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November 21, 1997

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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 2520.102-23, the following information is being provided regarding a nonqualified Executive Incentive Retirement plan sponsored by our organization for a select group on management or highly compensated employees.

1. Name of employer: **First State Bank**
2. Mailing address of employer: **PO Box 39, Belmond, IA 50421-1125**
3. Employer's Federal Identification Number (EIN): **42-0253500**
4. Number of plans maintained: **One**
5. Number of participants in each plan: **Three**
6. Date plan implemented: **November 11, 1997**

We will provide plan documents upon request in accordance with ERISA Section 104(a)(1). Please contact me if you have any questions on any of the above information.

Sincerely,

First State Bank



By: **Bradley W. Robson**  
Plan Administrator



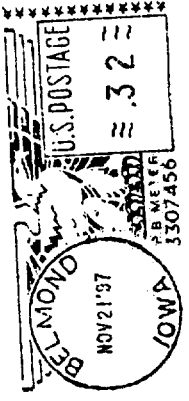
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