

# NORTH ADAMS STATE BANK

WINTER 2010

URSA & CAMP POINT

SMALL ENOUGH TO KNOW YOU –

LARGE ENOUGH TO ACCOMMODATE ALL OF YOUR BANKING NEEDS

VOLUME 6 ISSUE 1

## Bank News

### North Adams State Bank has Winner



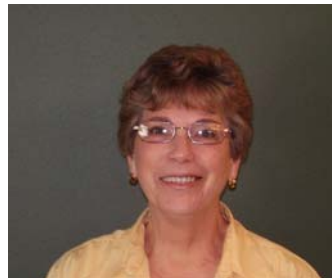
Last fall Shazam Network held a contest in conjunction with the use of the bank debit cards. The contest included the customers of each bank that uses Shazam debit cards. Each time a customer used his or her debit card they were entered for a chance to win one of the prizes offered. Michael Gadson was a lucky winner from North Adams State Bank. He won a gift basket with a value of \$50 for just using his debit card. Congratulations Michael!

## SPRING IS AROUND THE CORNER



COME IN AND SEE IF WE CAN  
HELP WITH YOUR NEXT  
PROJECT

## Employee Highlight



Barbara McGartland joined the staff of North Adams State Bank when the Camp Point branch was opened in the fall of 2000. Prior to joining the North Adams State Bank team Barb had over 23 years experience as a teller, customer service and marketing, which she will readily tell you is her favorite area of the banking business. She and her husband Glenn, have two daughters, seven grandchildren and have lived in Camp Point since 1963. Their favorite activities include family events, any occasion that involves their grandchildren's activities and in her quiet time Barb enjoys chronicling family histories.

## BANK CLOSINGS

Mon Feb. 15 – President's Day

Mon May 31 – Memorial Day

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## It's Not Too Late for Your IRA

You can still make a contribution to your IRA and get a tax break on your 2009 taxes, stop in and ask about the details.

**For Better Work, Let People Know You Care About Them and Who They Are**

Where will worker motivation come from in a down economy that has forced staff cutbacks?

Everyone is in a difficult position. The manager wants to keep the remaining experienced staff. But those remaining may feel apprehensive about the future and unhappy that raises are down and insurance costs are up.

Motivating with contests may seem expensive. You might get hard-working people to participate, but the lower-producers probably won't.

So where will motivation come from? The amazingly simple answer brings you back to the basics of life. One important way to engage and motivate your team is so obvious everyone knows about it, but some bosses ignore the truth and others just forget it.

Business Week's Patrick Lencioni boils motivation down to one sentence: Take an active, genuine interest in the lives of your employees!

One of the greatest causes of dissatisfaction in the workplace is the feeling that the person they work for isn't interested in who they are and what goes on in their lives.

At every level and regardless of how much people make and whether their jobs suit them, if they feel invisible, they'll dread going to

work and return home deflated.

Another factor in caring concerns taking the time to help people figure out why their job matters to someone else or to many people, in a large way or a small one.

Lencioni says it's surprising to him that people who make a great deal of money are miserable if their managers aren't interested in them.

From his work with the NFL, he says most fans can't understand how players can be unhappy. After all, they have a high salary. But Lencioni discovered that players are not happy unless their coach gets to know them and what makes them tick.

No job should be "just a job." The connection between the leader and the individual is what makes it more than that.



"Times are tough. The best I could do was license your image on kids' underwear."

**New tax tips for 2009 Federal Income Tax Returns**

It's time to gather your receipts and income statements. Tax time

is approaching, and you might as well get a handle now on how much work you will have to do.

When you have made a list of your possible deductions, you can determine whether to use the Standard Deduction form or to itemize. Put the amount of Standard Deductions next to your list total to determine which is greater.

Don't forget to calculate above-the line deductions. They are important because they decrease your Adjusted Gross Income before deductions. They are allowed even if you take the Standard Deduction.

Health Savings Accounts are one example. You can claim a deduction for money you paid into the HSA and money paid into it for you by someone other than your employer.

Another above-the-line deduction is a tax break that is part of the American Recovery and Reinvestment Act of 2009. The above-the-line deduction is the amount of state and local sales taxes paid on up to \$49,500 for the purchase of a new car, light truck, motor home or motorcycle, if it was bought between February 16 and December 31, 2009

The IRS offers these tax tips

1. If you file electronically instead of using a paper tax form, you will receive your refund in as few as 10 days.
2. Check the identification and Social Security numbers for each person listed. Missing or incorrect

numbers will delay your tax refund.

3. Double-check your figures if you are filing a paper return. Check to see that you have used the right figure from the right tax table.

4. Sign the form. Both spouses and the tax preparer must sign it or it will be sent back to you for a signature.

5. When mailing a return, use the coded envelope included with your tax package or check the section called "Where Do You File?"

6. Electronic payment options are convenient and safe for paying taxes. Authorize an electronic funds withdrawal or use a credit or debit card.

7. An extension of time to file a return should be filed by the April due date. It is not an extension of time to pay so if you have an idea of how much you owe, include a check.

8. If you are sending a check with your paper return, make it out to "United States Treasury" and enclose it with, but not attach it to, the tax return or the Form 1040V Payment Voucher. The check should include the taxpayer's Social Security number, daytime phone number, the tax year and the type of form filed.

**Here's how to sell your stuff on the Web**



This is a brief rundown of what to sell where and how much it will cost you, according to Michael Miller, author of Selling Online 2.0.

\* On eBay: Sellers usually pay 8.75 percent of the sales price up to \$25, with a declining percentage on larger sales, plus upfront fees of 10 cents to \$4 or more. This is whether or not the item sells.

Some of the best items to sell on eBay: antiques, high-end bicycles, rare collectibles, jewelry that is unique, modern or antique golf clubs, high-end skis, and old or collectible items including art.

Sell tickets on eBay's StubHub, [www.stubhub.com](http://www.stubhub.com).

\* On Amazon.com: Sellers set fixed prices and usually pay a commission of 15 percent (commissions are lower on electronics and cameras), plus a 99-cent transaction fee. On Amazon, you won't have to pay the listing fee if the item doesn't sell.

The best items to sell on Amazon include DVDs, CDs, recent electronics, video games and books. Book buyers shop at Amazon.

\* On Craigslist: Listing items on Craigslist is free. The listings are divided into regional Web sites. Buyers generally come to the seller's home and pay cash.

The best items to sell on Craigslist are furniture, exercise equipment, cars, boats, RVs, musical instruments, regular or low-end skis, common golf clubs and electronics. Sell items like toys, hand tools and clothing in lots.

Perhaps the very best question that you can memorize and repeat, over and over, is: What is the most valuable use of my time right now?

Brian Tracy

**Home builders find interesting ways to reduce prices**

It's called Value Engineering. The goal is to build a home with the amenities buyers want while saving costs on other aspects of the home.

KB Homes tells buyers its Value Engineered, Open Series homes are "affordably priced to compete with resale and foreclosure homes." Sales of the Open Series were up by 59 percent in the second quarter of 2009.

One luxury home builder has been working with building plans to keep overall costs down. The move has resulted in their first sales gain since 2005, according to Smart Money.

Some strategies, like designing

the home so it is built with standard lumber lengths, can save thousands of dollars.

All homes comply with local building codes, and generally the buyer is familiar with cost-cutting measures and doesn't care. The big windows in the dining room, for example, may not open, but the price of the home is right.

Various builders are using other tactics to save money for themselves and the buyer. Not including gutters is one way to do it. Authorities at Key Land Homes say that, barring certain soil conditions, there's no reason for them. They drive costs up by \$1,000 or more. Other builders may substitute a gas-burning fireplace for a real one, but buyers like them anyway.

To make smaller homes feel larger, builders install more windows. One builder saves money by using the same size windows in every room and in every house he builds. He groups or arranges them in ways that make them look different.



Be aware of winter dangers:

Falls, hypothermia and frostbite!

You think it couldn't happen to

you, that you're too smart to get frostbite or hypothermia, and you never fall down. But that's thinking about history rather than today's winter weather.

Even tough guys and strong ladies can fall to the pavement when it's iced over. And the step outside your front door could be your biggest downfall.

Staying on your feet

Your foot gear makes a difference. Tennis shoes and shoes with leather soles are out. Wear shoes or boots with some tread on them.

Take your time. Just as when you drive on an icy road, go slow.

Balance yourself with your arms when you walk. That means keeping your hands out of your pockets.

Walk flat-footed on glazed sidewalks and take short, shuffling steps.

Beware of wet, slippery floors when you enter a building.

Hypothermia and frostbite

When your body's core temperature drops, you experience hypothermia, a serious and life-threatening situation.

In frostbite, cell damage occurs from the cold as a result of a lack of circulation, usually to the fingers, toes, ears or nose.

It doesn't take extremely cold temperatures to bring about either

condition. Moderate cold, when combined with wind and moisture, can cause them.

Symptoms of hypothermia include violent shivering, disorientation and exhaustion. Get the person to the emergency room right away.

Frostbite progresses from a pins and needles sensation to numbness, hardened skin, blisters and worse. It can lead to gangrene, so if you have the pins and needles sensation, get inside and get warm.

Useless Facts

In the United States, a pound of potato chips cost two hundred times more than a pound of potatoes.

The number of the trash compactor in Star Wars (20th Century Fox, 1977) is 3263827.

The average person's left hand does 56% of the typing.



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