

FIRSTCITYBANKER

First City National Bank of Austin

Vol. 5, Issue 7

July 1985

Human Resources Bulletin

First City National Bank of Austin continues to take tremendous pride in the quality of its employees. Additionally, we recognize that our employees often refer excellent employment candidates to our organization. In July, 1984, the **Employee Referral Award Program** was introduced, and to date, there have been numerous referrals; 32 of these referrals are now employees of our organization. During the first year of the new program, rewards totaled \$6,000. As a point of interest, reward recipients are featured regularly in the **First City Banker**.

In recognition of the one-year anniversary of the Employee Referral Award Program, and on behalf of First City, I would like to express my sincere appreciation to all participants.

So why not take a moment to review the current job openings which are posted in the employee cafeteria and the Human Resources Division? Soon, we will add another posting location which will be in the employee lounge, 9th floor, First City Centre building. If you know someone who might qualify for an opening, please have him/her complete an application for employment in the Human Resources Division. If you have any questions regarding the program, you may also contact anyone in Human Resources. A review of the Employee Referral Award Program follows for your convenience.

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



(left to right) Anne Greenbill, Teller Services, was awarded \$150, and Janie Baros, Commercial Banking, was awarded \$300 by Jack Collins.



Jack Collins congratulates Michele Brown, Bank Card Services, awarded \$150 and Lewis Gillett, Item Processing, \$300.

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.

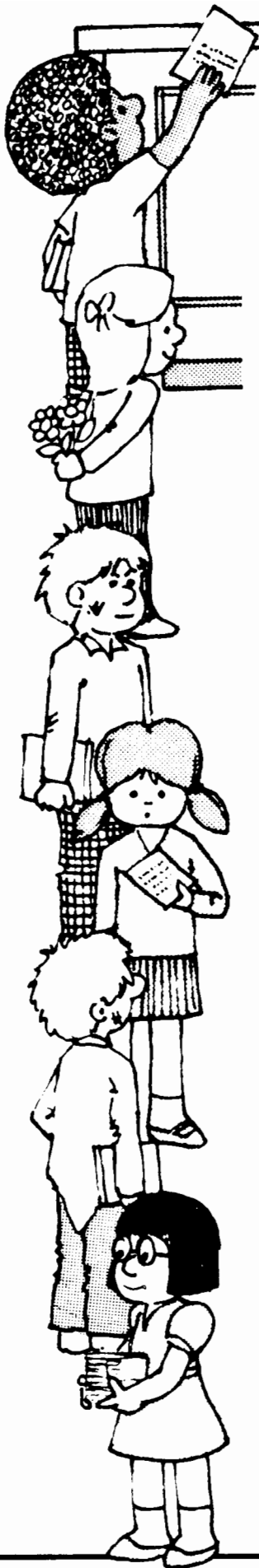
50% (balance) of referral award after 90 days of employment have been successfully completed.

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.



Adopt-A-School Update

As reported in last month's **First City Banker**, the **Adopt-A-School** program has truly been a success — not only were we honored as A+ Partner of the Year, but we also had a great time earn-

ing this accomplishment. We have many people to thank in making First City's Adopt-A-School program as successful as it has been. It is efforts like these of which we can all be proud.

Frances Acosta
Sharon Adamcik
Bill Atal
Janie Baros
David Bixby
Shannon Boggus
Tracy Boslooper
Shelley Bradshaw
Theresa Brandt
Amy Butler
Joan Caldwell
David Carroll
Karen Chazen
Hugh Clarke
Bobbie Collins
Jack Collins
Kit Coman
Cecelia Cook
Sherri Cowan
Carol Crimm
Abbie Daly
Doug Danforth
Susan Daniel
Betty Dabbs
Keith Doran
Dwayne Eddy
Sheila Ellis
Kevin Fagan
Gene Finley
Judi Flint

Helen Foerster
Tracy Folsie
Karen Forgette
Peggy Foreman
Gary Fowler
Cindy Gatlin
Leisa Generali
Lynn Gipson
Yvonne Gonzalez
Bea Good
Carolyn Hand
Willie Harris
Monique Henderson
Shirley Herring
Beverly Hunter
Ken Johnson
Irene Jones
Sammy Kipple
Darren Lauber
Rosemary Leyva
Gregg Kazak
Claire Klemt
Mecy Leiser
Pam Maynard
Mitchell Mays
Bill McFarland
Kim McLean
Carla Medearis
Kelly Morris
Ramona Morris

Diana Mousette
Terri Mudgett
Janet Nash
Judy Nemir
Janice Ootsey
Gina Perez
Karen Ponish
Linda Rachui
Cheri Richardson
Leah Ricketts
Lauretta Rock
Fred Russ
Kay Scott
John Scurlock
Jerry Shook
Rose Shuler
Roy Simone
Pam Stokes
Regina Story
Bill Tanner
Geri Taylor
Nora Teniente
Martha Toro
Bryan Turner
Amy Vance
Sherri Van Wie
Jan Waldeier
Jesse Williams
Yvonne Wright
Dick Zinser

The support from all the areas in the bank has been tremendous, and if we have excluded your name, we apologize. If you have been involved, but

your name does not appear above, please call extension 4714; we will be glad to recognize your efforts in next month's issue.



Award Winning Advertising

First City National Bank of Austin's "Special Olympics" television commercial has been awarded a National ADDY for "best local public service television" during ceremonies held in Washington, D.C. Our spot was chosen the best of its category out of 1,300 entries from around the country. Additionally, because entry into the national competition is qualified by winning at both local and regional competitions beforehand, the commercial acquired three other awards in its progression to the top. During March, it won a silver medal in the local Houston "Grand Prix" competition. In May, it won two gold medals in the Tenth District ADDY competition (Texas, Oklahoma, Arkansas, and Louisiana), which automatically placed it into the national show.

This honor bestowed upon First City National Bank of Austin is a great compliment for our bank and is the first award of this type that we have received. We can all be proud.



Right By Their Sides . . .

Supporting Special Olympics is just one way First City works for Austin. We have been helping community projects city-wide, and during this year's Special Olympics State Games, First City volunteers totaled 120. We are proud to report that this is our largest volunteer representation at a single community event. Our volunteers should be commended for their hard work and support in making this event a success. First City volunteers were right by the Special Olympians' sides as the athletes lined up for the parade of athletes, entered the stadium for opening ceremonies, and participated in the events. In closing, for the Special Olympics athletes, the participation is the victory. A place on the field is a major personal achievement, and we thank you for joining this year's Special Olympics movement.

Welcome To First City

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

Gregg Appel	Credit Analysis	4572
Pauline Archer	Item Processing	4327
David Baley	Mail Room	4600
Teresa Beasley	Private Banking	4910
Lana Bird	Purchasing	4620
Valerie Bryant	Credit Administration	4382
Diane Cahoon	Item Processing	4339
Kathryn Christensen	Private Banking	4776
Elizabeth Dixon	Bank Card Services	4407
Julie Dunbar	Bank Card Services	4905
Veronica Dyer	Data Processing	4307
David Eichler	Teller Operations	4596
Brent Farney	Mail Room	4600
Alexander Ferris	Teller Operations	4312
Victoria Fisher	Word Processing	4575
Teresa Frady	Human Resources	4680
Mona Garner	Bookkeeping	4537
Yvette Garza	Item Processing	4327
Lynn Harrell	Credit Analysis	4613
Tamala Ihrer	Data Processing	4307
Valerie Maggi	Real Estate	4796
Melissa Manning	Trust	4907
Rebecca Martinez	Loan Operations	4852
Connie Matthews	Data Processing	4309
Lori Mitchell	Credit Operations	4621
Jerelyn Moore	Collateral Services	4406
Katrin Nordloh	Private Banking	4573
Ambrose Obuekwe	Security	4563
Suzanne Peschke	Collection & Exchange	4799
Shaun Sims	Item Processing	4324
Lance Smith	Bank Card Services	4903
Melinda Smith	Bookkeeping	4510
Tracy Toole	Data Processing	4307
Laurie Wood	Credit Operations	4598
Kathleen Wortell	Human Resources	4681

In Memoriam . . .

On June 10, 1985, we heard the sad news of Frank Mitchell's death. Frank served as senior vice president in our Trust Division, and had been with First City National Bank of Austin since 1976. Everyone who knew Frank thought dearly of him. He not only was a co-worker, but also a true friend to many, and we will miss him dearly.



Frank Mitchell

We are deeply saddened to share the news of A. J. (Bert) Maloney's death on June 21, 1985. He died of a massive coronary. Mr. Maloney had served on the Board of Directors since 1946. He was admired by those who knew him and has left a heritage of achievements that will long be remembered.



A. J. (Bert) Maloney

New Service Offering

Look what's new with FirstNet ... an added feature that brings convenience to your shopping needs. FirstNet cards are now accepted at a number of Austin merchants as a payment alternative, replacing cash or writing checks. This new feature has no added service charge beyond those fees normally associated with your checking account.

To use your FirstNet card at a merchant location:

- simply present your card to the salesperson;
- you will be asked to enter your Personal Identification Number (P.I.N.);
- within seconds your transaction is completed; and
- your card is returned to you with a printed receipt.

All transactions will automatically appear on your next month's checking account statement. An added feature is that some merchants will even provide cash over the amount of purchase.

If you have any customer inquiries or you have any questions, please direct them to Corporate Services, extension 4407.



Employees In The News

During the month of July, several individuals will celebrate the following anniversaries:

Celebrating Fifteen Years

Joan Lusk, vice president, Funds Management.

Celebrating Ten Years

Laura Cobo, payroll coordinator, Human Resources.

Celebrating Five Years

Robert Marshall, statement rendering clerk, Bookkeeping.



Have A Safe One!

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

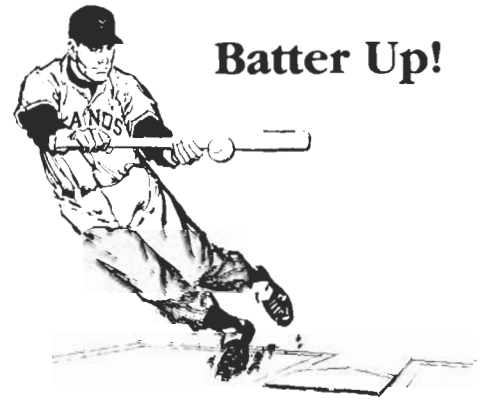
Moving Up

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

Luis Guerra has been promoted to assistant vice president, Retail Banking Group.



Luis Guerra



Batter Up!

Strike one, strike two — don't miss out on the action! Join other First City employees and family members for a once-a-week softball get-together. Games are tentatively scheduled for Mondays and Tuesdays, alternating each week, at 7:00 p.m. at Austin High School. There is no sign-up or commitment. If you want to enjoy some "after hours" time with your co-workers, all you need to do is show up with your bat and glove. If you are interested, contact **Rose Shuler** at extension 4691.

AIB Austin

July Series

Effective Public Relations	July 1, 8, 15, 22, 29, August 5, 12, 19 5:30-7:30 p.m. (total 16 hours)
Officer Development	July 17 8:30 a.m.-4:00 p.m.
Performance Appraisal	July 23, 24 5:30-8:30 p.m. (total 6 hours)
Advanced Reading Skills	July 23, 25, 30, August 1 5:30-8:30 p.m. (total 12 hours)

For more information, contact Sharon Adamcik, Sam Kipple, Linda Rachui, or Linda Watson.



Austin Aqua Festival

All aboard! It's summertime, and what goes hand-in-hand with summer? What else ... the Austin Aqua Festival. Kick off another fun-filled summer and plan to attend this year's festival, August 2-11.

Skipper Pins will be on sale July 12 - August 2 and will be available at approximately 200 locations around Austin. First City is one of the Skipper Pin

locations, so don't miss the boat; remember to buy yours for only \$2. 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.

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

First City Volunteers

Here are just a few of our volunteers who worked to make this year's Special Olympics the best ever.

