

August 8, 2012

Mr. Whom It May Concern:

In 2011 the Board of Directors IBT Bancorp Inc., parent company for Independent Bank of Texas enlisted the services of Mr. Tony Jeary to help lead and direct our annual strategic planning session. After received strong references from others who have worked with Tony, and seeing the quality of Tony's clients, we were excited about the energy and focus that Tony brought to the planning process. With the myriad of issues facing our industry (economic, regulatory, political and reputational), Bank Boards have had many topics to discuss and to remain diligent in addressing. Tony's leadership style, built around "Clarity, Focus and Execution" helped our Board galvanize around our most important priorities, create an action plan with assigned timelines and responsibilities, and finish the session with a clear focus and direction for the coming year. I would highly recommend Tony and his team, and we look forward to a strong and growing relationship for many years to come.

If you would like to speak with me in person, I will invite you to call me directly at 972-506-2921.

Sincerely,



Brad L. Durham  
President