

**2520200500048**

**STATEMENT AS REQUIRED BY REGULATION SECTION 2520.104-23  
FOR AN UNFUNDED PLAN MAINTAINED BY AN EMPLOYER  
FOR A SELECT GROUP OF MANAGEMENT  
AND/OR HIGHLY COMPENSATED EMPLOYEES**

The First Financial Bank Supplemental Contribution Plan for the Benefit of certain key employees is a deferred compensation arrangement which is an unfunded plan maintained by First Financial Bank for a select group of one or more management and/or highly compensated employees. For the purpose of the reporting and disclosure requirements of Regulation Section 2520.104-23 of the Department of Labor, the following information is being provided as follows:

1. Name of Employer: First Financial Bank
2. Address of Employer: 214 N. Washington, Suite 421  
El Dorado, AR 71730
3. Employer ID No.: 71-0056740
4. The Plan is maintained for the purpose of providing deferred compensation for a select group of management and/or highly compensated employees.
5. Number of such Plans: 1
6. Number of Employees Initially Participating in this Plan: 20 or more
7. Effective Date of Plan: January 1, 2017
8. Date Plan Adopted: March 15, 2017

December 30, 2019

**CERTIFIED MAIL #7019 0700 0002 2781 7535**

U.S. Department of Labor  
Employee Benefits Security Administration  
Top Hat Plan Exemption  
200 Constitution Ave., NW, N-1515  
Washington, DC 20210

RE: First Financial Bank Supplemental Contribution Plan  
Statement as Required by Regulation §2520.104-23 for an Unfunded Plan Maintained by  
an Employer for a Select Group of Management and/or Highly Compensated Employees

Dear Sir:

Enclosed you will find a Statement as required by Regulation §2520.104-23 for the First  
Financial Bank Supplemental Contribution Plan, effective January 1, 2017.

If you have any questions, please contact me directly.

Sincerely yours,

  
David M. Graf

DMG:vv

cc: Debbie Davis (w/enclosures via email: [ddavis@ffb1.com](mailto:ddavis@ffb1.com))

REGISTRATION  
2/15/2019  
12:23

**FRIDAY** | **ELDREDGE  
& CLARK** LLP

400 West Capitol Avenue | Suite 2000  
Little Rock, Arkansas 72201-3522

CM #: 16735 <sup>0610</sup> *Janet Borden*

**Confidential - For Addressee Only**



7019 0700 0002 2781 7535

**FIRST CLASS MAIL**  
**FIRST CLASS MAIL**

U.S. Department of Labor  
Employee Benefits Security Administration  
Top Hat Plan Exemption  
200 Constitution Ave., NW, N-1515  
Washington, DC 20210