



P.O. Box 10610, Russellville, Arkansas 72812  
479-498-2400

June 28, 2013

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

Re: First State Bank Supplemental Executive Retirement Agreement

Dear Sir/Madam:

In accordance with 29 CFR 2520.104-23, on behalf of the First State Bank Supplemental Executive Retirement Agreement ("Plan"), we hereby provide you with the information set forth below:

**Name and Address of Employer**

First State Bank  
P.O. Box 10610  
Russellville, AR 72812

**Employer's Taxpayer Identification Number**

71-0057080

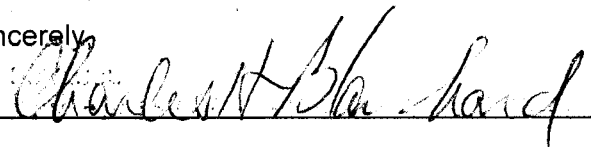
**Required Declaration**

First State Bank ("Employer") sponsors the Plan, which has the effect of deferring compensation for a select group of management or highly compensated employees. Benefits are paid out of the general assets of the Employer.

Currently, Employer maintains one (1) nonqualified plan. There is one (1) employee eligible to participate in this nonqualified plan maintained by the Employer. Specifically, there is one (1) employee actually participating in this Plan. This Plan's effective date is November 16, 2012, with the final execution of the Plan controlling document on June 24, 2013.

If you have any questions about this matter, please contact the undersigned.

Sincerely,

  
\_\_\_\_\_

Name: Charles H. Blanchard

Title: Chairman & CEO

VIA CERTIFIED MAIL Return Receipt Requested

2013 JUL -8 PM 4: 11  
FIRST STATE BANK

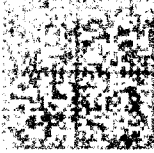


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