

2520040151094

September 2, 1993

Office of Employee Benefits Security
Labor Management Services Administration
U.S. Department of Labor
Washington, DC 20216

Dear Sir or Madam:

Pursuant to Labor Regulation Section 2520.104-23, the following information is being provided relative to the Heartland Express, Inc. of Iowa Incentive Compensation Plan.

The information required by the Regulation is as follows:

1. Name and address of employer:

Heartland Express, Inc. of Iowa
2777 Heartland Drive
Coralville, IA 52241

2. Employer identification number:

42-0758403 ✓

3. Declaration:

The employer has adopted and is maintaining the Heartland Express, Inc. of Iowa Incentive Compensation Plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

4. Number of plans and employees:

On May 17, 1993, the employer adopted the Heartland Express, Inc. of Iowa Incentive Compensation Plan. It is the only deferred compensation plan maintained by the employer. It currently covers five management level employees.

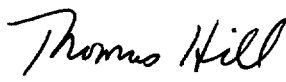
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Office of Employee Benefits Security
Page 2

Upon request of the Department of Labor, the employer will provide copies of the plan documents for the above stated plans.

Sincerely,

HEARTLAND EXPRESS, INC. OF IOWA


Thomas Hill