



**The  
Headland  
National  
Bank**

2520005099058

Mark C. Espy, Sr.  
President & CEO

December 29, 2000

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

U.S. DEPT. OF LABOR  
PWA/PUBLIC DISCLOSURE  
01 JAN - 9 PM 2: 12

Dear Sir or Madam:

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

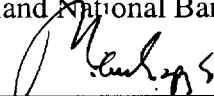
1. Name of employer: Headland National Bank
2. Mailing address of employer: 40 Main Street, Headland, AL 36345-1721
3. Employer's Federal Identification Number (EIN): 63-0096293
4. Number of plans maintained: One
5. Number of participants in each plan: Two
6. Date plan was implemented: October 20, 2000

We will provide plan documents to you with ERISA section 104(a)(1).

Please contact us if you have any questions on any of the above information.

Sincerely,

Headland National Bank

By:   
Plan Administrator



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

N-1513

TOP HAT PLAN EXEMPTION