

Information submitted via Top Hat Plan Statement Online Filing System to U. S.  
Department of Labor under 29 CFR 2520.104-23

Date Completed: 2/10/2021 4:20 PM EST

Confirmation Number: 7644  
Amended Confirmation Number: 1475

Employer Information

Name: Penn Community Bank  
Address: 219 S. Ninth St  
City: Perkasie  
State: PA  
Zip Code: 18944

Plan Administrator Information

Name: Penn Community Bank Executive Committee  
Address: 219 S. Ninth Street  
City: Perkasie  
State: PA  
Zip Code: 18944  
Phone: 2159326137  
Email: mperrine@penncommunitybank.com

Plan Information

Employer maintains the plan or plans below primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

ID:1	Plan Name:	Penn Community Bank Long Term incentive Plan II	Number of Employees: 24
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Additional Information:

Penn Community Bank Long Term Incentive Plan II went into effect 6/1/2016 with only 13 Employees at that time. A Top Hat form was filed online 6/22/2016 confirmation number received in email was 1475. I went in to update the number of employees on the plan and was unable to locate it. I have called and emailed and was informed to reapply online. The purpose of this plan is to attract and retain key employees by providing long-term incentive bonuses and the ability to defer a portion of those bonuses (with both mandatory and optional deferrals thereof). The Plan is not intended to meet the qualification requirements of Code Section 401(a), but is intended to meet the requirements of Code Section 409A, and shall be operated and interpreted consistent with that intent. The Plan constitutes an unsecured promise by the Company to pay benefits in the future. Participants in the Plan shall have the status of general unsecured creditors of the Company. The Company shall be solely responsible for payment of the benefits of its employees and their beneficiaries. The Plan is unfunded for Federal tax purposes and its intended to be an unfunded arrangement for eligible employees who are part of a select group of management or highly compensated employees of the Company within the meaning of Section 201(2), 301(a)(3) and 401(a)(1) of ERISA. Any amounts set aside to defray the liabilities assumed by the Company will remain the general assets of the Company and shall remain subject to the claims of the Company's creditors until such amounts are distrusted to the Participants. If approved by our Board of Directors, plan participants can receive an award yearly . Every award has a vesting period of 47 months.



U. S. Department of Labor  
Employee Benefits Security Administration  
Washington, DC 20210

This message confirms that the Department of Labor's (DOL's) Employee Benefits Security Administration (EBSA) has received the filing of your Top Hat Plan Statement. The confirmation code for your filing is 7644. When correcting errors to your filing, please use this code in your amended statement. This communication does not mean that DOL has made a determination that you are eligible to file under DOL regulation 29 CFR 2520.104-23.