

Information submitted via Top Hat Plan Statement Online Filing System to U. S.
Department of Labor under 29 CFR 2520.104-23

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Confirmation Number: 9174

Amended Confirmation Number:

Employer Information

Name: Columbia Sportswear Company
Address: 14375 NW Science Park Dr.
City: Portland
State: OR
Zip Code: 97229

Plan Administrator Information

Name: Columbia Sportswear Company
Address: 14375 NW Science Park Dr.
City: Portland
State: OR
Zip Code: 97229
Phone: 5035522141
Email: lorne.dauenhauer@ogletreedeakins.com

Plan Information

Employer maintains the plan or plans below primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

ID:1 Plan Name: Columbia Sportswear Company 401(k) Excess Number of Retirement Plan Employees: 30

Additional Information:

In accordance with Department of Labor Regulation section 2520.104-23, this electronic filing is intended to serve as the alternative method of compliance with the reporting and disclosure requirements of Part I of Title I of the Employee Retirement Income Security Act of 1974, as amended, for a pension plan for a select group of management or highly compensated employees. 1. Columbia Sportswear Company (the "Sponsor"), an Oregon corporation, maintains and sponsors a nonqualified Columbia Sportswear Company 401(k) Excess Retirement Plan (the "Plan"). 2. The address of the Sponsor is 14375 NW Science Park Dr., Portland, OR 97229. 3. The employer identification number assigned by the Internal Revenue Service to the Sponsor is 93-0498284. 4. The Sponsor declares it maintains the following plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. 5. There are 30 employees participating in the Plan. 6. A copy of the plan document will be furnished upon request



U. S. Department of Labor
Employee Benefits Security Administration
Washington, DC 20210

This message confirms that the Department of Labor's (DOL's) Employee Benefits Security Administration (EBSA) has received the filing of your Top Hat Plan Statement. The confirmation code for your filing is 9174. When correcting errors to your filing, please use this code in your amended statement. This communication does not mean that DOL has made a determination that you are eligible to file under DOL regulation 29 CFR 2520.104-23.