

**ERISA EXEMPTION STATEMENT AS PER LABOR REGULATION  
SECTION 2520.104-23 OF UNFUNDED OR INSURED PENSION  
(DEFERRED COMPENSATION) PLANS FOR SELECTED MANAGEMENT  
OR HIGHLY PAID EMPLOYEES - ALTERNATIVE COMPLIANCE**

Top Hat Plan Exemption  
Pension and Welfare Benefits Administration  
Room N-5664  
U.S. Department of Labor  
200 Constitution Avenue NW.  
Washington DC 20210

2520032904534

Secretary of Labor

The employer identified below elects the alternative compliance method for the deferred compensation plan(s) listed below. The employer hereby declares that it maintains the plan(s) primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. The employer agrees to provide plan documents, if any, to the secretary upon request as required by Section 104 (a) (1) of the Act.

The employer currently maintains 1 plan(s) and such plan(s) have the following number of employees in each plan:

<u>Plan Identification (Initials)</u>	<u>Number of Employees</u>
<u>Executive Compensation Agreement</u>	<u>1</u>
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

Identification of Employer:

Name Reeke-Marold Company, Inc.  
Address P.O. Box 2245  
City/State/Zip Green Bay, WI 54306-2245  
Employer Identification Number 39 - 0980719

Reeke-Marold Company, Inc.  
Employer Name

By

Willy P. Marold

Signature of Administrator

11-28-92  
Date

