

November 24, 2014

**BY CERTIFIED MAIL
RETURN RECEIPT REQUESTED**

Top Hat Plan Exemption
Employee Benefits Security Administration
Room N1513
U.S. Department of Labor
200 Constitution Avenue NW
Washington, DC 20210

RE: Top Hat Filing

Dear Sir/Madam:

On behalf of our client Spring Bank, the following information is provided in compliance with the requirements for the alternative method of reporting and disclosure under Part 1 of Title I of the Employee Retirement Income Security Act of 1974, as amended, for unfunded or insured pension plans for a select group of management or highly compensated employees, as specified in Department of Labor Regulations, 29 C.F.R. §2520.104-23:

Name and Address of Employer: Spring Bank
16620 W. Bluemound Rd., Suite 100
Brookfield, WI 53005

Employer Identification Number: 26-3029523

Number of Unfunded Deferred Compensation Plans

Maintained by Employer Covered by this Statement: 1

Number of Employees Initially in Plan: 5

Spring Bank maintains the plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. A copy of the plan will be provided to the Secretary of Labor upon request.

Very truly yours,

GODFREY & KAHN, S.C.

Lecia D Johnson

Lecia D. Johnson

LDJ:llk
12589922.1
THF #10

GODFREY & KAHN S.C.

780 NORTH WATER STREET
MILWAUKEE, WISCONSIN 53204

CERTIFIED MAIL™



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