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October 1, 1997

Top Hat 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:

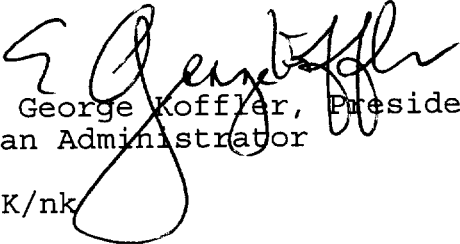
Pursuant to Department of Labor Regulation 2520.104-23, the following is being provided regarding a nonqualified Salary Continuation plan sponsored by our organization for a select group of management or highly compensated employees.

1. Name of the employer: Bank of Eastern Oregon
2. Mailing address of the employer: PO Box 39, Heppner, OR 97836
3. Employer's Federal Identification Number (EIN): 93-0326895
4. Number of plans maintained: One
5. Number of participants in each plan: Two
6. Date plan was implemented:

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,


E. George Koffler, President
Plan Administrator

EGK/nk

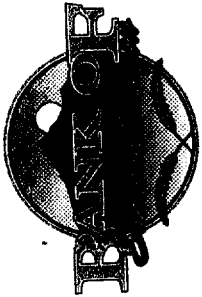
Heppner
P.O. Box 39
Heppner, Ore 97836
phone (541) 676-9125
fax (541) 676-5501

Ione
P.O. Box 106
Ione, Ore 97843
phone (541) 422-7466
fax (541) 422-7465

Arlington
P.O. Box 38
Arlington, Ore 97812
phone (541) 454-2636
fax (541) 454-2638

Condon
P.O. Box 203
Condon, Ore 97823
phone (541) 384-3501
fax (541) 384-3503

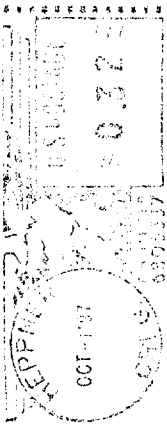
Member FDIC



P.O. Box 39
Heppner, Oregon 97836

Member F.D.I.C.

POSTAGE
PAID CLASS



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PENSION AND WELFARE BENEFITS ADMINISTRATION
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WASHINGTON, D.C. 20210

