

2520043381622

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

To the Secretary of Labor:

In compliance with the requirements of the alternative method of reporting and disclosure under Part 1 of Title I of the Participant Retirement Income Security Act of 1974 for unfunded or insured pension plans for a select group of management or highly compensated employees, specified in Department of Labor Regulations, 29 C.F.R. § 2520.104-23, the following information is provided by the undersigned employer.

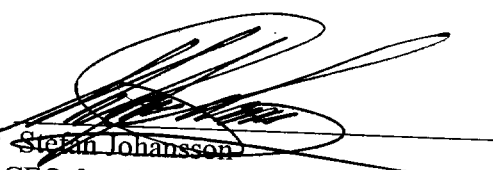
Name and Address of Corporation:

BonaKemi USA, Incorporated
14805 East Moncrieff Place
Aurora, Colorado 80011-1207

Corporation Identification No.: 84-1069652

On May 17, 2004, the employer adopted a single plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. There is currently one (1) participant in this plan and the plan allows additional participants to be added.

Plan Administrative Committee

By: 
Name: Stefan Johansson
Title: CEO for the Bona Group

August 24, 2004

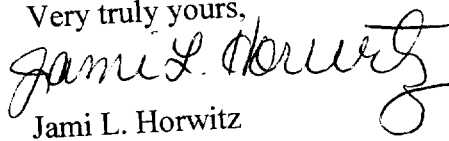
Top Hat Plan Exemption
Employee Benefits Security Administration
Room N-1513
US Department of Labor
200 Constitution Avenue NW
Washington, DC 20210

RE: BonaKemi USA, Incorporated

To Whom It May Concern:

Enclosed please find our client, BonaKemi USA's notification to your agency of its Top Hat Plan Exemption.

Very truly yours,



Jami L. Horwitz
Paralegal

Enclosure

MINOR & BROWN PC
ATTORNEYS
COUNSELORS

650 SOUTH CHERRY STREET, SUITE 1100
DENVER, COLORADO 80246-1813



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