



Sumitomo Bank of California

320 California Street
San Francisco, CA 94104
415/445-8000
Cable Address
SUMITBANK, San Francisco

Head Office

May 18, 1995

Mr. Warren H. Brazas
Los Angeles Business Lending Office
Sumitomo Bank of California

Dear Mr. Brazas:

I am pleased to inform you that retroactive to April 17, 1995, you have successfully completed your initial three months period. Your title will be Vice President and Business Development Officer, Grade SC-7.

Your monthly salary will be \$5,416.67 and your next review date will be January 16, 1996.

I wish to take this opportunity to congratulate you and wish you continuing success in the Sumitomo Bank of California.

Sincerely,



Tadaichi Ikagawa
President

TI/ca