

**ERISA EXEMPTION STATEMENT AS PER LABOR REGULATION
SECTION 2520.104-23 OF UNFUNDED OR INSURED PENSION
(DEFERRED COMPENSATION) PLANS FOR SELECTED MANAGEMENT
OR HIGHLY PAID EMPLOYEES - ALTERNATIVE COMPLIANCE**

Top Hat Plan Exemption
Pension and Welfare Benefits Administration
Room N-5664
U.S. Department of Labor
200 Constitution Avenue NW.
Washington DC 20210

2520005096150



Secretary of Labor

The employer identified below elects the alternative compliance method for the deferred compensation plan(s) listed below. The employer hereby declares that it maintains the plan(s) primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. The employer agrees to provide plan documents, if any, to the secretary upon request as required by Section 104 (a) (1) of the Act.

The employer currently maintains 1 plan(s) and such plan(s) have the following number of employees in each plan:

<u>Plan Identification (Initials)</u>	<u>Number of Employees</u>
<u>E A D C A</u>	<u>7</u>
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

Identification of Employer:

Name Robert E. Lee & Associates, Inc.
Address 2825 S Webster Ave PO Box 2100
City/State/Zip Green Bay WI 54306-2100
Employer Identification Number 39 - 1171611

ROBERT E LEE & ASSOCIATES, INC.

Employer Name

By

Donald L. Miller
Donald L. Miller, Sr. V-Pres.
Signature of Administrator

12-24-92

Date

31011





Robert E. Lee & Associates

Engineering, Surveying, Laboratory Services
2825 S. Webster Ave
P.O. Box 2100
Green Bay, WI 54306-2100

