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Bank of the West

EBSA/PUBLIC DISCLOSURE
2009 DEC 17 AM 7:53

December 3, 2009

Top Hat Plan Exemption
Employee Benefits Security Administration
Room N-1513
U.S. Department of Labor
200 Constitution Avenue NW
Washington, DC 20210

RE: Notification of adoption of non-qualified deferred compensation plan by Bank of the West
EIN: 74-2559241

Dear Sir or Madam:

This statement is to notify the Department of Labor that Bank of the West, 500 N. Mesa Street, El Paso, TX 79901 adopted the Bank of the West Deferred Compensation Plan on September 29, 2009.

This plan is maintained primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

This is the only such plan maintained by Bank of the West and currently covers 15 employees.

Should you have any questions, please contact the undersigned at 915-747-1002.

Sincerely,

Larry L. Patton
President & CEO



Post Office Box 99100
El Paso, Texas 79999-9100

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ROOM N-1513
U.S. DEPARTMENT OF LABOR
200 CONSTITUTION AVE NW
WASHINGTON, DC 20210

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