

U.S. DEPT. OF LABOR
EWSA/PUBLIC DISCLOSURE
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April 18, 2001, 2001

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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 2520.104-23, the following information is being provided regarding a nonqualified phantom stock plan sponsored by our organization for a select group of management or highly compensated employees.

1. Name of the employer: First State Bancshares, Inc.
2. Mailing address of the employer: 201 E. Columbia St., Farmington, MO 63640
3. Employer's Federal Identification Number (EIN): 43-1345560
4. Number of plans maintained: One
5. Number of participants in each plan: Sixteen
6. Date plan was implemented: January 1 , 2001

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,

First State Bancshares, Inc.

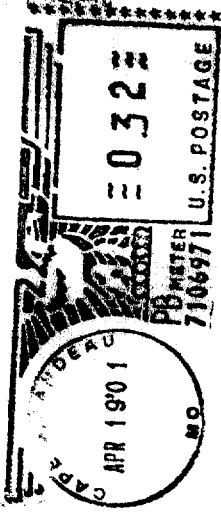
By: 
Plan Administrator



First State Bancshares, Inc.

201 E. COLUMBIA
FARMINGTON, MISSOURI 63640

PRESORTED
FIRST CLASS



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