

Established 1953

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**Notification letter to Department of Labor**

**To:** Office of Pension Welfare Benefit Programs  
Labor Management Services Administration  
U.S. Dept. of Labor  
200 Constitution Avenue, Northwest, Room S2524  
Washington, D.C. 20210

**From:** Employer: Hurckman Mechanical Industries, Inc.  
Employer Identification Number: 39 109 2906  
Address: 1450 Velp Avenue, Green Bay, Wisconsin  
Date: 12/04/03

This document constitutes the statement required by 29 C.R.F. Section 2520. 10423 (a)(1) to be filed with the Secretary of Labor in respect to non-qualified deferred compensation plans maintained by the above employer. The employer also maintains a Qualified Profit Sharing plan in full compliance with existing law.

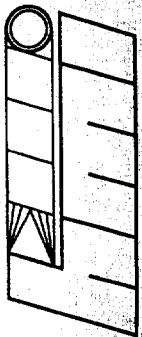
The employer also maintains a non-qualified deferred compensation plan for the following employees who are members of a select Group of management or who is highly compensated: David Porter

Signed by Officer and Administrator, John F. Hurckman

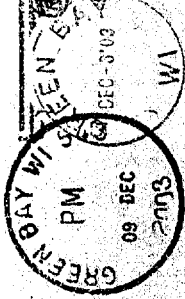
Employer: **Hurckman Mechanical Industries, Inc.**

**HURCKMAN MECHANICAL INDUSTRIES, INC. — CONTRACTOR**

1450 VELP AVENUE • P.O. BOX 10977 • GREEN BAY, WI 54307-0977 • PHONE: (920) 499-8771



**HURCKMAN MECHANICAL INDUSTRIES, INC.**  
1450 VELD AVENUE • P.O. BOX 10977 • GREEN BAY, WI 54307-0977



Office of Pension Welfare Benefit Programs  
Labor Management Services Administration  
U.S. Department of Labor  
200 Constitution Ave. Northwest, Room 904  
Washington D.C. 20210

