

2520140933816



April 24, 2014

**Via Certified Mail**  
**Return Receipt Requested**

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

**Re: "Top-Hat" Statement pursuant to Section 2520.104-23**

Dear Sir or Madam:

This letter serves as a statement pursuant to Section 2520.104-23.

**Name and Address of Employer:**

Heritage Financial Corporation  
P.O. Box 1578  
Olympia, Washington 98507

**Employer Identification Number:**

91-1857900

The Employer maintains the Heritage Financial Corporation Deferred Compensation Plan (the "Plan") primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees, as applicable. The number of employees in the Plan currently is 4.

The Compensation Committee of the Board of Directors of the Employer is the plan administrator of the Plan and is the entity from which the Department of Labor may request Plan documents.

Heritage Bank is the only additional employers in the Employer's controlled group.

Sincerely,

Sabrina Robison, SVP Human Resources  
Heritage Financial Corporation

2014 MAY 12 PM 3:11  
U.S. DEPT. OF LABOR

ue SW

98507

**CERTIFIED MAIL™**



7010 0780 0000 1308 3231

U.S. POSTAGE  
PAID  
OLYMPIA, WA  
98501  
MAY 06, 14  
FIMOUNT



1000

2021C

**\$6.98**

0098290-00

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

RETURN RECEIPT  
REQUESTED

RETURN RECEIPT  
REQUESTED