UNITED STATES DEPARTMENT OF AGRICULTURE
Farm Service Agency
Washington, DC 20250

Notice AO-1164

For: FSA Employees

Program Delivery in FSA Offices in USDA Service Centers

Approved by: Administrator

1 Overview

A Background

FSA is experiencing continued downsizing because of budgetary constraints. STC's and SED's are finding it necessary to consolidate resources, strategically place personnel, and close additional service centers to more effectively and efficiently meet the needs of local customers.

The limited number of FLP resources require planning in determining how commodity, conservation, and farm loan programs will be delivered in FSA Offices in USDA Service Centers.

B Purpose

This notice outlines:

- new titles for employees
- types of FSA Offices in USDA Service Centers
- role of employees delivering FLP
- supervisory roles and responsibilities
- how administrative functions will be carried out in FSA Service Center Offices
- cross training priorities.

Note: The complete merging of dual delivery and personnel systems is a process that will necessitate statutory, regulatory, and policy changes. FSA is working toward a goal of commonality in its dual personnel system. As statutory, regulatory, and policy changes are made, FSA will be moving forward with appropriate personnel policy changes that will promote hiring the best qualified employees.

Disposal Date	Distribution
October 1, 1999	All FSA employees; State Offices relay to FSA Service Center Offices

1 Overview (Continued)

C Labor Relations Obligations

Where exclusive representation exists, this notice does not apply until bargaining takes place. Where contract language addresses these policies and procedures for bargaining unit employees, contract language prevails.

2 Employee Titles

A Types of Employees

All FSA employees working in a Service Center will be referred to in all future notices as FSA Service Center employees.

If there is a need to distinguish between COC employees and Civil Service employees, identify them as CO employees or GS employees.

B Position Titles for Service Center Level Employees

FSA believes positions with similar responsibilities should have similar titles. Consequently, the working title for all CO Program Assistant positions and GS Agricultural Credit Technician positions will both be changed to Program Technicians (PT's).

Agricultural Management Specialist is the official title for all GS-475 specialist positions assigned responsibility for providing supervised credit and technical assistance in FLP. The following changes in working titles are authorized for Service Center positions with farm loan responsibilities:

- Agriculture Credit Officers are now designated as Farm Loan Officers (FLO).
- Ag Credit Managers and District Credit Managers are now designated as Farm Loan Managers (FLM).

The working title for:

- Chief Program Assistants will be Chief Program Technicians (CPT)
- Ag Credit Clerks will be Program Clerks.

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2 Employee Titles (Continued)

C
Position Titles for State Level Employees

As stated in subparagraph B, Agricultural Management Specialist is the official title for all GS-475 specialist positions assigned responsibility for providing supervised credit and technical assistance in FLP. To ensure consistency in working titles, the supervisor of the FLP Branch in the State Office will have a working title of Farm Loan Chief (FLC), similar to the working titles of the supervisors in the commodity branches in the State Office.

The working title for State Office employees with farm loan responsibilities is Farm Loan Specialist.

3 Role of Employees Delivering FLP

A
Basic FLP Services

The following basic FLP services shall be provided by **all** FSA Service Center Offices:

- collecting and processing payments
- distributing applications, forms, and informational literature
- accepting loan making and servicing applications
- responding to automated account information inquiries
- scheduling appointments with FLO or FLM
- outreach responsibilities, including appropriate publicity through the media.

B
Role of Program Technicians

PT's in all Service Centers shall be trained to ensure the delivery of the basic FLP services in subparagraph A. Accordingly, at least 1 PT in every FSA Service Center Office shall be assigned FLP as a program responsibility. In Service Centers where FLO or FLM is headquartered and where warranted by workload, there will be at least 1 PT assigned FLP as a program responsibility with minimal or no additional primary program responsibility.

All PT's assigned FLP responsibility will be responsible for:

- basic FLP services listed in subparagraph A
- maintaining current borrower and operational files
- assisting CED's, FLO's, FLM's, and DD's with technical and program duties associated with FLP.

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3 Role of Employees Delivering FLP (Continued)

C
Role of FLO

FLO's shall:

- evaluate financial situations and credit risks and approve or disapprove individual loans
- provide advice to applicants and borrowers on the selection, expansion, and use of farms, land development, improvements, organization of farm and rural enterprises, and other related matters
- provide continuing assistance to individual and group borrowers to assist in maintaining compliance with loan requirements
- receive technical supervision from FLM, or in their absence, DD.

Job responsibilities for FLO will include the responsibilities listed, but are not limited to those responsibilities.

D
Role of FLM

FLM's:

- shall evaluate financial situations and credit risks and approve or disapprove individual loans
- shall provide advice to applicants and borrowers on the selection, expansion, and use of farms, land development, improvements, organization of farm and rural enterprises, and other related matters
- shall provide continuing assistance to individual and group borrowers to assist in maintaining compliance with loan requirements
- under the supervision of DD, shall serve as the Service Center level technical authority on FLP

Continued on the next page

3 Role of Employees Delivering FLP (Continued)

D
Role of FLM (Continued)

- shall provide advice, technical assistance, and financial management assistance to applicants and borrowers
- shall provide information about FLP to representatives of business and community groups
- will supervise and direct the work of a farm loan staff responsible for making, servicing, and liquidating loans under farm loan authorities as indicated in the table in subparagraph 5 B
- may supervise FLP activity for a specific geographic region.

Job responsibilities for FLM will include the responsibilities listed, but are not limited to those responsibilities.

E
Role of CED

SED and FLC will identify FSA Service Center Offices where CED, after sufficient training, is responsible for ensuring that the following FLP responsibilities are performed:

- delivering basic FLP services in subparagraph A
- reviewing accounts, collecting data as needed, searching lien records and making recommendations for debt settlements
- responding to FOIA requests
- processing borrower classifications
- conducting:
  - quarterly records reviews
  - lien searches
  - tax searches and checks
  - outreach efforts
  - security checks such as chattel, crop, and real estate

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3 Role of Employees Delivering FLP (Continued)

E
Role of CED (Continued)

- preparing chattel appraisals
- assisting with real estate appraisals by gathering comparable sales information
- monitoring construction projects such as barns, conservation, poultry, etc.
- monitoring inventory property
- collecting data for year-end analysis.

Depending on training received and workload demands, CED's may be responsible for additional FLP responsibilities or assignments. Job responsibilities for CED will include the responsibilities listed, but are not limited to those responsibilities.

CED's consult and provide input to FLO, FLM, and/or DD regarding assignments of PT's with FLP assignments.

F
Role of DD

DD's shall:

- have overall managerial responsibility for operations in FSA Service Center Offices in the assigned district
- provide oversight, program advice, training, and guidance to COC's and FSA Service Center staffs on commodity and FLP
- conduct ongoing evaluations of program and administrative operations in FSA Service Center Offices within the district
- make loan program decisions or recommendations in those areas beyond the delegated authority of FLM
- review and concur in the personnel decisions of COC's and CED's.

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3 Role of Employees Delivering FLP (Continued)

F
Role of DD (Continued)

DD's who do not currently have loan approval authority shall attain loan approval authority, according to Notice FC-178, within 12 months of the date of this notice.

DD's who have loan approval authority and are working to complete necessary FLP training shall complete this training within previously established timeframes.

Job responsibilities for DD will include the responsibilities listed, but are not limited to those responsibilities.

G
Role of FLC

FLC's shall:

- ensure the propriety, integrity, and consistency of FLP administration throughout the State
- develop and disseminate State policies, systems, and operating procedures
- provide guidance on controversial and/or highly unusual situations
- provide advice, technical assistance, and financial management assistance to applicants and borrowers
- direct reviews of farm loan operations to ensure:
  - Statewide conformance to policy and procedural requirements
  - that offices are providing adequate counseling service and processing loan applications promptly
- develop, plan, and direct FLP training.

Job responsibilities for FLC will include the responsibilities listed, but are not limited to those responsibilities.

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4 Types of Service Centers

A
Background

Declining ceilings and funding have forced FSA to evaluate all possible options to meet customer needs. These options include offering varying levels of service at FSA Service Center Offices, shared management, office closures, and satellite offices. SED's and STC's shall consider the following factors when planning their future field delivery needs:

- efficiency - the cost of delivering services in relation to benefits received by producers
- outreach - impact on small, limited resource, and minority producers
- program participation - evaluation of current and potential program participation.

SED's and STC's shall plan and train personnel, as appropriate, to attain a reasonable combination of the following types of FSA Service Center Offices to ensure satisfactory program delivery for all FSA programs.

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4 Types of Service Centers (Continued)

B
Full Commodity/ Full FLP Service Office - (Type 1 Office)

Type 1 Offices shall provide full service on all programs administered by FSA. CED and FLM will be headquartered at these offices with fully trained staffs. An office where FLO or CED with loan approval authority, as reported in Exhibit 1, is headquartered and serves only that office's service area will also be considered a Type 1 Office. Type 1 Offices shall provide full commodity, conservation, and FLP services, and may provide FLP services to other type offices.

Complete FLP loan files shall be maintained at Type 1 Offices for borrowers within the office's service area, as well as any Type 3 Office or satellite locations that receive FLP services from the office.

Note: State Offices should consider centralizing making and servicing guaranteed loans to FLM's or by districts. Centralizing these functions would provide better consistency and efficiency in delivery of the guaranteed loan program to customers.

C
Full Commodity/ Intermediate FLP Service Office - (Type 2 Office)

Type 2 Offices shall provide full service on all FSA commodity and conservation programs. FLP workload does not justify a full time FLO or FLM, but the office would be visited on a regular basis by FLO or FLM. This office would be staffed with adequate support staff to cover commodity, conservation, and FLP programs.

Basic FLP activities in subparagraph 3 A, authorizing releases, writing checks from supervised bank accounts, and distributing loan funds, as authorized by FLO's or FLM's, will be provided in Type 2 Offices.

Complete FLP loan files shall be maintained in this office for borrowers within the office's service area, as well as any Type 3 Office or satellite location that receives FLP services from the office. SED's shall ensure that properly trained employees are available to maintain files located in these offices. FLP files will not be distributed to a Service Center where there are less than 35 borrowers' files to be maintained or serviced.

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4 Types of Service Centers (Continued)

D
Full Commodity/ Basic FLP Service Office - (Type 3 Office)

Type 3 Offices shall provide full service on all FSA commodity and conservation programs. FLP workload does not justify regular visits by FLO or FLM, but the office would be visited, as needed. Basic FLP activities in subparagraph 3 A will be provided in these offices. Full time employees would have basic knowledge of all programs and should provide forms and assistance in completing FLP applications.

No FLP files would be maintained in a Type 3 Office, however, copies of appropriate items could be maintained so that basic service activities could be completed.

E
Satellite Location

Satellite locations are used for outreach or to service producers on a monthly or as needed basis. No full time staff or System 36 would be stationed at this location. This option may be used in counties where offices have already been closed and staff needs to be present during special outreach efforts or program signups.

5 Supervision

A
Background

Section 226 of the Federal Crop Insurance Reform and Department of Agriculture Reorganization Act of 1994 stipulates that:

- CO and GS employees may be used interchangeably in local FSA offices
- personnel actions for GS employees shall be taken by another GS employee.

Note: Personnel actions include appointments, promotions, disciplinary actions, details, reassignments, performance evaluation, pay, and awards.

Continued on the next page

5 Supervision (Continued)

B
Assigning Work

CED's are responsible for supervising all:

- administrative functions in each FSA Service Center Office and selecting PT to be assigned all administrative duties and responsibilities
- commodity and conservation program activity.

Notes: Oversight of FLP loan making and servicing will be under the direction of the responsible FLM or DD. See table below.

The CED position description will be clarified to show that CED's do not have full responsibility for FLP loan making and servicing.

The following table clarifies supervisory responsibilities in different situations.

Employee	Primary Responsibility	Type of Office	Supervisor	Daily Assignments
PT (CO)	commodity programs	All offices	CED	CED
PT (GS)	commodity programs	All offices	DD	CED+DD
PT (CO)	FLP	Type 1 office	FLM 1/	FLM or FLO+CED
		Type 2, 3 office	FLM 2/	FLM, FLO or DD+CED
PT (GS)	FLP	Type 1 office	FLM	FLM or FLO + CED
		Type 2, 3 office	FLM or DD	FLM, FLO or DD+CED
FLO	FLP	All offices	FLM or DD	FLM or DD + CED
Employee			**Supervisor**	**Daily Assignments**
FLM			DD	DD
CED			COC	DD
DD			SED	SED

Note: Employees listed first under "Daily Assignments" column will be the primary person making the day-to-day assignments with consultation and input from the last person listed. It is required that day-to-day assignments be a coordinated effort. DD will resolve any issues that may arise about day-to-day assignments.

1/ Supervisor may be an FLO who serves only that office's service area or CED with loan approval authority.

2/ In Type 3 Offices, where FLO or FLM are not present in the office at least on a weekly basis, CED should be supervisor of PT (CO) whose primary responsibility is FLP.

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5 Supervision (Continued)

C Performance Evaluation

FSA is implementing a pass/fail performance evaluation system for all GS and CO employees starting October 1, 1998.

Supervisors will consult with other managers who are involved in day-to-day assignments when completing an employee's performance evaluation.

COC will review and evaluate CED performance with DD concurrence.

D Administrative Functions

USDA is implementing administrative convergence in FSA, NRCS, and RD. With administrative convergence and a limited number of employees, it is important that the consolidation of administrative duties and responsibilities take place within FSA at all levels, including Service Centers.

One PT in each FSA Service Center Office shall be assigned all administrative duties, including serving as official timekeeper, for both CO and GS FSA Service Center employees. CED is the supervisor of all administrative functions in each FSA Service Center Office and will select PT to be assigned these administrative duties. If assigning administrative duties to a GS PT with FLP duties and responsibilities, CED will consult with FLO or FLM before making the assignment. PT will be responsible for reviewing and processing all time and attendance records for all FSA employees headquartered in that office.

E Designating Acting CED

When determining who shall serve as acting CED, COC's should consider management experience, availability, and feasibility. STC's may provide guidance and criteria to be considered by COC. STC's shall work with COC's, as needed, to resolve any problems concerning the acting CED designation.

Where there is a CED vacancy, employees in an acting capacity shall be temporarily promoted, if eligible, when the arrangement is expected to exceed 30 calendar days. The temporary promotion should not exceed 120 calendar days. If a Service Center is in a temporary shared management operation for longer than 120 calendar days, STC or SED shall meet with COC to work out a permanent option.

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5 Supervision (Continued)

F
Designating Acting FLM

DD's should determine an acting FLM in FLM's absence, if one is needed for program delivery or FLP supervision.

G
Delegations of Authority

Notice FC-158 instructed COC's to delegate the authority to determine eligibility for guaranteed loans to FLO's and FLM's.

When COC delegates any program authority to any FSA employee, including FLO's, FLM's, and CED's, **all** delegated actions shall be reported back to COC at the next COC meeting so that delegated actions are included in the COC minutes. COC minutes are an official record of all Service Center level determinations.

H
Cross-training

Cross-training of all FSA employees is critical for the delivery of all FSA programs. SED's should give priority to FLP training to ensure that basic FLP is provided in every FSA office. Training on commodity and conservation programs will also be provided as necessary.

SED's shall ensure that FLP training modules are available in every FSA office. However, these modules do not stand alone as an FLP training tool.

CED's with Loan Approval Authority

Use the information in this exhibit to determine if CED has loan approval authority as referred to in subparagraph 4 B.

FARM LOAN PROGRAM STAFFING AND TRAINING NEEDS

States/ Area	CURRENT STAFFING WITH LOAN APPROVAL AUTHORITY								Farm Loan Staff Process. Loans With No Loan Approval Auth.	CURRENTLY IN ACO TRAINING		Additional ACO Trainees Needed
	ACO		ACM/ DCM	CEDs	DDs	State Office Specialists or Other	Appraisers	Total SUM (Col. 1 - Col. 7)				
	Federal	County								Federal	County	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(8a)	(9)	(10)	(11)
IL	15	0	30	1	8	6	0	60	1	0	0	10
IN	13	0	12	0	7	5	2	39	0	0	0	10
IA	28	1	37	0	8	6	0	80	0	1	4	25
MI	5	0	24	0	0	5	0	34	0	0	0	5
MN	17	0	36	0	7	10	0	70	0	2	0	28
MO	17	0	39	2	4	5	3	70	2	0	0	13
OH	0	0	19	0	0	1	0	20	0	0	3	2
WI	20	4	20	1	3	5	2	54.5	0	1	2	11
MWA	115	5	217	4	37	43	7	427.5	3	4	9	104

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CED's with Loan Approval Authority (Continued)

FARM LOAN PROGRAM STAFFING AND TRAINING NEEDS

States/ Area	CURRENT STAFFING WITH LOAN APPROVAL AUTHORITY								Farm Loan Staff Process. Loans With No Loan Approval Auth.	CURRENTLY IN ACO TRAINING		Additional ACO Trainees Needed
	ACO		ACM/ DCM	CEDs	DDs	State Office Specialists or Other	Appraisers	Total SUM (Col. 1 - Col. 7)				
	Federal	County								Federal	County	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(8a)	(9)	(10)	(11)
CT	0	0	2	0	0	0	0	2	1	0	0	1
DE	0	0	1	0	0	0	0	1	0	0	0	1
ME	4	0	8	0	0	3	0	15	0	0	1	5
MD	0	0	4	0	0	2	0	6	0	0	0	2
MA	1	0	3	0	1	0	0	5	2	0	1	2
NH	1	0	1	0	0	0	0	2	0	0	0	2
NJ	0	0	4	0	0	3	0	7	0	0	0	3
NY	17	0	13	0	3	4	1	38	0	2	1	22
PA	17	0	11	0	4	2	0	34	0	0	0	12
RI	1	0	1	0	0	0	0	2	0	0	0	0
VT & VI	2	0	6	0	0	2	0	10	0	1	1	5
WV	1	1	10	0	0	2	1	15	1	0	0	8
NEA	**44**	**1**	**64**	**0**	**8**	**18**	**2**	**137**	**4**	**3**	**4**	**63**

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CED's with Loan Approval Authority (Continued)

FARM LOAN PROGRAM STAFFING AND TRAINING NEEDS

States/ Area	CURRENT STAFFING WITH LOAN APPROVAL AUTHORITY								Farm Loan Staff Process. Loans With No Loan Approval Auth.	CURRENTLY IN ACO TRAINING		Additional ACO Trainees Needed
	ACO		ACM/ DCM	CEDs	DDs	State Office Specialists or Other	Appraisers	Total SUM (Col. 1 - Col. 7)				
	Federal	County								Federal	County	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(8a)	(9)	(10)	(11)
AK	0	0	0	0	0	1	0	1	0	0	0	0
ID	13	0	7	1	0	5	0	26	0	0	8	3
MT	0	0	23	0	6	6	0	35	0	2	2	8
NE	13	0	29	1	0	8	0	51	1	0	0	21
ND	25	0	19	3	6	7	3	63	0	10	1	10
OR	2	0	8	2	0	4	0	16	0	3	2	5
SD	22	0	24	6	2	6	1	61	2	9	12	6
WA	6	0	7	0	1	3	0	17	0	1	5	2
WY	0	0	8	0	0	3	0	11	0	0	2	2
NWA	**81**	**0**	**125**	**13**	**15**	**43**	**4**	**281**	**3**	**25**	**32**	**57**

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CED's with Loan Approval Authority (Continued)

FARM LOAN PROGRAM STAFFING AND TRAINING NEEDS

States/ Area	CURRENT STAFFING WITH LOAN APPROVAL AUTHORITY								Farm Loan Staff Process. Loans With No Loan Approval Auth.	CURRENTLY IN ACO TRAINING		Additional ACO Trainees Needed
	ACO		ACM/ DCM	CEDs	DDs	State Office Specialists or Other	Appraisers	Total SUM (Col. 1 - Col. 7)				
	Federal	County								Federal	County	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(8a)	(9)	(10)	(11)
AL	16	1	0	1	0	4	0	22	1	0	0	4
AR	19	0	18	0	0	5	0	42	7	0	0	44
FL	1	0	11	0	3	1	0	16	10	0	0	23
GA	9	0	9	0	0	2	0	20	0	0	0	23
KY	16	0	26	0	5	4	0	51	4	0	2	14
LA	25	3	21	0	6	1	0	56	0	0	0	0
MS	22	0	28	1	0	9	0	60	0	0	0	18
NC	0	0	35	0	1	5	6	47	0	0	0	20
PR								0	0			
SC	1	0	8	4	1	4	0	18	0	1	0	12
TN	14	0	19	0	0	5	2	40	0	0	0	17
VA	10	0	8	0	6	5	0	29	2	0	0	13
SEA	133	4	183	6	22	45	8	401	24	1	2	188

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CED's with Loan Approval Authority (Continued)

FARM LOAN PROGRAM STAFFING AND TRAINING NEEDS

States/ Area	CURRENT STAFFING WITH LOAN APPROVAL AUTHORITY								Farm Loan Staff Process. Loans With No Loan Approval Auth.	CURRENTLY IN ACO TRAINING		Additional ACO Trainees Needed
	LO ACO		ACM/ DCM	CEDs	DDs	State Office Specialists or Other	Appraisers	Total SUM (Col. 1 - Col. 7)				
	Federal	County								Federal	County	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(8a)	(9)	(10)	(11)
AZ	0	0	5	0	0	1	0	6	3	0	0	4
CA	7	0	13	0	0	5	0	25	2	0	1	11
CO	3	0	13	0	0	2	0	18	0	0	0	8
HI & PB	0	0	0	0	0	3	0	3	0	0	0	6
KS	11	0	21	0	3	5	1	41	0	0	0	20
NV	0	0	2	0	0	1	0	3	0	0	0	2
NM	2	0	5	0	1	2	0	10	0	0	0	9
OK	14	0	21	0	6	14	0	55	0	0	0	24
TX	4	0	47	0	24	0	0	75	39	0	1	50
UT	0	0	11	0	0	1	0	12	0	0	2	12
SWA	41	0	138	0	34	34	1	248	44	0	4	146
GRAND TOTAL	414	10	727	23	116	183	22	1494.5	78	33	51	558

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CED's with Loan Approval Authority (Continued)

STATE	CED	June 1997 report	ACO	June 1997 report
		CED's		County ACO's
Illinois	Ron Burling	1		0
Indiana		0		0
Iowa		0	Kevin Kegan	1
			Debra May	
			Brenda Comer	
			Jean Lenz	
Michigan		0		0
Minnesota		0		0
Missouri	Mike Blanenship	2		0
	Roger Colburn			
	Jim Goforth			
Ohio		0	Mark Arnold	0
			Tiffany Sarver	
Wisconsin	Judith Schambow	1	Dennis Moore	4
			Brad Lancaster	
Connecticut		0		0
Delaware		0		0
Maine	Al Dionne	0	Maryann Coffin	0
Maryland		0		0
Massachusetts		0	John Devine	0
New Hamshire		0		0
New Jersey		0		0
New York		0		0
Pennsylvania		0		0
Rhode Island		0		0
Vermont		0	Diane Gilman	0
West Virginia		0		1
Alaska	Kent Harris	0		0
Idaho	Dee Semons	1	Joy Shuldberg	0
			Monta Green	
			Cindy Reese	
			Marge Iverson	
			Beth Jensen	
			Bonnie Fenton	
			Jon Mills	
Montana		0	Jeff Janshen	0
			Robin Markuson	
Nebraska	Don Kampschneider	1		0
North Dakota	Ron Palm	3		0
	Wynn Rassmussen			
Oregon	Bret Harris	2	Dorothy Scull	0
	Pam Davis		Maria Lujan	
			Virginia Lundberg	
South Dakota	William Chase	6	Judy Becker	0
	Steve Minor		Sandra Bower	
	Martin E. Mortenson		Kathryn Chase	
	Jiggs M. O'Connell		Sylvia Davis	
	Loren Scaller		Larry Galinat	
	Joseph Schultz		Mary Sue Hellman	

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CED's with Loan Approval Authority (Continued)

	Stan Thompson		Carol Hutchinson	
	Daniel Whetham		Rich Jefferies	
			AnnMackben	
			Ronald Olsen	
			Jeane Simley	
			Rodney Strand	
Washington		0	Mitch Ingham	0
			Peggy Robinson	
			Avis Hutson	
			Scott Smith	
Wyoming		0	John Gordon	0
			Doris Hunter	
Alabama	Jerry Armstrong	1	Dana Hester	1
Arkansas		0		0
Florida		0		0
Georgia		0		0
Kentucky		0	Debbie Turner	0
			Hubert Owens	
Louisiana		0		3
Mississippi	Nancy Heindl	1		0
	Mike Everette			
	John McTaggart			
North Carolina		0		0
Puerto Rico		0		0
South Carolina	Thad Williams	4		0
	Tony Marcigill			
	Robert Blackwell			
Tennessee		0		0
Virginia		0		0
Arizona		0		0
California		0	Lon Tenant	0
			Belle Davis	
Colorado		0		0
Hawaii		0		0
Kansas		0		0
Nevada		0		0
New Mexico		0		0
Oklahoma		0		0
Texas		0	Tim Resondek	0
Utah		0	Jnell Huxford	0
			Debbie Higgs	