



First State Bank

December 13, 1988

Mr. Phillip D. Martin
Chairman and Chief Operations Officer
Profit Motivators, Incorporated
40 Linden
Boulder, Colorado 30802

Dear Mr. Martin:

Earlier this year your company did a project for us, and I would like to convey to you how happy and pleased we are with the results of this study.


As you are aware, this project lasted for approximately ten weeks, and we have derived savings and/or additional revenues of approximately \$3.00 for each \$1.00 invested with your program. Your analyst, Mr. John Konrade, was both courteous and professional with his work, with everything being laid out in a very efficient manner which was easy to comprehend and allowed management to quickly decide whether or not to implement the particular suggestion.

In addition to the immediate monetary benefits derived, we are already reaping benefits from structural and organizational suggestions that Mr. Konrade made and implemented at our bank which allow us to operate much more efficiently. Please convey to Mr. Konrade my thanks for the fine job he did for us.

I look forward to talking with you at some time in the future regarding our continued use of your firm. Again, thank you very much for the fine job.

With kind personal regards, I remain

Very sincerely yours,


Joseph E. Karr
President

JEK/jf