



RANDOLPH, NEBRASKA

February 4, 2016

2520160710115

Top Hat Exemption
Pension and Welfare Benefits Administration
Room N-1513
U.S. Department of Labor
200 Constitution Avenue NW
Washington, DC 20210

2016 FEB 29 PM 1:05

RE: Notice of Plan(s) of Deferred Compensation

To the Secretary of Labor:

In compliance with the requirements of the alternative method of reporting and disclosure under Part 1 of Title I of the Employee Retirement Income Security Act of 1974 for unfunded or insured pension plans for a select group of management or highly compensated employees, specified in Department of Labor Regulations, 29 C.F.R. Section 2520.104-23, the following information is provided by the undersigned employer.

1. Name and Address of Employer:

First State Bank
102 E Broadway
P.O. Box 725
Randolph, NE 68771

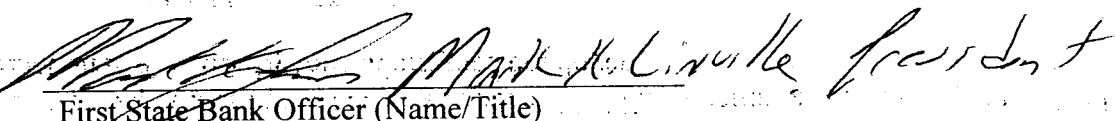
2. Federal Employer Identification No. (EIN): 47-0162790

3. The Employer has adopted a 409A nonqualified benefit plan primarily for the purpose of providing deferred compensation to a select group of management or highly compensated employees. The plan was made effective January 1, 2016.

4. There are two participants in the plan.

Kindly acknowledge receipt of this filing by signing and returning to us a copy of this letter for acknowledgment purposes.

Sincerely,

By: 
First State Bank Officer (Name/Title)

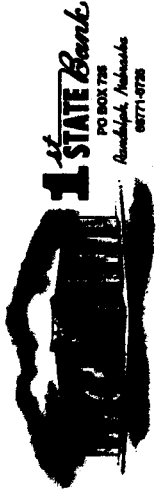


ERISA Notice for Unfunded Deferred Compensation and/or Welfare Benefit Plans

Attached is a sample form of notice which may be used to satisfy the alternative ERISA reporting requirements for an unfunded plan of deferred compensation or welfare benefit plan for a select group of employees. The notice should be filed, preferably on the Employer's letterhead. Even if the Employer has not previously filed with respect to any prior plan(s), it should include them in reporting the number of plans and employees covered in items 3 and 4.

Plan documents need not be filed, unless they are specifically requested by the Secretary of Labor.

If the Employer fails to file the notice, the plan may be subject to the burdensome reporting and disclosure requirement of ERISA Title I, Subtitle B, Part I.



PO BOX 728
Riverside, Nebraska
68771-0728

ADDRESS SERVICE REQUESTED



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