

December 17, 2012

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. 20210

2013 JAN 16 PM 2:24
EBSA/P/REG-10-2012-001

Dear Sir or Madam:

Pursuant to Department of Labor Regulation 2520.104 23, the following information is being provided regarding a nonqualified deferred compensation plan sponsored by our Bank for a select group of management or highly compensated employees.

1. Name of the employer: 1st Capital Bank
2. Mailing address of the employer: 5 Harris Court, Building N, Suite 3, Monterey, CA 93940
3. Employer's Federal Identification Number (EIN): 20-8231967
4. Number of plans maintained: 1
5. Number of participants: 7
6. Date plan was implemented: December 1, 2012.

We will be happy to provide plan documents upon request in accordance with ERISA Section 104(a)(1). Please contact me if you have any questions regarding any of the above information.

Sincerely,



Mark R. Andino
Plan Administrator
831.264.4028 office
mark.andino@1stcapitalbank.com

