

ERISA EXEMPTION STATEMENT AS PER LABOR REGULATION SECTION 2520.104-23 OF UNFUNDED OR INSURED PENSION (DEFERRED COMPENSATION) PLANS FOR SELECTED MANAGEMENT OR HIGHLY PAID EMPLOYEES--ALTERNATIVE COMPLIANCE

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

2520042392039

Secretary of Labor

The employer identified below elects the alternative compliance method for the deferred compensation plan(s) listed below. The employer hereby declares that it maintains the plan(s) primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. The employer agrees to provide plan documents, if any, to the secretary upon request as required by Section 104(a)(1) of the Act.

The employer currently maintains 1 plan(s) and such plan(s) have the following number of employees in each plan:

<u>Plan Identification (Initials)</u>	<u>Number of Employees</u>
<u>BAY BANK DEFERRED COMPENSATION PLAN</u>	<u>8</u>
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

Identification of Employer:

Name BAY BANK

Address 2555 PACKERLAND DRIVE

City/State/Zip GREEN BAY, WI 54313

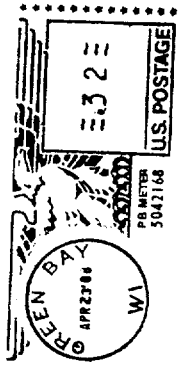
Employer Identification Number 39 - 180637

BAY BANK  
Employer Name  
William M. Zibella  
Signature of Administrator

4-10-98  
Date

This form is due within 120 days after the plan is subject to filing.

 **Bay Bancorporation**  
2555 Packerland Dr.  
Green Bay, WI 54313



*Rep Chrt Elmer Spanglin Dennis & Welford Scripps Admin.*  
Room N-5644  
U S Department of Labor  
800 Constitution Avenue NW  
Washington DC 20210

