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February 13, 1985

Mr. Peter Henthorn
President
Profit Motivators International
40 Linden
Boulder, CO 80302

Dear Peter:

On behalf of the directors and employees of Bank of Forest, I would like to express our gratitude and satisfaction with the progress made through the consulting project performed by your firm.

One of the goals I gave top priority was the strengthening of middle management of our bank. This has been accomplished successfully. I feel that our department managers know the responsibility of having total control over the success or failure of their departments. They have been given and accepted the authority to manage their respective departments effectively.

Another area that has greatly benefited from the project was the review of our operational procedures. The review was conducted with an attitude of looking for a better way of accomplishing the success goals that have been set throughout the bank. Our employees were very enthused with the results of an improved operations system. Not only did this give us immediate results, but I think it provided encouragement to employees to make suggestions of improvement for their department.

We feel that through your work Bank of Forest will be better prepared for whatever regulatory or market changes that we might face in the future and look forward to the positive results of the study that we will see in time to come.

Sincerely,
T. E. Walker
T. E. Walker
President and CEO

TEW/db