



January 18, 1995

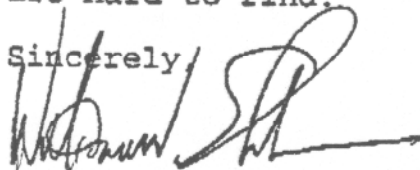
TO WHOM IT MAY CONCERN:

I have know William Ray for ten years, and during that time I have had the pleasure of dealing with him in business and personally. During this span of time, Mr. Ray has assisted me with several mortgage financings, and I have referred several banking clients to him for service.

Mr. Ray has always approached me and others with whom he has dealt with a high degree of honesty and integrity. He has always displayed an appropriate amount of concern for his clients to ensure that their best interests are kept close at hand. He is very service oriented, and takes the time necessary to provide his clients with the best product possible.

Mr. Ray has built his reputation on service and integrity. His clients, like me, looked to him for repeat assistance as a result and often referred their neighbors and friends to him. Financial representatives like him are hard to find.

Sincerely,



William V. Ehlen
President and
Chief Executive Officer

WVE/elh