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## Top-Hat Plan Election

May 28, 2015

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

2015 JUN 10  
 2:15 PM -2 0011

Re: Statement Regarding Top Hat Plan Exemption

To Whom It May Concern,

This Statement is hereby filed with the Secretary of Labor pursuant to the requirements of 29 CFR Section 2520.104-23 which provides an alternative method for compliance with the reporting and disclosure requirements of Part 1 of Title I of the Employee Retirement Income Security Act of 1974, as amended.

The following information is provided:

1. FIRST BANCORPORATION, INC.  
 401 Main St.  
 La Crosse, WI 54601
2. EIN: 39-1678559
3. Plan Name: FIRST BANCORPORATION, INC. 2015 EMPLOYEE STOCK APPRECIATION UNIT PLAN (the "Plan").
4. This filing advises the Department that the Employer has adopted the Plan [, and maintains other plans,] primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.
5. Number of plans: 3
6. The Plan is expected to cover 4 such management and highly compensated employee(s). **[The other plan(s) covers [2 (2)] management and highly compensated employees.]**



**CERTIFIED MAIL**



7009 2250 0002 0139 5827

**First Bancorp**  
401 Main Street  
P.O. Box 159  
La Crosse, WI 54601



**RETURN RECEIPT  
REQUIRED**

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