

# EMPLOYEE RETIREMENT INCOME SECURITY ACT

Date 11/05/96

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Top Hat Plan Exemption  
Pension & Welfare Benefits Administration  
Room N-5644  
U.S. Department of Labor  
200 Constitution Avenue NW  
Washington, D.C. 20210

2520190030140

Dear Sir:

The following is a listing of the information required under Department of Labor regulation Section 2520.104-23 whereby certain unfunded or insured pension plans may satisfy their filing requirements under Section 110 of the Employee Retirement Income Security Act of 1974.

1. Employer's Name KENDALL/HUNT PUBLISHING CO.
2. Employer's Address 4050 WESTMARK DRIVE  
DUBUQUE, IOWA 52002
3. Employer ID# 42-1426616

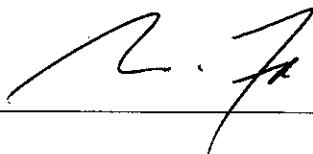
4. The above employer maintains the following plan(s) primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

<u>Plan Name</u>	<u># of Employees Participating</u>
<u>KENDALL/HUNT PUBLISHING CO.</u>	<u>2</u>
<u>DEFERRED COMPENSATION PLAN - TOM GANTZ AND LARRY LOEPPKE</u>	

5. Plan documents will be provided upon request in accordance with ERISA Section 104(a)(1).

Please contact us if you have any questions on any of the above information.

Respectfully yours,



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<u>Plan Name</u>	<u># of Employees Participating</u>
<u>KENDALL/HUNT PUBLISHING CO. DEFERRED</u>	<u>1</u>
<u>COMPENSATION PLAN - RON MALONE</u>	<u></u>
<u></u>	<u></u>
<u></u>	<u></u>

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