DORO
INCORPORATED

FRANCHISEE OPERATOR
Hardee's
FOOD SYSTEMS, INC.

25200407609 17

TOP-HAT PLAN STATEMENT

Top-Hat Plan Exemption
PWBA
Room N-5644
U.S. Department of Labor
200 Constitution Ave., NW
Washington, D.C. 20210

Employer Name: DORO Incorporated

Address: 3112 Golf Road

Eau Claire, WI 54701

Employer EIN: 39-1391153

Name of Plan: DORO Incorporated Deferred Compensation Plan

The Plan is maintained for select management or highly compensated employees.

Number of plans One

Number of employees in plan One

3112 GOLF ROAD • EAU CLAIRE, WI 54701 • (715) 836-6800 • FAX (715) 836-6815

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