

Sumitomo Bank of California

Head Office

March 25, 1996

Mr. Warren Brazas
Vice President and
Business Development Officer
Los Angeles Business Lending Office
Sumitomo Bank of California

Dear Mr. Brazas:

I am pleased to inform you that retroactive to January 1, 1996, your salary has been increased \$244.33, bringing your monthly salary to \$5,661.00. Your increase in salary will be reflected in your paycheck for the first half of April, 1996.

Your next salary review date will be January 1, 1997.

I wish you continuing success in your assignment.

Sincerely,



Tsuneo Onda
President

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