

**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

2520005096232

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>Deferred Compensation - President</u>	<u>1</u>
<u> </u>	<u> </u>
<u> </u>	<u> </u>
<u> </u>	<u> </u>
<u> </u>	<u> </u>
<u> </u>	<u> </u>

Identification of Employer:

31492

Name Ver Halen, Inc.
Address P.O. Box 11968
City/State/Zip Green Bay, WI 54307-1968
Employer Identification Number 39 - 1373244

Ver Halen, Inc.
Employer Name

By

William A. Robert

Signature of Administrator

Date

12/30/92



31492

VERHALEN INC.

The Pella Window Store



COMMERCIAL INTERIOR CONTRACT DIVISION

704 Lombardi Avenue • Green Bay, WI 54304

HAPPY NEW YEAR-GREEN BAY 543 18:50 12/30/92

TOP HAT PLAN EXEMPTION
PENSION AND WELFARE BENEFITS ADMINISTRATION
ROOM N-5664
US DEPARTMENT OF LABOR
200 CONSTITUTION AVE NW
WASHINGTON DC 20210