

IES, INC.

ENVIRONMENTAL CONSULTANTS

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U.S. MAIL
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DATE: October 16, 2002

TO: Office of Pension and Welfare Benefits Programs

FROM: David P. Borans, Treasurer

SUBJECT: Non-Qualified Deferred Compensation Plan

This document constitutes the statement required by 29 C.F.R. Section 2520.104-23 (a)(1) to be filed with the Secretary of Labor in respect to a Non-Qualified Deferred Compensation Plan maintained by this Corporation (Employer).

This employer currently maintains and Unfunded Non-Qualified Deferred Compensation Plan for executives who are members of a select group of management or who are highly compensated.

There is one (1) participant in this Plan as of this date.

Our Employer Identification Number is 04-2920789.

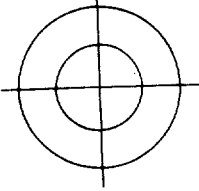
IES, INC.

David P. Borans
Treasurer
Plan Administrator

10-16-02

Date





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Office of Pension and Welfare
Benefits Programs
Labor Management-Services Adm.
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