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DECLARATION BY IDEKER, INC.
FOR ITS UNQUALIFIED DEFERRED COMPENSATION PLANS
NOTIFICATION UNDER DOL REGULATION 29 CFR 2520.104-23


Ideker, Inc.
P. O. Box 7140
St. Joseph, Missouri 64507

43-0977060

Ideker, Inc. hereby declares, under the amnesty provisions released by the Department of Labor, that it maintains the following plan or plans for the purpose of providing deferred compensations for a select group of management or highly compensated employees:

<u>Plan Name</u>	<u>Number of Employees Covered</u>
Employment Agreement Between Ideker, Inc. and Roger S. Ideker	1
Employment Agreement Between Ideker, Inc. and Ronald W. Ideker	1

October 20, 1992
Date



Signature of Administrator for
Ideker, Inc.
(Roger Ideker, Vice President)

10/10/10

10/10/10

10/10/10



IDEKER, INC.

Earth Moving • Bridges • Concrete Paving
4614 S. 40th St. • P.O. Box 7140
St. Joseph, Missouri 64507



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U.S. DEPARTMENT OF LABOR
PENSION AND WELFARE BENEFITS ADMINISTRATION
P.O. BOX 75212
WASHINGTON, D.C. 20013-5212

