

UNITED STATES OF AMERICA
Before The
OFFICE OF THRIFT SUPERVISION

In the Matter of:)	
)	
AMERICAN EAGLE SAVINGS BANK)	OTS Order No.: NE-11-22
Boothwyn, Pennsylvania)	
OTS Docket No. 07212)	Effective Date: July 1, 2011

PROMPT CORRECTIVE ACTION DIRECTIVE

WHEREAS, the Office of Thrift Supervision (OTS), on February 24, 2011, notified American Eagle Savings Bank, Boothwyn, Pennsylvania, OTS No. 07212, a federally chartered savings association regulated by OTS: (i) that the Institution was undercapitalized for purposes of the prompt corrective action provisions of Section 38 of FDIA, 12 U.S.C. § 1831o, (ii) of the requirement under 12 U.S.C. § 1831o and 12 C.F.R. Part 565 to file a capital restoration plan no later than March 17, 2011, specifying the steps the Institution will take to become at least adequately capitalized and (iii) of the restrictions and requirements imposed upon the Institution as a result of its undercapitalized status; and

WHEREAS, OTS has considered the Institution's capital deficiency and the Capital Restoration Plan, in accordance with 12 C.F.R. §§ 565.5 and 565.7, and Section 38(e)(2) of FDIA, 12 U.S.C. § 1831o(e)(2), and OTS has conditionally approved the Capital Restoration Plan as set forth in a letter to the Institution, dated May 16, 2011¹; and

WHEREAS, the Institution and its Board of Directors (Board), by execution of the attached Stipulation and Consent to this PCA Directive (Stipulation) to the issuance of this PCA Directive, the terms of which are incorporated herein by this reference, have stipulated and consented to the issuance of the PCA Directive; and

WHEREAS, the OTS finds it necessary in order to carry out the purposes of Section 38 of the FDIA, 12 U.S.C. § 1831o, to issue this PCA Directive requiring the Institution immediately to take certain actions and to follow certain proscriptions.

NOW, THEREFORE, pursuant to Section 38 of FDIA, 12 U.S.C. § 1831o, including but not limited to subsection (f) thereof, Section 5(t)(6)(B)(ii) of HOLA, 12 U.S.C. §

¹ The May 16, 2011 letter also confirmed that the Institution was significantly undercapitalized for purposes of the prompt corrective action provisions of Section 38 of FDIC, notified the Institution of the restrictions and requirements imposed upon the Institution as a result of its significantly undercapitalized status and referenced the May 3, 2011 order approving a voluntary supervisory conversion to be consummated by August 31, 2011.

1464(t)(6)(B)(ii), and Section 565.7 of the OTS Regulations, 12 C.F.R. § 565.7, OTS directs the Institution and its Board to do the following:²

PART I – INCREASING CAPITAL

Section 1.1. Capital Restoration Plan.

The Institution must comply with the terms of its Capital Restoration Plan, including any amendments thereto, approved by the Northeast Regional Director of OTS (Regional Director).

Section 1.2. Required Recapitalization Through Merger, Acquisition, Sale, or Sale of Shares.

Pursuant to 12 U.S.C. §§ 1831o(f)(2)(A)(i) and (iii), the Institution must be recapitalized by August 31, 2011 by a conversion to stock form through a voluntary supervisory conversion and acquisition by e3holdings, inc. as described in the Capital Restoration Plan whereby the resulting depository institution would be at least “adequately capitalized,” as defined at 12 C.F.R. § 565.4(b), and remain so for four consecutive quarters.

Section 1.3. Required Recapitalization.

Pursuant to 12 U.S.C. §§ 1831o(f)(2)(A) and (f)(2)(J), the Institution is directed to achieve and maintain, at a minimum, the following capital levels by August 31, 2011:

Total Risk Based Capital Ratio:	8.0%
Tier 1 Core Risk Based Capital Ratio:	4.0%
Leverage Ratio:	4.0%

Section 1.4. Efforts to Obtain Capital.

The Board of the Institution must at all times make diligent and good faith efforts to cause the Institution to comply with Sections 1.1, 1.2, and 1.3 and become “adequately capitalized.” For purposes of this PCA Directive, diligent and good faith efforts to seek capital shall include, but not be limited to, the following:

- A. Authorize and direct appropriate Institution officers to take appropriate actions consistent with the Institution’s obligations under Sections 1.1, 1.2, and 1.3, which include, but are not limited to, taking all reasonably practicable steps to remove impediments to increasing capital;
- B. Cause the Institution to hire such professionals as are necessary and appropriate to fulfill the Institution’s obligations under Sections 1.1, 1.2, and 1.3;

² OTS must impose one or more of the presumptive restrictions set forth in 12 U.S.C. § 1831o(f), especially 12 U.S.C. § 1831o(f)(3) and (4) if (1) the institution is significantly or critically undercapitalized, (2) is undercapitalized and did not submit an acceptable capital restoration plan or (3) the institution fails to implement an approved plan. Critically undercapitalized are also subject to restrictions in 12 U.S.C. § 1831o(i).

- C. Cause the Institution to share appropriate information about itself with potential acquirors, merger partners, or purchasers, including, but not limited to, any such potential acquiror, merger partner, or purchaser identified or referred to the Institution by OTS; and
- D. Inform OTS, in writing, of (i) all efforts the Institution has made to seek capital and (ii) all expressions of interest by prospective investors, acquirors, or merger candidates, including referrals from OTS by the 15th day of each month following the Effective Date of the PCA Directive.

OTS requires this action, pursuant to 12 U.S.C. § 1831o(f)(2)(J), having determined that such actions will better carry out the purposes of 12 U.S.C. § 1831o because these actions increase the likelihood that the Institution's capital restoration efforts will be successful and will reduce the long-term loss to the Deposit Insurance Fund.

Section 1.5. Ongoing Monitoring of Capital Category Required.

- A. The Institution must monitor its own PCA capital ratios and if the Institution improves from a lower to a higher capital category, it must continue to comply with each provision of this PCA Directive except to the extent the provision is modified, terminated, suspended, or set aside by the OTS in writing.
- B. If the Institution falls into a lower PCA capital category, it must comply immediately with the appropriate additional restrictions contained in 12 U.S.C. § 1831o and 12 C.F.R. § 565.6.
- C. OTS requires this action pursuant to 12 U.S.C. § 1831o(f)(2)(J) and based upon a determination by the OTS that such action will better carry out the purposes of Section 38 of the FDIA because they will reduce the long-term loss to the Deposit Insurance Fund.

Section 1.6. Reports of Compliance.

By the close of business of the 15th day of each month following the Effective Date of this PCA Directive:

- A. Management of the Institution must prepare, and the Board of the Institution must review, a written report concerning the Institution's compliance with the requirements of the Institution's Capital Restoration Plan and other requirements of this PCA Directive during the preceding month. The report and review must include verification of the Institution's prompt corrective action capital category and confirmation that the Institution is in compliance with: (i) all restrictions that apply automatically to an institution in that category, and (ii) with the other restrictions and requirements contained in this PCA Directive. The report and review must be documented in the minutes of the meeting of the Board. All documentation considered by the Board in

performing its review must be explicitly referenced in the minutes of the meeting at which the review was undertaken.

- B. The Institution must submit the following documents to OTS in a format acceptable to OTS, which may include reports to and responses from the Board documented in the Board meeting minutes:
1. Confirmation of the Institution's compliance with this PCA Directive or a description of any instance of noncompliance with any of the Institution's obligations under this PCA Directive and the specific measures undertaken to cure such noncompliance; and
 2. If requested, copies of the minutes of the Institution's Board supporting actions taken to comply with Sections 1.1, 1.2, and 1.3 of this PCA Directive.

The Institution must continue to provide status reports required by Section 1.6 until directed otherwise by the Regional Director. OTS directs the actions required by this Section 1.6 pursuant to 12 U.S.C. § 1831o(f)(2)(J), and based upon a determination by OTS that such action will better carry out the purposes of 12 U.S.C. § 1831o.

PART II – MANDATORY OPERATING RESTRICTIONS

Section 2.1. Compliance with Mandatory Restrictions.

The Institution must comply with all of the mandatory prompt corrective action provisions set forth in 12 U.S.C. § 1831o and 12 C.F.R. § 565.6 that automatically apply to the Institution based upon the Institution's prompt corrective action capital category. These provisions are set forth as follows:

Undercapitalized Institutions

A. No capital distributions may be made without the prior written approval of OTS if: (i) the Institution is not adequately capitalized, or (ii) after making the distribution, the Institution would be undercapitalized. 12 U.S.C. § 1831o(d)(1); 12 C.F.R. §§ 565.6(a)(1) and (a)(2)(i).

B. No management fees may be paid to any person having control of the Institution if: (i) the Institution is not adequately capitalized, or (ii) after making the payment, the Institution would be undercapitalized. 12 U.S.C. § 1831o(d)(2); 12 C.F.R. §§ 565.6(a)(1) and (a)(2)(i).

C. The Institution may not permit its average total assets during any calendar quarter to exceed its average total assets during the preceding quarter unless (i) OTS has accepted the Institution's capital restoration plan, (ii) the increase in assets is consistent with the plan, and (iii)

the Institution's ratio of tangible equity to assets increases during the calendar quarter at a rate sufficient to enable the Institution to become adequately capitalized within a reasonable time. 12 U.S.C. § 1831o(e)(3); 12 C.F.R. § 565.6(a)(2)(iv).

D. The Institution may not, directly or indirectly, acquire any interest in any company or insured depository institution, establish or acquire any additional branch office, or engage in any new line of business, unless (i) OTS has accepted the Institution's capital restoration plan (plan), the Institution is in compliance with the plan, and OTS determines that the action is consistent with, and will further achievement of the plan, or (ii) the FDIC's Board of Directors approves the action. 12 U.S.C. § 1831o(e)(4); 12 C.F.R. § 565.6(a)(2)(v).

E. The Institution may not accept, renew, or roll over any brokered deposit and must comply with the restrictions set forth in 12 U.S.C. § 1831f and 12 C.F.R. § 337.6 restricting brokered deposits and interest rates. 12 U.S.C. § 1831f(a); 12 C.F.R. § 337.6(b)(3). 12 C.F.R. § 330.14(h) and OTS Regulatory Bulletin 33a, dated March 13, 1996.

F. The Institution must file a capital restoration plan acceptable to OTS pursuant to 12 U.S.C. § 1831o(e)(2) and 12 C.F.R. § 565.5.

G. The Institution must monitor its compliance with the applicable requirements of 12 U.S.C. § 1831o(e) and 12 C.F.R. Part 565.

Significantly Undercapitalized Institutions and Institutions Without Approved Capital Restoration Plans Must Comply With Sections 2.1(A)-(G) Above and the Following Restrictions:

H. The Institution may not, without OTS's prior written approval (i) pay any bonus to any senior executive officer, or (ii) provide compensation to any senior executive officer exceeding that officer's average rate of compensation (excluding bonuses, stock options, and profit-sharing) during the 12 calendar months preceding the calendar month in which the Institution became undercapitalized. 12 U.S.C. § 1831o(f)(4); 12 C.F.R. § 565.6(a)(3).

Critically Undercapitalized Institutions Must Comply With Sections 2.1(A)-(H) Above and the Following Restrictions:

I. The Institution may not make any payment of principal or interest on its subordinated debt beginning 60 days after the Institution becomes critically undercapitalized. 12 U.S.C. § 1831o(h)(2)(A); 12 C.F.R. § 565.6(a)(4)(ii).

J. Without the FDIC's prior written approval, as required by 12 U.S.C. §§ 1831o(h)(1) and (i)(2); 12 C.F.R. § 565.6(a)(4)(i), the Institution may not:

1. Enter into any material transaction other than in the usual course of business, including any investment, expansion, acquisition, sale of assets, or similar action with respect to which the Institution is required to give notice to OTS;

2. Extend credit for any highly leveraged transaction;
3. Amend the Institution's charter or bylaws, except to the extent necessary to carry out any other requirement of any law, regulation or order;
4. Make any material change in accounting methods;
5. Engage in any "covered transaction" with an affiliate, as defined in 12 U.S.C. § 371c(b);
6. Pay excessive compensation or bonuses; or
7. Pay interest on new or renewed liabilities at a rate that would increase the Institution's weighted average cost of funds to a level significantly exceeding the prevailing rates of interest on insured deposits in the Institution's normal market area.

Section 2.2. If the Institution's PCA capital category deteriorates to a lower level, the Institution must comply with the above restrictions, as well as all of the additional mandatory prompt corrective action provisions applicable to its lower PCA capital category.

Section 2.3. If the Institution improves from a lower to a higher PCA capital category, it must continue to comply with the previously applicable mandatory sanctions of the lower category, until such time as approval to cease compliance with the lower category sanctions is requested of, and received from OTS.

Section 2.4. To the degree that any restriction contained in any Section of this PCA Directive indicates that it is imposed pursuant to 12 U.S.C. § 1831o(f)(2), OTS hereby imposes that restriction pursuant to 12 U.S.C. § 1831o(e)(5), based upon the determination that the restriction is necessary to carry out the purpose of 12 U.S.C. § 1831o because the actions and restrictions increase the likelihood that the Institution's capital restoration efforts will be successful and they will reduce the long-term loss to the Deposit Insurance Fund.

PART III – DISCRETIONARY OPERATING RESTRICTIONS

Section 3.1. Restrictions on Third Party Contracts.

Pursuant to 12 U.S.C. § 1831o(f)(2)(E), in order to reduce excessive risk posed to the Institution by certain third party contracts outside the normal course of business, the Institution is hereby prohibited from entering into any third party contracts, as set forth in Section 310 of OTS Examination Handbook, without the prior written approval of the OTS.

Section 3.2. Limits on Compensation and Benefits.

Pursuant to 12 U.S.C. §§ 1831o(f)(2)(J), (f)(4), and (f)(5), based upon a determination by OTS that the following restrictions will better carry out the purpose of 12 U.S.C. § 1831o, the Institution is hereby directed:

- A. Not to provide any compensation or other direct or indirect benefits to directors (which must include directors emeritus or honorary directors for purposes of this Section), officers or employees beyond those determined reasonable and prudent for a capital deficient institution. Such compensation for directors and other employees must be in accordance with 12 C.F.R. § 563.161(b), Appendix A to 12 C.F.R. Part 570, and current OTS guidance;
- B. Not to enter into, modify, or renew any agreement or employment contract with or increase the compensation of or severance pay for any senior executive officer or director of the Institution without OTS's prior written approval and consistent with the requirements of 12 U.S.C. § 1831o(f)(4) and 565.6(a)(3); and
- C. Not to incur any compensation or benefit expense for items or services that do not have an immediate, direct relationship to the performance of any individual's duties; except for expenses incurred for employee pension/profit sharing/retirement plans and health and medical plans in existence as of the effective date of this PCA Directive.

Section 3.3. Other Restrictions Imposed Pursuant to 12 U.S.C. § 1831o(f)(5).

Pursuant to 12 U.S.C. § 1831o(f)(5), and based upon a determination by OTS that the imposition of certain restrictions described in 12 U.S.C. § 1831o(i), is necessary to carry out the purposes of Section 38 of FDIA, the Institution is hereby prohibited from doing any of the following without OTS's prior written consent:

- A. Entering into any material transaction other than in the usual course of business, including any investment, expansion, acquisition, sale of assets, or other similar action with respect to which the Institution is required to provide prior notice to OTS;
- B. Extending credit for any highly leveraged transaction;
- C. Amending the Institution's charter or bylaws, except to the extent necessary to carry out any other requirement of any law, regulation, or order;
- D. Making any material change in accounting methods; and
- E. Paying interest on new or renewed liabilities at a rate that would increase the Institution's weighted average cost of funds to a level significantly exceeding the prevailing rates of interest on insured deposits in the Institution's normal market areas.

PART IV – GENERAL PROVISIONS

Section 4.1. Jurisdiction.

This PCA Directive constitutes a final order under 12 U.S.C. § 1831o and is enforceable under 12 U.S.C. § 1818(i).

Section 4.2. Definitions.

- A. All technical words or terms used in this PCA Directive, for which meanings are not specified or otherwise provided by the provisions of this PCA Directive, will, insofar as applicable, have meanings as defined in Chapter V of Title 12 of the Code of Federal Regulations, HOLA, FDIA, OTS Bulletins, or OTS Examination Handbook. Any such technical words or terms used in this PCA Directive and undefined in Code of Federal Regulations, HOLA, FDIA, OTS Bulletins or OTS Examination Handbook will have meanings that are in accordance with the best custom and usage in the savings and loan industry.
- B. The term “Effective Date” has the meaning set forth in Section 4.11 of this PCA Directive.

Section 4.3. Successor Statutes, Regulations, Guidance Amendments.

Reference in this PCA Directive to provisions of statutes and regulations are deemed to include references to all amendments to such provisions as have been made as of the Effective Date hereof and references to successor provisions as they become applicable.

Section 4.4. Notices.

Except as otherwise provided herein, any request, demand, authorization, direction, notice, consent, waiver or other document provided or permitted by the PCA Directive to be made upon, given or furnished to, delivered to, or filed with OTS or the Institution must be in writing and sent by first class U.S. mail (or by reputable overnight courier, electronic facsimile transmission, or hand delivery via messenger) addressed as follows:

OTS: Office of Thrift Supervision
 Northeast Region
 Harborside Financial Center Plaza Five
 Suite 1600
 Jersey City, New Jersey 07311
 Attn: Regional Director

Institution: American Eagle Savings Bank
 3915 Chichester Avenue
 Boothwyn, Pennsylvania 19061-2188

Attn.: Board of Directors

Following the Transfer Date,³ all submissions, requests, communications, consents or other documents relating to this PCA Directive made by the Institution shall be directed to the Comptroller of the Currency, or to the individual, division, or office designated by the Comptroller of the Currency.

Section 4.5. Duration, Termination or Suspension of the PCA Directive.

- A. The terms and provisions of this PCA Directive will be binding upon the Institution and its successors in interest.
- B. The PCA Directive will remain in effect until terminated, modified or suspended in writing by OTS.
- C. OTS, in its discretion, may, by written notice, suspend any or all provisions of the PCA Directive, except for Section 2.1 (Mandatory Restrictions).

Section 4.6. Effect of Headings.

The Part and Section headings herein are for convenience only and do not affect the construction hereof.

Section 4.7. Separability Clause.

In case any provision in this PCA Directive is ruled to be invalid, illegal or unenforceable by the decision of any court of competent jurisdiction, the validity, legality and enforceability of the remaining provisions hereof will not in any way be affected or impaired thereby unless OTS, in its sole discretion, determines otherwise.

Section 4.8. No Violations Authorized; Consequences of PCA Directive.

- A. Nothing in this PCA Directive, including, without limitation, any of the timeframes for actions set forth in Part I, will be construed as: (i) allowing the Institution to violate any law, rule, regulation, or policy statement to which it is subject or (ii) restricting OTS from taking such actions as are appropriate in fulfilling the responsibilities placed upon it by law, including, without limitation, actions pursuant to 12 U.S.C. § 1831o, or taking any other type of supervisory, enforcement, or resolution action that OTS determines to be appropriate.
- B. OTS's conditional approval of any Capital Restoration Plan does not (i) constitute approval of contemplated actions or transactions for which a separate application, filing or notification is required prior to engaging in an activity contemplated by the Capital Restoration Plan; (ii) prevent the revocation of conditional approval of the Capital

³ See Dodd-Frank Wall Street Reform and Consumer Protection Act, Pub. Law No. 111-203, § 311, 124 Stat. 1520 – 21 (2010).
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Restoration Plan upon the discovery of other or additional facts that OTS determines warrants such action, including, but not limited to, any material adverse findings disclosed in any examination of the institution or any material change in the assumptions underlying the Plan; (iii) indicate adoption of the institution's assumptions or predictions underlying or set forth in the Capital Restoration Plan, nor do such assumptions or predictions bind OTS; or (iv) prohibit OTS from requiring modifications and/or amendments of the Capital Restoration Plan as OTS determines necessary.

Section 4.9. Other Enforcement Documents.

The Order to Cease and Desist issued against the Institution on July 6, 2010, remains in effect. Nothing contained in this PCA Directive will affect or limit OTS's ability to take enforcement action in connection with any violation of the July 6, 2010 Order to Cease and Desist.

Section 4.10. Incorporation of Stipulation.

The Stipulation is made a part hereof and is incorporated herein by this reference.

Section 4.11. Effective Date of this PCA Directive.

This PCA Directive (including all the requirements and limitations herein) is effective immediately on the date of issuance of the PCA Directive (Effective Date), which is the date indicated on Page 1 above.

IT IS SO ORDERED.

OFFICE OF THRIFT SUPERVISION

By: _____/S/_____

Michael E. Finn
Regional Director, Northeast Region

UNITED STATES OF AMERICA
Before The
OFFICE OF THRIFT SUPERVISION

In the Matter of:)	
)	
AMERICAN EAGLE SAVINGS BANK)	OTS Order No.: NE-11-22
Boothwyn, Pennsylvania)	
OTS Docket No. 07212)	Effective Date: July 1, 2011
)	

**STIPULATION AND CONSENT TO
PROMPT CORRECTIVE ACTION DIRECTIVE**

1. The Office of Thrift Supervision (OTS) has informed American Eagle Savings Bank, Boothwyn, Pennsylvania (Institution), OTS No. 07212, based upon information reported to the OTS, that grounds exist to issue a Prompt Corrective Action Directive (PCA Directive) to the Institution, pursuant to Section 38 of the Federal Deposit Insurance Act (FDIA), 12 U.S.C. § 1831o, and Section 565.7 of the OTS Regulations, 12 C.F.R. § 565.7. The Institution, in the interest of cooperation and to avoid the time and expense of pursuing further OTS administrative procedures for the issuance of a PCA Directive, stipulates and consents to the terms set forth in this Stipulation and Consent.
2. The Institution stipulates it is a federal savings association subject to supervision and regulation by the OTS. The Institution is a “savings association” as that term is used in the Home Owners’ Loan Act (HOLA), 12 U.S.C. §§ 1461 et seq., and an “insured depository institution” as defined in 12 U.S.C. §§ 1813(b) and 1813(c)(2). The Institution stipulates that, as such, it is subject to the OTS’s authority to issue a directive to take prompt corrective action pursuant to Section 38 of FDIA, 12 U.S.C. § 1831o, and Section 565.7 of the OTS Regulations, 12 C.F.R. § 565.7.
3. The Institution consents, by execution of this Stipulation and Consent (Stipulation), to the OTS’s issuance of the accompanying PCA Directive. The Institution further agrees to comply with the terms of the PCA Directive.
4. The attached PCA Directive is effective upon issuance. The Institution acknowledges that the PCA Directive is enforceable pursuant to Section 5(d) of HOLA, 12 U.S.C. § 1464(d), and Section 8 of FDIA, 12 U.S.C. § 1818.
5. The Institution hereby waives the following:

- (a) its rights to pursue the OTS's administrative process for issuance of the accompanying PCA Directive pursuant to 12 C.F.R. § 565.7;
 - (b) any and all rights it might otherwise have pursuant to federal law or regulations (including, but not limited to, 12 U.S.C. § 1831o and 12 C.F.R. § 565.7) in connection with issuance of the PCA Directive;
 - (c) its right to seek judicial review of the PCA Directive, including, but not limited to, any such right provided by Section 8(h) of FDIA, 12 U.S.C. § 1818(h); and
 - (d) its right to challenge or contest in any manner the basis, issuance, validity, or enforceability of the PCA Directive or any provision thereof.
6. The Order to Cease and Desist issued against the Institution dated July 6, 2010 (OTS Order No. NE-10-16) remains in effect. In the event of a conflict between a provision of the Order to Cease and Desist and a provision of the PCA Directive, the more restrictive provision will control.
7. (a) The laws of the United States of America will govern the construction and validity of this Stipulation and the PCA Directive.
- (b) All references to the OTS in this Stipulation and the PCA Directive also will mean any of the OTS's predecessors, successors, and assigns.
- (c) To the extent this Stipulation and the PCA Directive may be deemed an agreement, the written terms herein and in the accompanying PCA Directive represent the final and sole binding written terms of such agreement with respect to the subject matters addressed therein.
8. Each Director signing this Stipulation attests that s/he voted in favor of the resolution authorizing the execution of the Stipulation. This Stipulation may be executed in counterparts by the directors after approval of execution of the Stipulation at a duly called board meeting. A copy of the Board Resolution authorizing execution of this Stipulation must be delivered to the OTS, along with the executed original(s) of this Stipulation.

AMERICAN EAGLE SAVINGS BANK

Boothwyn, Pennsylvania

By: /S/
James Kogut

By: /S/
Roseanne M. Kozak

By: /S/
James A. Przedzial

By: /S/
Martin J. Stetina

By: /S/
Stanley M. Stetina

By: /S/
Thomas V. Stress

Accepted By:

OFFICE OF THRIFT SUPERVISION

By: /S/
Michael E. Finn
Northeast Regional Director

Date: See Effective Date on Page 1