



Britton & Koontz First National Bank

October 5, 1983

To Whom It May Concern:

Britton & Koontz First National Bank engaged Profit Motivators International for the purpose of review of operations, consolidation of functions and the effective utilization of facilities and personnel. Their program included a bonus of the training of supervisors and middle management in the monitoring of change.

The program has been successfully completed. Through work management and scheduling models a savings of \$142,827 in annualized payroll dollars has been projected. This figure does not include fringe benefits. The reduction in payroll has been achieved by normal attrition.

The program has been completed and future savings are anticipated as our staff has been trained in work management and scheduling.

Sincerely,

Thomas B. Bateman
President and Chief Executive Officer

TBB/tm