



Post Office Drawer 1059 • Clarksdale, Mississippi 38614 • 601-627-3281

Willis Frazer
Executive Vice President

February 16, 1987

TO WHOM IT MAY CONCERN:

United Southern Bank, being located in the Mississippi Delta and having assets of approximately \$300 million, employed the services of Peter Henthorn and his company during the fall of 1986. Peter performed an initial project for our bank seven or eight years ago and has continued to monitor our operations since that time. Senior management felt it would be beneficial to have PMI conduct another in-depth review of our operations to assist us in better management and more profitability.

Due to the work they've done, we feel significant progress has been made, and our bottom line should reflect the results of their recommendations. PMI was instrumental in the reorganization of management; assisted in the evaluation and implementation of our service charges, including corporate account analysis; examined the operations of our trust division; updated the personnel policies; restructured our loan administration division to implement better control procedures for lending; and made helpful recommendations in several other areas.

Senior management is pleased with the preliminary results, and we look forward to increased savings for the coming year and beyond.

Based on the performance we have seen and experienced, I am pleased to recommend Profit Motivators International to any bank interested in streamlining their organization and increasing profits. I would be glad to discuss more fully any specific questions you may have regarding our experience with this company.

Sincerely,

Willis L. Frazer
Project Manager

WLF:rsm