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FIRST INTERNATIONAL BANK & TRUST
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October 2, 2002

Top Hat Plan Exemption
Pension and Welfare Benefits Administration
Room N-5644
U.S. Department of Labor
1200 Constitution Avenue N.W.
Washington, D.C. 20210

Dear Sir or Madam:

Pursuant to Department of Labor Regulation 2520.104-23, the following information is being provided regarding a nonqualified performance driven plan sponsored by our organization for a select group of management or highly compensated employees.

1. Name of employer: First International Bank & Trust
2. Mailing address of the employer: 100 N Main St, Watford City, ND 58854
3. Employer's Federal Identification Number (EIN): 45-0134280
4. Number of plans maintained: One
5. Number of participants in each plan: Two
6. Date plan was implemented: September 24, 2002

We will provide plan documents upon request in accordance with ERISA Section 104(a)(1).

Please contact us if you have any questions on any of the above information.

Sincerely,

First International Bank & Trust

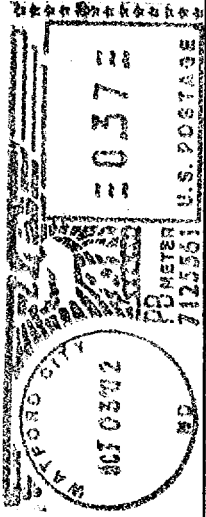
By: _____

[Signature]
Administrator

[Signature]
President



100 North Main, Box 607, Watford City, North Dakota 58854-0607 (701) 842-2381
www.firsintbank.com



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