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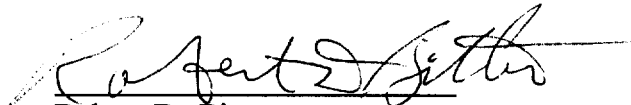
WINDOWS BY PELLA, INC.  
42-1267870

The aforementioned employer elects the alternative method of compliance prescribed in DOL Regulation Section 2520.104-23 for 1993 and all subsequent plan years.

The employer's address is: 3130 West Shaulis Road  
Waterloo, Iowa 50701

The employer, Windows by Pella, Inc., declares that the plan is maintained solely for the purpose of providing deferred compensation for a select group of management and/or highly compensated employees.

The employer, Windows by Pella, Inc., maintains one such plan and, there is presently one highly compensated employee covered under such plan.



Robert D. Bitter  
Windows by Pella, Inc.

3-14-94

Date

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