

KANE, NORBY & REDDICK, P.C.

ATTORNEYS

2100 ASBURY ROAD, SUITE 2
DUBUQUE, IA 52001-3069

Brian J. Kane
Gary K. Norby
Les V. Reddick*
D. Flint Drake**
Brad J. Heying
Todd L. Stevenson*
MaryBeth Pfeiler Fleming
Kevin T. Deeny

All admitted in Iowa
*Also admitted in Illinois
**Also admitted in Wisconsin

Of Counsel:
Louis P. Pfeiler

Phone: (563) 582-7980
Facsimile: (563) 582-5312
E-mail: gnorby@kanenorbylaw.com

July 1, 2003

2520040764392

**Certified Mail-
Return Receipt Requested**

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

Dear Ladies and Gentlemen:

We are attorneys for Premier Bank, Dubuque, Iowa. Pursuant to 29 C.F.R. §2520.104-23 and §2520.104-24, we are informing you that Premier Bank has adopted an unfunded, deferred compensation plan for the benefit of members of its board of directors, one of whom is an employee of the bank. The plan is primarily for the purpose of providing deferred compensation, in the form of director's fees, for a select group of management or highly compensated employees. The following information is provided:

Employer Name and Address

Premier Bank
1975 John F. Kennedy Road
Dubuque, IA 52002

Employer EIN

42-1476537

Number of Plans

One

Number of Employees in Plan

One

KANE, NORBY & REDDICK, P.C.

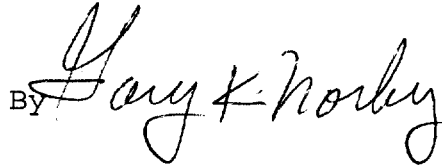
July 1, 2003
Page 2

Effective Date of Plan
May 21, 2003

This notice is filed within 120 days after the plan became effective.

Sincerely yours,

KANE, NORBY & REDDICK, P.C.

BY 

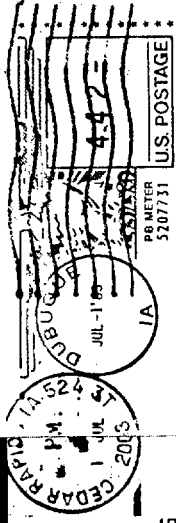
GKN:sp

cc Mr. Jeffrey P. Mozena

KANE, NORBY & REDDICK, P.
ATTORNEYS
2100 ASBURY ROAD, SUITE 2
DUBUQUE, IA 52001-3069



7000 1670 0010 8027 A135



Return Receipt Requested

TOP HAT PLAN EXEMPTION
PENSION AND WELFARE BENEFITS ADMINISTRATION
ROOM N-5644
US DEPARTMENT OF LABOR
200 CONSTITUTION AVE NW
WASHINGTON DC 20210

