

2520043385297



333 MAIN STREET, SUITE 600  
POST OFFICE BOX 13067  
GREEN BAY, WI 54307-3067  
TEL 920-432-9300  
FAX 920-436-7988  
www.gklaw.com

GODFREY & KAHN, S.C.  
MILWAUKEE  
APPLETON  
GREEN BAY  
WAUKESHA

LAFOLLETTE GODFREY & KAHN  
MADISON

February 1, 2005

**CERTIFIED MAIL**  
**RETURN RECEIPT REQUESTED**

Top Hat Plan Exemption  
Employee Benefits Security Administration  
Room. N1513  
U.S. Department of Labor  
200 Constitution Avenue NW  
Washington, DC 20210

RE: Alternative Reporting and Disclosure Statement  
Our File No.: 071519-0001

Dear Sir/Madam:

On behalf of our client, DuBois, Inc., the employer that maintains the Plan covered by this statement and in compliance with the requirements of the alternative method of reporting and disclosure under Part 1 of Title I of the Employee Retirement Income Security Act of 1974, as amended, for unfunded or insured pension plans for a select group of management or highly compensated employees, as specified in Department of Labor Regulations, 29 C.F.R. §2520.104-23, the following information is provided:

Name and Address of Employer:

DuBois, Inc.  
127 South Broadway  
Green Bay, WI 54303

Employer Identification Number: 39-1033290

Number of Unfunded Deferred Compensation  
Plans Maintained by Employer Covered by  
this Statement: 1

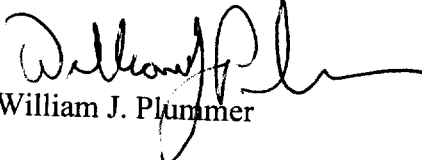
Number of Employees Initially in Plan: 1

Top Hat Plan Exemption  
February 1, 2005  
Page 2

DuBois, Inc. maintains the plan primarily for the purpose of providing deferred compensation for a select group of key or highly compensated employees. A copy of the plan will be provided to the Secretary of Labor upon request.

Very truly yours,

GODFREY & KAHN, S.C.

  
William J. Plummer

WJP:dm

cc: Ms. Amy DuBois  
Mr. Don Vercauteren

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**GODFREY  
& KAHN**<sup>SC</sup>  
ATTORNEYS AT LAW

GODFREY & KAHN, S.C.  
POST OFFICE BOX 13067  
GREEN BAY, WI 54307-3067



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**CERTIFIED MAIL RETURN RECEIPT**  
**REQUESTED**

TOP HAT PLAN EXEMPTION  
EMPLOYEE BENEFITS SECURITY  
ADMINISTRATION  
US DEPARTMENT OF LABOR - ROOM N1513  
200 CONSTITUTION AVENUE NW  
WASHINGTON DC 20210