



GUARANTY BANK & TRUST CO.

BELZONI, MISSISSIPPI 39038

October 8, 1984

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ASSISTANT CASHIER
MARK TYLER
LOAN OFFICER

TO WHOM IT MAY CONCERN:

Guaranty Bank & Trust Company is a bank of approximately \$60 million in total assets located in the Mississippi Delta, a primarily agricultural area. The Bank has two subsidiaries--a finance company and an agricultural credit corporation. We employed Profit Motivators International, Inc., during June of 1984, and they are just completing our project.

Our project included cash management, operations analysis with documentation of quantities of transactions in each area, pricing analyses, and supervisory and management training. We feel that this project has resulted not only in significantly reduced costs or increased income, but also in a better functioning, better trained, more efficient banking organization. I feel that all of our people have learned a great deal from Profit Motivators, and that the whole project has been very educational, especially to me. I feel that their recommendations have been sound, based on quantified evidence, have been researched thoroughly, and have had a good business justification.

Based on the performance which we have seen and experienced, I am happy to highly recommend Profit Motivators International to any bank who is interested in improving their organization. I would be glad to discuss with you more fully specific questions which you might have regarding our experience with Profit Motivators.

Very sincerely yours,

Huey Townsend
President

HT:md

