

ALTERNATIVE REPORTING AND DISCLOSURE STATEMENT  
FOR  
NONQUALIFIED DEFERRED COMPENSATION

2012 OCT 10 PM 1:58

To The Secretary of Labor:

In compliance with the requirements of the alternative method of reporting and disclosure under Part I of Title 1 of the Employee Retirement Income Security Act of 1974 for unfunded or insured pension plans for a select group of management or highly compensated employee Retirement Income Security Act of 1974 for unfunded or insured pension plans for a select group of management or highly compensated employees, specified in Department of Labor Regulations, 29 CFR sec. 2520.104-23, the following information is provided by the undersigned administrator:

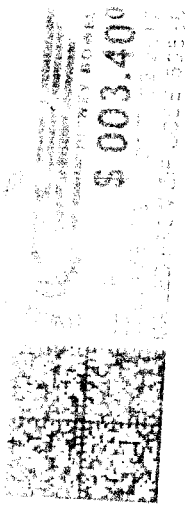
- (1) The name of the employer is: First Community Bank
- (2) The mailing address of the employer is: 119 South Fulton  
Newell, IA 50568-0295
- (3) The employer's Employer Identification Number is: 42-0252985
- (4) The above-named employer maintains a plan or plans primarily for the purpose of providing deferred compensation benefits for a select group of management or highly compensated employees.
- (5) Number of Plans and Participants in each plan: 1 plan covering certain officers, highly compensated and management employees selected by the Board of Directors of the employer. As of the date of this disclosure statement, 1 individual has been selected for participation in each plan.
- (6) The employer will provide a copy of the plans to the Secretary of Labor upon request.

**FIRST COMMUNITY BANK**

By: *Rachel Mesheim*  
 Its: *President & CEO*  
 Dated: *10-3-2012*

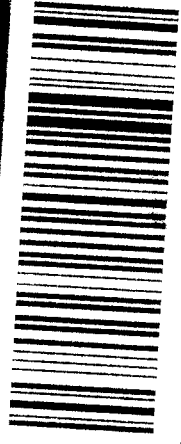
Accepted by: \_\_\_\_\_ Date: \_\_\_\_\_

Kindly acknowledge receipt of this filing by signing, dating and returning one copy. A stamped, self-addressed envelope is enclosed for your convenience.



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

PLACE STICKER AT TOP OF ENVELOPE TO THE RIGHT  
 OF THE RETURN ADDRESS. FOLD AT DOTTED LINE  
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