



**Rinderknecht**

Rinderknecht  
Associates, Inc.  
General Contractor

1000 29th Avenue SW

P.O. Box 369

Cedar Rapids, Iowa

52406-0369

Telephone 319.366.7781

Fax 319.366.8470

September 23, 2004

Top Hat Plan Exemption  
Employee Benefits Security Administration – Room N-1513  
U.S. Department of Labor  
200 Constitution Avenue NW  
Washington, D.C. 20210

2520043381773

Dear Sir or Madam:

Re: Rinderknecht Associates, Inc. 2004 Performance Unit Plan

The following is a listing of the information required under Department of Labor Regulation Section 2520.104-23 whereby certain unfunded or insured pension plans may satisfy their filing requirements under Section 110 of the Employee Retirement Income Security Act of 1974, as amended ("ERISA").

1. Employer's Name: Rinderknecht Associates, Inc.
2. Employer's Address: 1000 29<sup>th</sup> Avenue SW  
P.O. Box 369  
Cedar Rapids, Iowa 52406-0369
3. Employer's EIN: 42-0959632
4. The said employer maintains the following plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees:

<u>Plan Name:</u>	<u>Number of Employees</u>
Rinderknecht Associates, Inc. 2004	<u>Participating:</u>
Performance Unit Plan	3*

\*The Board of Directors of the employer has the right to select additional participants from a select group of management or highly compensated employees.

5. Plan documents will be provided upon request in accordance with ERISA Section 104(a)(1).

Please contact us if you have any questions concerning the above information.

Sincerely yours,  
RINDERKNECHT ASSOCIATES INC.

Tom L. Amosson, President

**CERTIFIED MAIL**<sup>TM</sup>

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