



Union Bank

Hometown Banking At Its Best!

P. O. Box 898
303 Highway 71 North
Mena, Arkansas 71953

Phone: 479-394-2211
Fax: 479-394-8901

Nonqualified Plan Exemption
Employee Benefits Security Administration
U.S. Department of Labor, Room N-5644
200 Constitution Avenue, N.W.
Washington, DC 20210

2520043381693

Re: The Union Bank of Mena Nonqualified Deferred Compensation Plan

Dear Sir/Madam:

In accordance with 29 CFR 2520.104-23, on behalf of The Union Bank of Mena Nonqualified Deferred Compensation Plan, we hereby provide you with the information set forth below:

Name and Address of Employer

The Union Bank of Mena
515 Janssen Avenue
Mena, AR 71953

Employer's Taxpayer Identification Number

#71-0182110

Required Declaration

The Employer sponsors the The Union Bank of Mena Nonqualified Deferred Compensation Plan ("Plan"), which has the effect of deferring compensation for a select group of management or highly compensated employees. Benefits are paid out of the general assets of the Employer. Currently, The Union Bank of Mena maintains one nonqualified plan. There are currently four employees eligible to participate or actually participating in these plans. This Plan's effective date is September 1, 2004.

If you have any questions about this matter, please contact the undersigned.

Sincerely,

Michael Myers

303 Highway 4 East
Wickes, Arkansas 71973

Phone: 870-385-2211
Fax: 870-385-7947

Member FDIC

4745 Highway 71
Hatfield, Arkansas 71945
Phone: 870-389-6813
Fax: 870-389-6499



UNION BANK OF MENA
HomeTown Banking M. To. B.

P.O. BOX 898
MENA, ARKANSAS 71963-0898

ADDRESS SERVICE REQUESTED

REGISTERED MAIL



7882 2030 0081 9687 1254

1556 U.S. POSTAGE PB2231
3159 \$04.420 AUG 18
1466 FROM ZIP CODE 71

*NonQualified New Exemption
Employee Benefits Security Administration
U.S. DEPARTMENT OF LABOR, Room N-5644
200 CONSTITUTION AVENUE, N.W.
WASHINGTON, DC 20210*

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