



Union State Bank

P.O. Box 647
Pell City, Alabama 35125
(205) 884-1520

Renee L. Mercer
Manager, Human Resources



2520032065614

**TO: Office of Pension and Welfare Benefit Programs
Labor Management-Services Administration
U.S. Department of Labor
Washington, D. C. 20216**

**FROM: Employer: Union State Bank
Employer Identification No.: 63-0215110
Address: P.O. Box 647, Pell City, Al. 35125
Date: 5-21-91**

This document constitutes the statement required by 29 C.F.R. Section 2520.104-23 (a) (1) to be filed with the Secretary of Labor in respect to Selective Incentive Plans maintained by the above employer.

The employer currently maintains one (1) Selective Incentive Plan for executives who are members of a select group of management or who are highly compensated.

The number of participants in each plan is as follows:
Plan 1 - Five (5) participants.

Signed:

**Plan Administrator: Rex V. Alexander
Title: Executive Vice-President
Employer: Union State Bank**