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**TOP-HAT PLAN EXEMPTION STATEMENT**

Top-Hat Plan Exemption  
EBSA  
Room N-5644  
U.S. Department of Labor  
200 Constitution Ave., NW  
Washington, D.C. 20210

To Whom It May Concern:

Hi-Country Snack Foods, Inc. hereby submits a request for exemption of the reporting and disclosure requirements applicable to top-hat plans under Part 1 of Title I of ERISA.

**Employer** Name: Hi-Country Snack Foods, Inc.  
**Address:** 1 Lincoln Gulch Road, PO Box 159  
Lincoln, MT 59639  
**Employer EIN:** 81-0362831  
**Name of Plan:** Hi-Country Snack Foods, Inc.  
Nonqualified Phantom Stock Deferred Compensation Plan for Matthew Weber  
The Plan is maintained for select management or highly compensated employee.  
**Number of Plans:** One (1)  
**Number of Employees in Plan:** One (1)

Hi-Country Snack Foods, Inc., the employer, agrees to provide plan documents to the Employee Benefit Security Administration / Department of Labor upon request.

Sincerely,



Jim Johnson, President  
Hi-Country Snack Foods, Inc.

**HI-COUNTRY**  
Since 1976  
**SNACK FOODS, INC.**

P. O. Box 159  
1 Lincoln Gulch Road  
Lincoln, Montana 59639



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