

FIRSTCITYBANKER

First City National Bank of Austin

Vol. 5, Issue 2

February 1985

It's Paid Off . . .



Jack Collins congratulates Sharon Nunez, Bookkeeping, for her participation in the referral program. She was awarded \$300.



(Left to right): Sandra Dunn, Credit Operations, awarded \$150; Jack Collins; Barbara Kubesch, Collection and Exchange, awarded \$300.

Not pictured is Mike Esensee, Data Processing, who was awarded \$150.



(Left to right): Jaime Gonzales, Data Processing, \$150; Helen Estrada, Collection and Exchange, \$300.

First City introduced an Employee Referral Award Program in July, 1984; and for many employees, it has certainly paid off. During 1984, 21 employees received cash awards totaling \$3,600.

To participate in the program, you must meet certain eligibility requirements which are posted in the Human Resources Division and in the employee cafeteria. You may also contact Human Resources directly for details of the program.

Basically, cash awards are paid to a referring employee in the following manner:

A \$150 cash award is paid for referred applicants employed into non-exempt salary grades two through five who are actively employed after 90 days.

A \$300 cash award is paid for referred applicants employed into non-exempt salary grades six through nine who are actively employed after 90 days.

Please take a moment to review the current job openings posted in the Human Resources Division and in the employee cafeteria; if you know someone who might qualify for a position, please have that person complete an employment application in the Human Resources Division. Remember: the candidate must put your name on the application form in order for you to receive credit for the referral.

The Employee Referral Award Program has proved to be a great success. Jack Collins, president, recently commented, "The support given by our employees has been invaluable. We appreciate their contributions in 1984 and look forward to even greater participation in 1985."

Project Greenscape

The Austin Parks and Recreation Department is participating in **Project Greenscape** sponsored by the Austin Chamber of Commerce. This program has a goal of planting approximately 50,000 trees which will have a significant impact on the quality of life here in Austin.

The trees are from the Texas Forest Service and are expected to be delivered in February of 1985. The date scheduled to pot these seedlings at Camp Mabry is February 23 from 9:00 a.m. to 2:00 p.m. If weather doesn't cooperate and it rains, the planting will be rescheduled to March 2.

We would like to enlist your support in this historic event. We sincerely hope you will join in on this new program, and we feel it will be a most rewarding experience.



If you are interested in participating, contact Bobbie Collins at ext. 4738 by February 21, 1985. She looks forward to hearing from you.

Tidbits!

On January 15 **Joy Cox** (Commercial Banking) and her husband John became the proud parents of a new baby girl. Her name is Jacqueline Leah, and she weighed 8 lbs., 2 oz., and was 19½ inches long.

Robert Hearn (Private Banking) and his wife Monica have a new baby girl. Katherine Emory was born on December 27 and weighed 8 lbs., 9 oz. She joins a sister named Missy.

Nicole Rae is the name **Lauretta Rock** (Private Banking) and husband Arthur have chosen for their new arrival. She was born on January 17 and weighed 7 lbs., 1½ oz.

Sharon Sosa (Item Processing) and her husband David have named their new baby boy David Sosa IV. He was born on January 19 and weighed 8 lbs., 12 oz.

EVENING BUSINESS COURSES

Spring 1985

two hours • once a week • for five weeks
\$125/course

Reservations will be taken up to the date of the class. Call 471-5893, Management Development Programs, to register. Classes will be held at the Graduate School of Business, The University of Texas, at 21st and Speedway.



TUESDAY NIGHTS 6:30 – 8:30 P.M.
February 5 to March 5, 1985

- **How to Start a Small Business** GSB 2.202
James Nolan, Faculty and Consultant
Rohit Deshpande, Ph.D.
Mark Baker, Faculty and Attorney at Law

This course will cover the fundamental considerations involved in starting a new business. Topics will include financing, cash budgeting, financial planning, marketing, tax planning and legal issues.

- **Real Estate Investment** GSB 2.204
Charles H. Wurtz bach, Ph.D.

Topics to include real estate investment decisions, cash flow forecasting, investment criteria and developing an investment strategy.

- **Women in Management** GSB 2.210
Juanita Firestone, Ph.D.

How to effectively organize and manage resources, recognize and handle stereotypes, evaluate abilities and assets, contribute effectively to group decisions, and become a more confident leader.

- **Introduction to Microcomputer Capabilities** GSB 2.218
A.J. Senchack, Ph.D.

Explores the components of the microcomputer system: How, What and Why? Also addresses management uses of microcomputers: text processing, data base management, electronic spread sheets, communications, scheduling/project management and computer graphics.

WEDNESDAY NIGHTS 6:30 – 8:30 P.M.
February 6 to March 6, 1985

- **Lotus 1-2-3 in the Business Environment** GSB 1.128
Bobbe M. Barnes, MPA, CPA
William Atkinson

Practical hands-on experience with the microcomputer and Lotus spreadsheet. Designed to enable you to understand and use the computer effectively in your business. Activity will focus on individual practice cases with instructor assistance. 1/50

Course eligible for 10 CPE credits.

- **Fundamentals of Investing** GSB 2.204
A.J. Seiford, Ph.D.

Investment topics to be covered include common stock bonds, put and call options, personal retirement programs and tax shelters. Technical and fundamental analysis of securities and investment strategies will also be addressed.

- **Introduction to Accounting & Finance** GSB 2.218
Julia Magann, Ph.D.

How to understand, prepare and interpret financial statements, including income and cash flow statements. An overview of financial accounting from a management perspective.

- **Managerial Accounting**
March 20-April 17, 1985
Larry Tomassini, Ph.D.

Designed as a continuation of the introductory accounting course. Topics to include cost-volume-profit relationship, cash and capital budgeting and performance evaluations.

THURSDAY NIGHTS 6:30 – 8:30 P.M.
February 7 to March 7, 1985

- **Advertising for Small Businesses** GSB 2.202
John H. Murphy, Ph.D.

An advertising and marketing tool kit of practical techniques covering the basics of advertising campaign planning: situation analysis, creative development, media planning, budgeting and evaluation of effectiveness.

- **Networking for Women** GSB 2.204
Juanita Firestone, Ph.D.

The identification and utilization of networks is an important skill used by many successful women. Learn the definition and nature of networks, as well as how to design and implement a network system to help you succeed.

- **Effective Managerial Communication** GSB 2.210
James D. Bell, Ph.D.

Course applies the what, why and how of productive planning, persuasive writing and project presentation. Stresses the analysis and improvement of all communication skills – listening, speaking, and writing for others.

All courses eligible for continuing education units

Phone 512-471-5893 • Management Development Programs • University of Texas • P.O. Box 7337 • Austin, TX 78713

Moving To...

First City National Bank of Austin would like to introduce you to two new officers, **Norma Counce** and **Kay Crouch**.

Norma is assistant vice president and manager of the Bookkeeping Department. She has been in banking for nine years, having most recently served as vice president and cashier of Texas American-Fondren, a \$67 million bank. She is originally from Missouri and has lived in Houston for the past ten years. Norma holds an associate degree from the University of Houston and was active with Distributive Education in the Houston Independent School District, having served on their board.

Kay is assistant vice president in the Private Banking area. She is originally from Odessa, Texas, but has been living in Austin for one and a half years. Prior to joining First City, she was affiliated with another bank in the Austin community. She has 16 years of banking experience. Kay's responsibilities at First City will involve retail and consumer lending. Kay attended Angelo State University and is a member of the National Association of Bank Women — Austin Chapter.

We at First City would like to welcome Norma and Kay to our bank. We wish them much success with their careers at First City National Bank of Austin.



Norma Counce

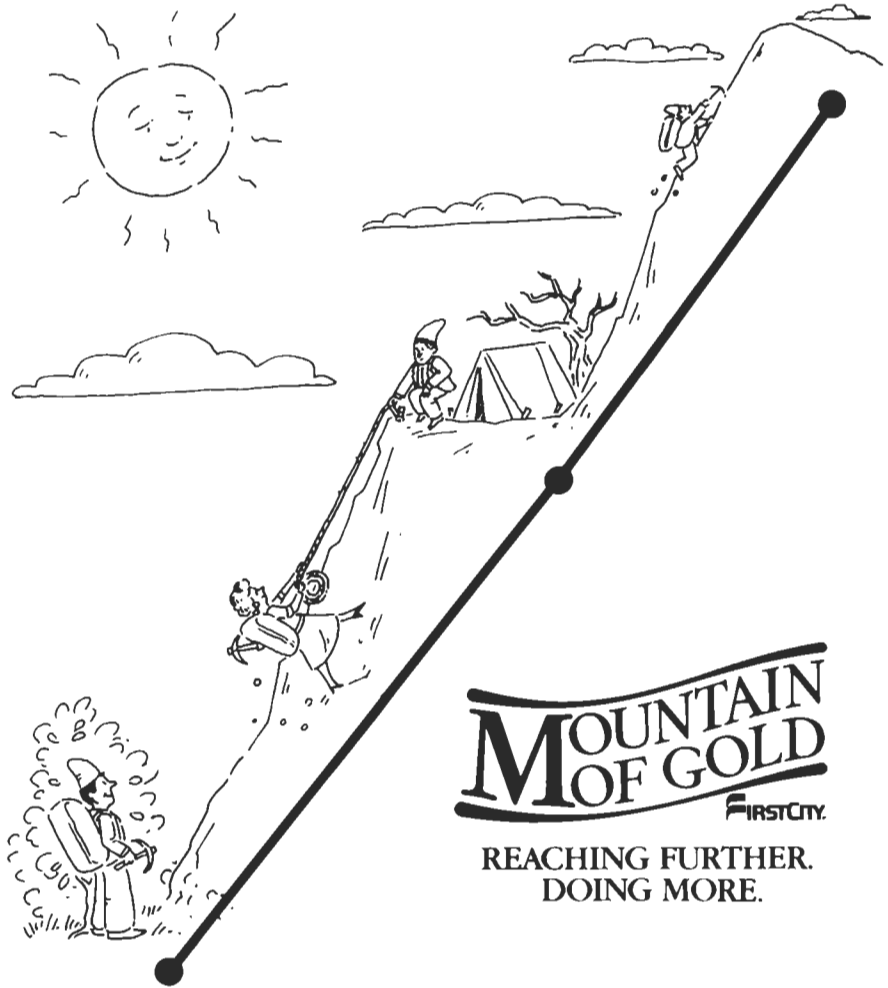


Kay Crouch

Climbing To The Top...



Monte, the big winner, is climbing to the top.



Many people have gotten off to a fast climb in the Mountain of Gold program. The first **Climbers' Sweepstakes** was awarded on January 18, and the \$500 winner was **Monte Grissom**, senior vice president, Corporate Banking.

Remember, to be entered in the Climbers' Sweepstakes, all you have to do is sell an IRA. The more IRAs you sell during a given period, the greater your chances of winning.

Climbers' Sweepstakes Drawings:

| Climbers' Award | Date Of Drawing | Eligibility For Drawing |
|-----------------|-----------------|--------------------------------------|
| \$500 | Mid Feb. | all IRA sales from 1/16/85 - 2/15/85 |
| \$500 | 3/18/85 | all IRA sales from 2/16/85 - 3/15/85 |
| \$500 | 4/18/85 | all IRA sales from 3/16/85 - 4/15/85 |

*Happy Birthday*Happy Birthday*Happy Birthday*Happy Birthday*Happy Birthday*

February/March Birthdays

| | | | |
|---------------------|------|------------------|------|
| Pamela Coleman | 2-02 | Carol Belvin | 2-17 |
| Warren Wetzel | 2-02 | Renee Howard | 2-17 |
| Janie Villareal | 2-03 | Sue Carmack | 2-18 |
| Lee Doughitie | 2-04 | John Miller | 2-18 |
| Marilyn Faust | 2-04 | Sandra Dunn | 2-19 |
| George Wallace | 2-05 | Paula Thomas | 2-20 |
| Alan Walker | 2-06 | Athena Jackson | 2-22 |
| Lourdes Euresti | 2-07 | Stuart Maxwell | 2-22 |
| Cynthia Cauzillo | 2-09 | Christine Thomas | 2-23 |
| Louis James | 2-09 | Janice Ootsey | 2-25 |
| Helen Foerster | 2-10 | Jo Ann Castillo | 2-26 |
| Regginald Alexander | 2-11 | Sharon Nunez | 2-27 |
| Karen Forgette | 2-11 | Bobby Campbell | 2-28 |
| Nancy Williams | 2-11 | Michelle Dugas | 2-28 |
| Candice Nitcholas | 2-12 | James Jerome | 2-28 |
| Sandra Smith | 2-12 | Jon McDonald | 3-01 |
| Glenda Lane | 2-13 | Bob Long | 3-02 |
| Marjorie Barrows | 2-14 | Tammy Shortlidge | 3-02 |
| Alan Bullock | 2-14 | Mary Ann Ates | 3-03 |
| Gwen Jung | 2-15 | Terri Brown | 3-04 |
| Christopher Goodwin | 2-16 | Terri Reinold | 3-04 |
| Leah Ricketts | 2-16 | Irene Wendland | 3-04 |

Happy Birthday!

Any questions concerning the Birthday List should be directed to the Human Resources Division.

*Happy Birthday*Happy Birthday*Happy Birthday*Happy Birthday*Happy Birthday*

Welcome to First City

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

| | | |
|-----------------|-------------------------|------|
| Cherie Brazeau | Tellers | 4604 |
| Kathryn Coman | New Accounts | 4754 |
| George Delgado | Data Processing | 4341 |
| Marie Dugas | Item Processing | 4339 |
| James Foster | Couriers | 4308 |
| Hiedi German | Customer Service | 4530 |
| Helene Gulyas | Commercial Loan Tellers | 4850 |
| Louisa Keyes | Collections | 4792 |
| Lynda Luna | Tellers | 4604 |
| Sandra Owens | Data Processing | 4308 |
| Tucker Parmlee | Bookkeeping | 4502 |
| Cathy Roche | Private Banking | 4771 |
| Darryl Stevens | Finance | 4470 |
| Shirley Tate | Collections | 4793 |
| Brian Turner | Credit Analysis | 4666 |
| Carmen Vasquez | Item Processing | 4339 |
| Alan Walker | Security | 4563 |
| Patrick Wallace | Tellers | 4390 |
| Warren Wetzel | Tellers | 4596 |

Calendar Update

February 14 Valentine's Day
 February 18 (Monday) Washington's
 Birthday;
 BANK CLOSED

February Training Schedule

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

**Communication Seminar for
 Work Leaders
 February 5 & 12**

**Effective Presentations
 February 6 & 7**

**Number Skills
 February 11-15**

**Stress Management
 Non-Exempt
 February 20**

**Boomerang II (EEO Issues)
 February 26**

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 extension 4682. Training will be held in the Training Room, First City Centre, Ninth Floor.



American Heart Month

Sponsored by the American Heart Association. To provide education about cardiovascular disease and raise research funds. By Presidential Proclamation since February 1964.

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First City National Bank of Austin is an Equal Opportunity Employer