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We're putting "Friendly" back into banking.

January 1, 2015

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

Re: Tejas Bank
1405 South Stockton Avenue
Monahans, TX 79756

Employer Tax Identification Number: 74-1359045

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To Whom It May Concern:

Please be advised that Tejas Bank, with its principal office located in Monahans, Texas, maintains a "Top Hat" plan entitled Salary Continuation Plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees of the bank and it wholly owned subsidiaries.

The Salary Continuation Plan is the only "Top Hat" plan the bank currently has in place. The bank currently has two (2) executives participating in the Salary Continuation Plan.

If you need additional information regarding this matter or if you have any questions please contact me.

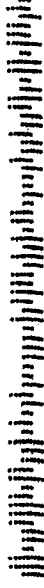
Sincerely,

Kirk Dunnam, CFO
Tejas Bank

1405 S. Stockton • P.O. Box 140 • Monahans, Texas 79756-0140 • Ph: (432) 943-4230 • Fax: (432) 943-4532

1255 W 15th St., Ste 830
Plano, TX 75075

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