

August 31, 2000

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U.S. DEPT. OF LABOR  
EBSA/PUBLIC DISCLOSURE  
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TO:  
Top Hat Plan Exemption  
Pension and Welfare Benefits Administration  
Room N-5644  
U.S. Department of Labor  
200 Constitution Avenue NW.  
Washington, DC 20210

**FROM:**  
**Trophy Nut Co.**  
**320 North Second Street, PO Box 199**  
**Tipp City, Ohio 45371**  
**I.D. 31-0739878**

RE:  
Reporting and Disclosure under Part 1 of Title I, ERISA of 1974  
For Unfunded Pension Plan for a Select Group of Management

**Specifically 29 CFR 2520.104-23**


The above named employer, **Trophy Nut Co.**, hereby declares and reports that it maintains one nonqualified deferred compensation plan for one highly compensated management employee. This deferred compensation plan was contractually implemented on June 15, 2000.

The employer declares that this employee benefit plan:

1. Is maintained by the employer primarily for the purpose of providing deferred compensation for a select group of management and highly compensated employees; and,
2. Benefits are paid as needed solely from the general assets of the employer.

This declaration and disclosure is provided to the Secretary of Labor pursuant to Department of Labor Regulation Section 2520.104-23 as an alternative method of compliance for pension plans for certain selected employees. Plan documents will be provided to the Secretary of Labor upon request.

Declared this 31st day of August 2000,

  
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by Jeff Bollinger, President, Trophy Nut Co.,  
and Administrator of Trophy Nut Co. Deferred Compensation Plan



TOP HAT PLAN EXEMPTION  
PENSION and WELFARE BENEFITS ADMINISTRATION  
ROOM N-5644  
US DEPT OF LABOR  
200 CONSTITUTION AVENUE, NW  
WASHINGTON DC 20210

