

ERISA MEMORANDUM STATEMENTDATE: 2-15, 2007TO: 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. 20210FROM: Name: First Federal Savings Bank of Lincolnton
EIN: 56-0499280
Address: 320 East Main St.
Lincolnton, North Carolina 28092

This statement is made with respect to a non-qualified deferred compensation plan maintained by the Employer under the requirements of 29 C.F.R. §2520.104-23(a).

First Federal Savings Bank of Lincolnton currently maintains one non-qualified benefit plan for Executives who are members of a "select group of management" or who are "highly compensated".

Employer: First Federal Savings Bank of Lincolnton

Name of Plan: First Federal Savings Bank of Lincolnton
Supplemental Executive Retirement Plan

The number of participants in the Plan is: 2

Plan Administrator: First Federal Savings Bank of Lincolnton

By: Title: President

EMM Financial
203 Pamona Drive
Greensboro NC 27407

PIEDMONT TRIAD AREA

NO 27407

02 MAY 2007 PM

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