

TOP HAT PLAN EXEMPTION STATEMENT

To: Top Hat Plan Exemption
 Pension and Welfare Benefits Administration, Room N-5644
 U.S. Department of Labor
 200 Constitution Avenue N.W.
 Washington, D.C. 20210

This is to notify you that the following Employer has adopted a top hat plan, effective August 1, 1994, that provides deferred compensation for the benefit of a select group of management and highly compensated employees. The benefits of the plan will be paid as needed solely from the general assets of the Employer.

1. Name of Employer -- KANSAS ASSOCIATION OF REALTORS
2. Address of the Employer -- 3644 S.W. Burlingame
Topeka, KS 66611
3. Employer Identification Number -- 48-0512680
4. Name of Plan -- KANSAS ASSOCIATION OF REALTORS Deferred
Compensation Plan.
The plan is qualified under IRC §457(a).
5. The only top hat plan maintained by the Employer is the one referenced above.
6. The plan referenced in item 4. covers 2 employees.

Date: 11/29/94

Attested by: _____

Robert A. Aema

for KANSAS ASSOCIATION OF REALTORS

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DOL-PWBA
 PUBLIC DISCLOSURE