

2003-12-11 11:13

Alternative Reporting And Disclosure Statement

For Nonqualified Deferred Compensation Plans

To: Top Hat Plan Exemption
Employee Benefits Security Administration
Room N 1513
U.S. Department of Labor
200 Constitution Ave. N.W.
Washington, DC 20210

2520040763284

In compliance with the requirements of the alternative method of reporting and disclosure under Part I of Title I of the Employee Retirement Income Security Act of 1974 for un-funded or insured pension plans for a select group of management or highly compensated employees, specified in Department of Labor Regulations, 29 CFR Sec. 2520.104-23, the following information is provided by the undersigned administrator:

1. The name of the Employer is: ARAG North America, Inc.
2. The mailing address of the Employer is: 400 Locust St., Suite 480, Des Moines, IA 50309
3. The Employer Identification Number is: 56-2399766
4. The above named Employer maintains a Plan (or Plans) primarily for the purpose of providing deferred compensation benefits for a select group of management or highly compensated employees.
5. Number of Plans and Eligible Employees in each Plan:
One Plan(s) covering 7 ~~Eligible Employees~~.
6. The Employer will provide a copy of the agreement(s) to the office of Pension and Welfare Benefit Program upon request.

ARAG North America, Inc.
An Iowa Corporation

By: 
Authorized Person

Dated: 12/1/03

Place Labels in This Space

Options: UPS Tracking Label and your address label

UPS Air Shipping Document

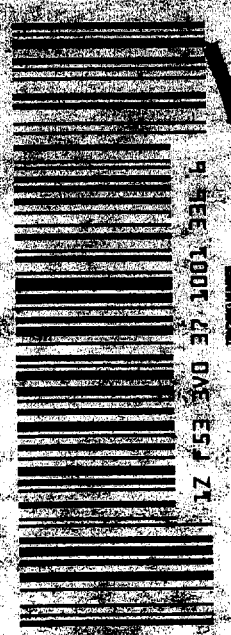
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| REFERENCE NUMBER | | SHIPMENT ID NUMBER | | WEIGHT | |
| <i>Kyle Tucker</i> | | SHIPMENT ID NUMBER | | WEIGHT | |
| TELEPHONE | | SHIPMENT ID NUMBER | | WEIGHT | |
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| <i>Employee Benefits Room N1513</i> | | SHIPMENT ID NUMBER | | WEIGHT | |
| <i>U.S. Dept. of Labor</i> | | SHIPMENT ID NUMBER | | WEIGHT | |
| <i>200 Constitution Ave NW</i> | | SHIPMENT ID NUMBER | | WEIGHT | |
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