



2520032905040

CERTIFIED MAIL - RETURN RECEIPT REQUESTED

February 23, 1999

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 Revenue Neutral plan sponsored by our organization for a select group of management or highly compensated employees.

1. Name of the employer: Austin Bank
2. Mailing address of the employer: P.O. Box 289, Rusk, TX 75785
3. Employer's Federal Identification Number (EIN): 75-0188030
4. Number of plans maintained: One
5. Number of participants in each plan: One
6. Date plan was implemented: 12/09/98

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,

Austin Bank, Rusk, Texas



Lynn Littlejohn
Plan Administrator

cc: Keith Chambers
Sissy Austin

401 North Main P. O. Box 289
Rusk, TX 75785 903-683-2254 Fax 903-683-6211

Member F.D.I.C.