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March 10, 2004

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 non qualified salary continuation plan sponsored by our organization for a select group of management or highly compensated employees.

1. Name of the employer: Bank of the Rio Grande, N.A.
2. Mailing address of the employer: 421 N. Water
Las Cruces, New Mexico 88001
3. Employer's Federal Identification Number (EIN): 11-2298722
4. Number of plans maintained: One
5. Number of participants in each plan: Three
6. Date plan was implemented: December 1, 2003

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,

Bank of the Rio Grande, N.A.

By: 

Plan Administrator

lg

421 North Water, Las Cruces, New Mexico 88001



Return Service Requested

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