



9018-1-1-1999

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DUMAS, TEXAS 79029-0680
806-935-4184 FAX: 806-935-2221

P.O. BOX 48
STRATFORD, TEXAS 79084-0048
806-396-5521 FAX: 806-396-2061

P.O. BOX 1112
DALHART, TEXAS 79022-1112
806-249-5513 FAX: 806-249-8777

January 27, 1999

2520032904671

Top Hat Plan Exemption
Pension and Welfare Benefits Administration
Room N-5644
U.S. Department of Labor
200 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 Executive Incentive Retirement plan sponsored by our organization for a select group of management or highly compensated employees.

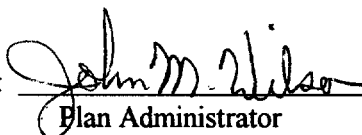
1. Name of the employer: First State Bank
2. Mailing address of the employer: PO Box 48, Stratford, TX 79084
3. Employer's Federal Identification Number (EIN): 75-0751493
4. Number of plans maintained: One
5. Number of participants in each plan: Four
6. Date plan was implemented: December 21, 1998

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 State Bank

By: 
Plan Administrator