

# Bangor Daily News

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September 5, 2003

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Top Hat Plan Exemption  
Pension and Welfare Benefits Administration  
Room N-5644  
U.S. Department of Labor  
200 Constitution Avenue, NW  
Washington, DC 20210

RE: Employment and Consulting Agreement  
Update letter of June 1, 1994

To Whom It May Concern:

Pursuant to DOL Regulation Section 2520.104-23, we hereby file the following information with respect to our plan of deferred compensation:

1. Name and Address of Employer: Bangor Publishing Company  
491 Main Street  
P.O. Box 1329  
Bangor, ME 04401
2. Employer ID Number: 010024570
3. Bangor Publishing Company maintains one (1) deferred compensation plan primarily for the purpose of providing deferred compensation to a select group of management or highly compensated employees and does not maintain any other deferred compensation plan.
4. Five (5) employees are covered by this plan.
5. A copy of the plan document will be made available to the Department of Labor if so requested.
6. The effective date of the Plan is September 21, 1992.

Sincerely,



Robert W. Stairs  
VP/Administration

RWS:mlm 491 Main Street • P.O. Box 1329 • Bangor, Maine 04402-1329 • 207-990-8000

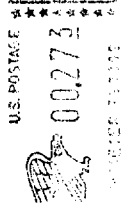
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**Bangor Daily News**

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PENSION AND WELFARE BENEFITS ADMINISTRATION  
ROOM N-5644  
U S DEPARTMENT OF LABOR  
200 CONSTITUTION AVENUE NW  
WASHINGTON DC 20210

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