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January 5, 2012

EBSA/PUBLIC DISCLOSURE  
2012 JAN 12 PM 2:15

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

Re: STAR Financial Group and Subsidiary – Executive Compensation  
Plans – Top Hat Plan Exemption

Ladies and Gentlemen:

I am writing to advise that STAR Financial Group, Inc. has established plans of deferred compensation for the benefit of a select group of management or highly compensated employees which fit the customary definition of a "Top Hat Plan". The Plans contain possible elements of deferred compensation. Any deferred benefits, if any, will be paid from the general assets of the employer. The Plans will be effective for tax years beginning on January 1, 2012 and thereafter. In accordance with 29 CFR 2520.104-23, the following information is supplied to the Department of Labor:

Company: STAR Financial Group, Inc.  
127 West Berry Street  
P.O. Box 10600  
Fort Wayne, Indiana 46853-0600

EIN: 35-1658268

Number of Plans and Covered Employees

Executive Incentive Plan – 16  
Mortgage Banking Incentive Plan – 1  
Investment Advisor Incentive Plan – 1

starfinancial.com

Anderson: (765) 622-4100  
Angola: (260) 665-2151  
Columbia City: (260) 248-6000  
Elwood: (765) 552-4500

Fishers: (317) 566-3194  
Fort Wayne: (260) 467-5500  
Greenfield: (317) 467-7600  
Indianapolis: (317) 566-7300

Kendallville: (260) 349-3700  
Kokomo: (765) 868-3800  
Marion: (765) 651-6800  
Muncie: (765) 751-3500

New Castle: (765) 593-5100  
Noblesville: (317) 566-3180  
Tipton: (765) 675-5400  
48 Indiana offices

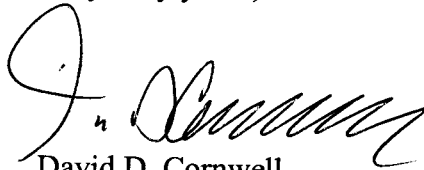
24/7 Telephone Banking:  
(888) 395-2447  
Toll-free for all locations:  
(800) 395-7827

MEMBER FDIC

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Please contact the undersigned if you require any additional information regarding this Top Hat Plan Exemption.

Very truly yours,

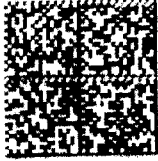
A handwritten signature in black ink, appearing to read "D. Cornwell", written over a horizontal line.

David D. Cornwell  
General Counsel  
Corporate Offices  
127 West Berry Street  
Fort Wayne, IN 46802  
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[david.cornwell@starfinancial.com](mailto:david.cornwell@starfinancial.com)



127 West Berry Street, 2nd Floor  
Fort Wayne, IN 46802

PRESORTED  
FIRST CLASS



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