

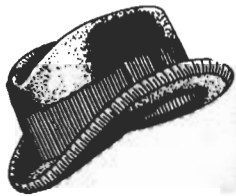
# FIRSTCITYBANKER

First City National Bank of Austin

Vol. 6, Issue 2

February 1986

## Putting on Their Thinking Caps!



*All ideas were evaluated on the value of the idea — expense reduction/increased revenue per year, and what it would cost to implement, etc. Our Evaluation Committee included: front (left to right) Hugh Clarke, Norma Counce, Donna Chaffin. back — Harold Roeglin, chairman of committee, Don Bartko, Shirley Herring, and Elizabeth Mitchell, secretary.*

The FirstIdea campaign has come to an end. As John Scurlock put it, "It's amazing what we can accomplish with just a little effort." Thousands of ideas were submitted company-wide and many generated significant dollar savings. Many individuals from our bank participated, and from these participants, 30 individuals submitted ideas that may be implemented.

A luncheon, hosted by John Scurlock and Jack Collins, was held on January 15 to award the following individuals with United States Series E Savings Bonds for *each* Expense Reduction idea or Increase in Revenue idea they submitted.

Don Bartko — Purchasing  
John Claprood — Retail Banking  
Norma Counce — Bookkeeping  
Karen Crooks — Credit Operations  
Janice Crowder — Mortgage Loan Operations  
Sandra Dunn — Credit Operations  
Nora Garza — Bank Card Services  
Lewis Gillett — Item Processing  
Shirley Herring — Credit  
Tom Hrin — Collections  
Rick Jackson — Data Processing  
Tim Jarvis — Operations  
Dan Keyser — Data Processing



*Left to right — John Scurlock congratulates John Oncken for his efforts and participation. John Oncken served as FirstIdea coordinator for our bank.*

Rebecca Kuban — Real Estate  
Nancy Lane — Retail Banking  
Janie Lara — Bookkeeping/Returns  
Marilyn Leuty — Teller Operations  
Bill McFarland — Data Processing  
Fred Nollen — Bank Card Services  
John Oncken — Operations  
Gary Peese — Investments  
Ed Piner — Corporate Services  
Karen Ponish — Credit  
John Pope — Security  
Harold Roeglin — Operations  
Fred Russ — Mail Room  
Paralee Sanders — Food Services  
Debbie Seidenberger — Bank Card Services  
Virginia Space-Jellison — Corporate Services

In March First City Bancorporation of Texas will present awards on a company-wide basis. Let's keep our fingers crossed ... maybe some of our people will take home more awards.

Just an after thought — just because our campaign has come to an end, be conscious of cost-saving ideas, call it to your department/division manager's attention, and let's continue what we have started.

# The Great Escape

Another program has concluded, and results of the Great Escape Program were announced on January 16. Many individuals participated, and because of their efforts, our bank witnessed an increase of \$20 million in new deposits from September 27 to December 31, 1985.

To recap the program, employees were grouped into four categories based on their position and the amount of customer contact:

- Team 1 — Non-Contact Employees
- Team 2 — Contact Employees
- Team 3 — Non-Contact Officers
- Team 4 — Contact Officers

Travel awards were given to the top individual performer in each team group and one travel award was drawn per team.

Our winners:

### Team 1

- Top Performer — Janice Crowder  
Mortgage Loan Operations
- Team Drawing — Vickie Selby  
Operations Administration

### Team 2

- Top Performer — Martha Perkins  
Commercial Banking
- Team Drawing — Irene Jones  
Regional Banking

### Team 3

- Top Performer — Hugh Clarke  
Trust Operations
- Team Drawing — Ralph Dowling  
Loan Administration



Our top team performers — (left to right) Martha Perkins, Hugh Clarke, and Janice Crowden; not pictured, Rebecca Kuban.

### Team 4

- Top Performer — Rebecca Kuban  
Real Estate
- Team Drawing — Ray Hudson  
Professional and Executive  
Banking

Also, a drawing was held for all the promotional gifts from the CD program, and our winners were:

- Julie King, Trust  
Little Litton Microwave
- Gregg Appel, Credit Analysis  
13" Color RCA TV
- Harold Roeglin, Operations  
Microwave
- Glenda Tiemann, Banking Division  
Fischer VCR
- Geri Taylor, Real Estate  
20" Color RCA TV
- Janice Crowder, Mortgage Loan  
Operations — 25" RCA Color  
Console
- Suzanne Peschke, Collection &  
Exchange — Entertainment  
System

Congratulations and thanks to each of our winners and to all participants in helping meet our objective of bringing in new deposits.



Left to right — Glenda Tiemann and Suzanne Peschke will both enjoy their new gifts.



Some of our promotional gift winners — (left to right) Geri Taylor and Janice Crowder.



## Adopt-A-School Update



The unveiling of the Statue!

On January 8, the fifth grade class of Zavala Elementary hosted an unveiling of a project in our lobby that has been in the works for some time. Parents and friends were astounded to see an eight-foot replica of the Statue of Liberty in front of them. The likeness is truly remarkable, and if you have not had an opportunity to view the slide show and see the statue, it is on display in our lobby. Take a minute and drop by to see what our children have accomplished — it is truly a work of art.



# Human Resources Update

## EMPLOYEES IN THE NEWS

### Twenty Years

**Bill Attal** is a vice president and trust officer, Corporate Trust Services Group. His primary focus is manager of Corporate Trust which, in reality, is the corporate bond area. This area offers a Bond and Coupon Accounting Service dealing in bond trusteeships and bond paying agencies. He continues to have responsibilities for some employee benefit activities.

Bill joined our bank as a teller while attending The University of Texas. At one point in his career, he supervised Commercial Loan Operations, and later headed Trust Operations. In 1979, he joined Trust Administration in the Employee Benefit Department.

### Fifteen Years

**Jack Bible**, section manager, Property Management.



Bill Attal

### Ten Years

**Vicki Houston**, programmer, Data Processing.

### Five Years

**Randal Rose**, senior vice president, Metropolitan & Retail Banking.

**Bea Good**, assistant vice president, Safekeeping/Safe Deposit.

**Cindy Purifoy**, private banking representative, Private Banking.

## February Training Schedule

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

**Telephone Techniques**  
February 5

**Communication for Work Leaders**  
February 6 & 13

**Performance Appraisal Workshop**  
February 25

Information regarding course outlines and participant selection may be found in the Course Catalog. Classes will be limited to 15. Please complete a registration form for each participant and return it 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.

## AIB Austin

### February Series

Number Skills .....	February 4, 5, 6, 10, 11 6:00-8:00 p.m.
Handling Performance Problems on Teller Line .....	February 6 9:00 a.m.-4:00 p.m.
Customer Service for Bank Personnel .....	February 19, 20, 26, 27 5:30-7:30 p.m.
Bank Teller Basics .....	February 22 9:00 a.m.-2:00 p.m.
Fraud and Check Loss Prevention .....	February 26 4:00-7:00 p.m.
Lawful Interviewing: Hiring, Counseling, Evaluating .....	February 27 9:00 a.m.-4:00 p.m.

## Flashback . . .

During November of 1985 our bank participated in the Annual Turkey Walk sponsored by the American Heart Association. Each of our walkers had sponsors for the number of miles walked, and the route was a 10-mile path along the Town Lake Hike and Bike Trail.

Grand prizes were awarded for the largest collected donations, and we are proud to announce that two of our people won.

**Jon McDonald**, Commercial Banking, was awarded second place. He raised \$1,815, and his prize was an Amana Microwave Oven.

**E.D. Dixon**, Corporate Services, was awarded fourth place. She raised \$403.50, and her prize was a \$100 gift certificate from Brittons.

Congratulations, and on behalf of the American Heart Association, thank you for making the 1985 Turkey Walk a success. To date, over \$31,000 has been collected, and \$14,888 of the total was collected by financial institutions headed by **Abbie Daly**, participant chairman.



