

Sumitomo Bank of California

101 So. San Pedro Street
Suite 300
Los Angeles, CA 90012
213/229-4170

Human Resources Division

December 23, 1994

Mr. Warren Brazas
14955 Avenida Venusto Unit 24
San Diego, California 92128

Dear Mr. Brazas:

We are pleased to offer you a position with the Sumitomo Bank of California subject to the following terms and conditions:

1. Position offered

The position offered to you is that of Assistant Vice President and Business Development Officer of the Business Lending Division for the San Diego and Orange County territory.

2. Compensation

Your initial base salary will be \$65,000.00 per year plus commission, based on the attached Commission Schedule. You will be given an initial twelve (12) month salary review, therefore after salary reviews will be in accordance to the schedule outlined in the Bank's General and Administrative Manual.

3. Human Resources Policy and Employee Benefits

The standard Human Resources policies and employee benefits as outlined in the Human Resources Section of the Bank's General and Administrative Manual shall apply to you.

4. Trial Period

The initial three (3) months of your employment will be on a Trial Period basis as defined in the Human Resources Section of the Bank's General and Administrative Manual.

5. Employment Commencement Date

The commencement of your employment with Sumitomo Bank of California shall be decided upon mutual agreement, but should be no later than January 9, 1995.

6. This Letter Is Our Sole Offer

Unless otherwise amended in writing, this letter constitutes our sole offer to you for employment with Sumitomo Bank of California.

If the aforementioned terms and conditions are acceptable to you, please indicate your understanding and acceptance of them by affixing your signature on the space provided and returning a copy of this agreement to my attention.

Sincerely,



Alan Furuta
SVP & Deputy Division Manager

I understand and accept the above terms and conditions in addition to the standard employment agreement of the Sumitomo Bank of California.

Date

Warren Brazas

1995 BUSINESS DEVELOPMENT COMMISSION SCHEDULE

		% COMMISSION	COMMENTS
A	Non Bank Referral Source or Cold Call	100%	If booked at BLD or Branch.
B	Branch Referral - Booked at BLD	100%	If booked < 45 days.
		75%	If booked 46-90 days.
		50%	If booked > 90 days.
C	Branch Referral - Booked at Branch	100%	
D	CBD, COBD - Booked at BLD/Branch	100%	If booked < 60 days.
		75%	If booked > 60 days.

Note: The Referral Date is the date that the referral is placed on the Business Development Prospects Report.