



HUTCHISON INCORPORATED

2520040763668

March 25, 2004

Top Hat Plan Exemption
Pension & Welfare Benefits Administration
Room N-5644
United States Department of Labor
200 Constitution Ave. N.W.
Washington, DC 20210

Re: Top Hat Exemption

To Whom It May Concern:

In compliance with 29 C.F.R. § 2520.104-23, the undersigned Employer provides the following information:

(1) The Employer maintains plans primarily for the purpose of providing unfunded deferred compensation for a select group of management or highly compensated employees. There are presently two (2) plans, with each plan covering one (1) employee.

(2) The address of the Employer is 7460 Highway 85, PO Box 1158, Adams City, Colorado 80022.

(3) The employer identification number of the Employer is 42-0941749.

The Employer will provide plan documents to the Secretary of Labor upon request.

Sincerely,

George G. Hutchison
Hutchison Incorporated
President / CEO

Colorado Offices

7460 Highway 85, P.O. Box 1158 • Adams City, Colorado 80022-0158
Telephone: 303-287-2826 • FAX: 303-287-1075

Iowa Offices

940 E. Main Street, P.O. Box 358, Manchester, Iowa 52057-1623
Telephone: 563-927-3620 • FAX: 563-927-6723



www.hutchison-inc.com

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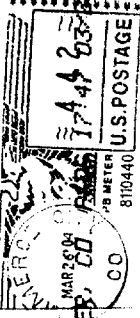
HEADQUARTERS

7460 Highway 85 • P.O. Box 1158
Adams City, Colorado 80022-0158



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**RETURN RECEIPT
REQUESTED**



**HW®
BRAND**

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