie potluck supper ends the six-week program.

DATE: September 13 through October 18 (six Thursday sessions)

PLACE: PruCare Northwest
6835 Austin Center Boulevard
TIME: 7:00 p.m. - 8:30 p.m.
FEE: PruCare members - \$20
Non-members - \$45

Survival Kit: Stress Management for the '80s

Traveling over the bumps and grinds of life can wear down our defenses and make us susceptible to disease, illness, apathy, and burnout. Learn how to take the controls for a smooth flight through the '80s.

DATE: To Be Announced
TIME: To Be Announced
PLACE: To Be Announced

Relationships and Teenagers — Maturing Physically and Emotionally

This two-hour program, open to any teenager 13-19 years old, will discuss emotional development and the importance of making knowledgeable decisions. The emphasis is on the responsibility of each person to take charge of his or her own life. The following topics will be covered in mixed or separate groups: contraceptions, sexually transmitted diseases, and developing positive relationships.

DATE: July 23
PLACE: PruCare South
3828 South First Street
TIME: 7:00 p.m. - 9:00 p.m.
FEE: FREE

Being An Effective Parent

Parenting can be a rewarding and enriching experience. Come learn how to increase the joys of being a parent.

In this one-session program, participants will discuss: assumptions parents make about parenting, how to use authority, and methods for improving

communication with children. A special focus of the class will be a discussion of sources of potential stress in families.

DATE: To Be Announced
FEE: PruCare members - FREE
Non-members - \$10

A Positive Behavioral Approach to Child Management

This four-session, family education program is designed to reduce power struggles among family members and to increase responsibility in children. This is a program in which parents and children will learn specific skills which can be implemented immediately. Children, ages 13-15, and their parents usually find this a fun and rewarding experience.

DATE: To Be Announced
FEE: PruCare members - FREE
Non-members - \$25

Parenting Adolescents

Learn how to effectively guide teenagers through the valleys of the junior high jungle to leaving home successfully. Parenting teenagers involves a shift in role from caretaker to guide. Suggestions will be offered to help parents resolve conflict. This four-session program will discuss adolescent development, improve your communication skills with your teen, and provide methods of preparing your teen for the responsibilities of adulthood.

DATE: To Be Announced
FEE: PruCare members - FREE
Non-members - \$25

CPR

The Human Resources Division would like to remind you that CPR classes are scheduled for the second Wednesday of every month. The next class is scheduled to be held on July 11 from 1:00-5:00 p.m. in the San Jacinto Training Room.

Interested employees should contact Sharon Goodwin, extension 4733, or DeShaun Bradley, extension 4681, to register.

Ahoy!



Austin Aqua Festival



The **23rd Annual Austin Aqua Festival** is just around the corner, and this traditional festival gives Austin an opportunity to really shine. Austinites, as well as friends from surrounding areas, can take advantage of being a part of the many ethnic heritages and traditions that make up the festival. The majority of the events will take place during a ten-day celebration, August 3-12.

First City supports the Austin Aqua Festival through the sale of Skipper Pins. Skipper Pins will be on sale July 13-August 3, and the cost will be only \$2. A Skipper Pin can save you up to \$40 in free and discounted admission tickets. You will be able to purchase Skipper Pins from the representative at the Information Desk in the bank lobby and from the east/west tellers at our drive-thru lanes.

Lots of activities and entertainment are planned, so don't miss out on the summer fun.

Brown Bag Lunch Special

A "Brown Bag Lunch Special" will be held in the Human Resources Training Room, First City Centre, July 19, 1984. Marian Thorman, Color and Wardrobe Consultant, will present a 30-minute color and wardrobe session designed to help women improve their personal appearance and create a strong self-image. There will be two sessions, 11:30 a.m. and 12:15 p.m., so bring your lunch and enjoy!

Registration information will be sent to supervisors in July. Should you have any questions or need additional information, contact Abbie Daly, extension 4682, or Sharon Goodwin, extension 4733.

In The News

John A. Wolf, executive vice president and trust officer, of First City National Bank of Austin, was elected chairman of the Texas Bankers Association Trust Division for 1984-85 at the 63rd Annual Convention held in San Antonio on May 18, 1984.

The Association's Trust Division represents approximately 260 Texas bank departments and trust companies that manage more than \$35 billion in trusts for individuals and corporations.

Mr. Wolf has served as an officer for the association for two years and is a faculty member at its Texas School of Trust Banking at The University of Texas at Arlington.

Having joined our bank 19 years ago, Mr. Wolf has had the opportunity to witness the growth of our Trust Division. Most recently, First City has ranked as the largest Trust Division in the city and the twelfth largest Trust Division Bank within Texas.

Mr. Wolf is a graduate of The University of Texas at Austin and holds a graduate certificate, trust major, from the American Institute of Banking.

We would like to congratulate Mr. Wolf on his accomplishments and wish him much success with his newest opportunity as chairman of the Texas Bankers Association Trust Division.

Kerry Merritt, who serves on our Board of Directors and is chairman and chief executive officer of Stripling-Blake Lumber Company of Austin, has been named to the Advisory Board of the Kanaly Trust Company. The board provides input on investment policy, economic and business trends, and makes management recommendations. Mr. Merritt has served on our Board of Directors since 1966.

J. Neils Thompson has been named vice chairman of the Board of Trustees of St. Edward's University. Professor Thompson has been a member of First City's Board of Directors since 1961. He is retired from The University of Texas at Austin as professor of civil engineering. Professor Thompson's experience at UT will be a tremendous asset to the board at St. Edward's.



Hats Off!

Beverly Scott, assistant vice president and trust officer, has been with the Personal Trust Department of our bank since April of 1976 and is a recent graduate of the Southwestern Graduate School of Banking at Southern Methodist University. This banking school was established in 1957, and the three-year program is only offered to bankers.

The majority of the courses are taken as an extension program, but an extensive two-week program is held once a year on campus. This year's major topic of concentration was the changing banking environment. Such changes included planning for the coming banking environment as well as the economy, deficits, monetary policy, interest rates, deregulation, technology, and competition.

Beverly comments, "During my senior year, the emphasis was that 'planning' clarifies future opportunities and develops management coordination and attitudes toward the future. I felt that SWGSBIE gave me an opportunity to strengthen my banking knowledge by outlining managerial skills and zeroing in on the many changes in our industry."

Janet Nash, assistant vice president, Cash Management, was awarded the annual scholarship by the Central Texas Group of the National Association of Bank Women. The scholarship goes toward educational seminars and banking schools of her choice. Because of Janet's involvement with NABW and the bank's recommendation, she was given the opportunity to receive the honor.

Janet has used part of her scholarship to attend Texas Tech School of Banking. The intent of the school is to acquaint participants with current issues in banking and expand knowledge of the legal, financial, and managerial aspects of their responsibilities. The programs are designed to benefit individuals in all functional areas of commercial lending and is excellent preparation for those planning to attend a graduate school in banking.

We would like to congratulate these two ladies and commend them on their dedication to pursuing their careers through continuing education.

A Success Story

The 1984 Texas Special Olympics State Games, held May 23-25, were hosted for more than 4,400 athletes and 2,000 coaches and volunteers. During the three-day event, more than 4,400 medals and more than 10,000 ribbons were awarded.

First City was well represented at the games. Fifty volunteers, which included First City employees and guests, participated (incidentally, this was one of the largest volunteer efforts our bank has experienced). Our volunteers had the opportunity to be a part of the opening

ceremonies. The highlight of the ceremonies was the traditional parade of athletes. As the spectators cheered and applauded, the athletes and coaches proudly marched into the Memorial Stadium, each carrying their school or city banner. The lighting of the olympic



flame really set the mood, and as hundreds of balloons were set free, it was time for the games to begin.

Special Olympic's goal is not to win, but to try; to experience, not to conquer. No records are broken in Special Olympics — except those of courage,

determination, and good sportsmanship.

The following individuals should be commended for their support in making this event a success:



- Mark Anderson
- Bill Attal
- Richard Avert
- Evelyn Barr
- Shannon Boggus
- Shirlene Breland
- Travis Breland
- Lisa Carothers
- Rose Carrillo
- Mary Cervantes
- John Claprod
- Diana Claprod
- Bobbie Collins
- Colleen Copeland
- Abbie Daly
- Joyce Daniels
- Cindi Davis
- Mary Bertha Espinosa
- Peggy Foreman
- Gary Fowler
- Chris Gamel
- Sharon Goodwin
- Jackie Gordon
- Ralph Guerra
- Carolyn Hand
- Becky Hawkins
- Sandra Hennig
- Shirley Herring
- Keith Herring
- Beverly Hunter
- Helen Janak
- Gwen Jung
- Genny Jellison
- Brenda Kelly
- Stephanie Kraeff
- Jerri Kurio
- Lutie Little
- Joan Lusk
- Shirley Milner
- Jim Morgan
- Janet Nash
- Kim Neal
- Anita Osborne-Lee
- Karen Ponish
- Cindy Purifoy
- Kim Rieger
- Annette Ruback
- Rita Salazar
- Debbie Surasky
- Bill Tanner
- Wanda Terrell
- Rebecca Turrubiarte
- Janet Waldeier
- Vanessa Williams

Aerobics Anyone?

Presently, there are a few openings in the Aerobics Class offered for First City employees.

Place: Training Room, First City Centre, Ninth Floor

Time: 5:15 p.m. (Monday, Wednesday, and Thursday)

Cost: \$12.50 per month

Please contact Carolyn Hand at extension 4681 for any questions regarding class enrollment.

Moving Up



Virginia Kuse



Ann Sanders

John C. Scurlock, chairman of the board, and Jack A. Collins, president, of First City National Bank of Austin have announced the following promotion and appointment:

Virginia Kuse has been promoted from operations officer to assistant vice president, Office Services.

Ann Sanders has been appointed to banking officer, Collateral Services.

Congratulations to these two ladies for their hard work and dedication to First City. Good luck with your new opportunities and responsibilities.

July Birthdays

Linda Jacobs	7-01	Lutie Little	7-19
Laura Smith	7-01	C. W. Houser	7-20
Walter Carter	7-03	Donald Hutchins	7-20
Ron Lance	7-03	Tammy Prince	7-20
Teresa Oppermann	7-03	Maria Ojeda	7-21
Anthony Brooks	7-03	Melinda Decker	7-22
Monetta Griffin	7-05	Bob Lancaster	7-22
Wayne Weirich	7-06	Brent Standefer	7-22
Dan Strey	7-07	Debbie Seidenberger	7-23
Janet Beasley	7-08	Beverly Hoerig	7-23
Veronica Hinojosa	7-08	Raymond Clark	7-24
Fina Barbee	7-10	Matthew Janowski	7-25
Leslie Schirra	7-11	Janet Fergus	7-26
Janet Stoeltje	7-14	William Meredith	7-28
Sherry Strange	7-14	Frances Shank	7-28
Lynn Reed	7-14	Leslie Woolums	7-29
Shannon Dohoney	7-14	Brent Farney	7-30
Randy Rodriguez	7-15	Jeraldine McIntyre	7-30
Dick Zinser	7-15	Marilyn Lawson	7-31
Virginia Kuse	7-16	Johnny Rodriguez	7-31
Gene Richardson	7-16	Bill Keller	7-31
Twana Gray	7-17	Cindi Davis	7-31
Rick Bowen	7-18	Martin Littlefield	7-31
Margaret Baker	7-19		

Happy Birthday!

Welcome to First City

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

David Baley Mail Room
 Marjorie Barrows Teller
 Janet Beasley Teller
 David Bixby Credit Analysis
 Roy Coons Item Processing
 David Cross Teller
 Melinda Decker Teller
 Bruce Drake Item Processing
 Brent Farney Mail Room
 Christine Farney Teller
 Gene Hooper ATM Services
 Hazel Ingram Teller
 Shirley Kwong Teller
 Patricia Lee Data Processing

Stephen Loftin Teller
 Catherine May Bookkeeping
 Pam Maynard Teller
 Daniel Moncibais Trust
 Seamore Monroe Mail Room
 Becky Nowlin Private Banking
 Audrey Nun .. Collections & Exchange
 Michelle Parks ATM Services
 Vernon Pollard Item Processing
 Randy Rodriguez Teller
 Leslie Schirra Real Estate
 Valerie Schwein ... Cash Management
 Tina Scott Word Processing
 Susan Sponsler Item Processing
 Pamela Stokes Trust
 Michael Sullivan Item Processing
 Donna Walker ATM Services

Wanted



United Way

Volunteers to assist with the coordination of our internal United Way Fund Drive.

This challenge requires a lot of enthusiasm, and it offers you an opportunity to see how United Way works for all of us.

Call Dave Carroll today to volunteer ... 4715.

July Training Schedule

The training schedule for the month of July is as follows:

**Stress Management
Exempt
July 10**

**Stress Management
Non-Exempt
July 11**

**Professional Secretary
July 17**

**Time Management
Exempt
July 18 (a.m.)**

**Time Management
Non-Exempt
July 18 (p.m.)**

**Telephone Techniques
July 25**

Classes will be limited to 15. Please complete a registration form for each participant and return them to Abbie Daly. If you have any questions, call Abbie at 4682. Training will be held in the Training Room, First City Centre, Ninth Floor.

Have A Safe One!

The bank will be closed Independence Day, Wednesday, July 4. We wish you all a happy and safe holiday.

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Information to be printed in this publication must be submitted prior to the 15th of each month.