

DEPARTMENT OF LABOR  
NOTICE

2520032540245

1000-3 11/13/15  
Top Hat Plan Exemption  
Pension and Welfare Benefits Administration  
Room N-5644, U.S. Department of Labor  
200 Constitution Avenue NW  
Washington, D.C. 20210

Under authority of Section 104(a)(3) of the Employer Retirement Income Security Act of 1974 ("ERISA"), unfunded welfare plans maintained by an employer for the purpose of providing benefits for a select group of management or highly compensated employees are exempt from the reporting and disclosure provisions of Part 1 of Title I of ERISA, except for the requirement to provide plan documents to the Secretary of Labor upon request under Section 104(a)(1) of ERISA.

The undersigned Trustee, pursuant to Department of Labor ("DOL") Regulation Sections 2520.104-23 and 104-24, makes the following certification:

Name of Plan: Lukins & Annis, P.S. Supplemental Executive Retirement Plan and Rabbi Trust

Adoption Date: September 30, 1996

The name and address of the Employer is: Lukins & Annis, P.S.  
1600 Washington Trust Financial Center  
717 W. Sprague Ave.  
Spokane, WA 99201

The Employer's EIN is: 91-0851326

Number of such plans: One

Number of Employees in Plan: Five

The Employer declares that it maintains a supplemental executive benefit plan primarily for the purpose of providing deferred compensation for a select group of management and/or highly compensated employees whose annual additions to the Employer's qualified plan are limited pursuant by Internal Revenue Code ("I.R.C.") § 415.

Pursuant to DOL Reg. §2520.104-24(b), a copy of the Plan document will be made available upon request.

DATED this 14 day of November, 1996.

LUKINS & ANNIS, P.S.

By   
PHILIP J. CARSTENS, JR., Trustee