

# SCHANLABER & REED

A Professional Corporation

2520005089928

Attorneys at Law

William C. Schanlaber  
Daniel A. Reed  
M. Katherine Moran  
Gretta E. Bieber

October 8, 1996

The Old Second National Bank  
111 W. Downer Pl., Suite 200  
Aurora, IL 60506-6106  
Telephone: (630) 844-0800  
Facsimile: (630) 844-0109

Secretary of Labor  
Top Hat Plan Exemption  
Pension and Welfare Benefits Administration, Rm. N-5644  
U.S. Department of Labor  
200 Constitution Avenue, NW  
Washington, DC 20210


RE: **Notice of Establishment by Swanson Hardware Co., an Illinois Corporation,  
(EIN 36-2522337) of Unfunded Deferred Compensation Plan for Benefit of a Select  
Group of Management and Highly Compensated Employees**

Dear Sir:

Enclosed herewith please find the above-described notice for Swanson Hardware Co. Would you please process this in your usual manner. In addition, would you please acknowledge receipt hereof by file-stamping the enclosed copy of this letter and returning it to the undersigned in the enclosed, self-addressed, stamped envelope. Thank you.

Sincerely yours,

**SCHANLABER & REED**  
A Professional Corporation

  
Daniel A. Reed

DAR/ci  
enclosures

96 OCT 15 AM 9:52

RECEIVED  
100-100

**NOTICE OF UNFUNDED DEFERRED COMPENSATION PLAN  
FOR A SELECT GROUP OF  
MANAGEMENT OR HIGHLY COMPENSATED EMPLOYEES**

TO: United States Secretary of Labor

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 for unfunded or insured pension plans for a select group of management or highly compensated employees, specified in Department of Labor Regulations 29 C.F.R. §2520.104-23, the following information is provided by the undersigned employer:

Name and address of employer: Swanson Hardware Co.  
c/o Dennis A. Swanson  
29595 W. Route 40  
Steamboat Springs, CO 80487

EIN: 36-2522337

Swanson Hardware Co. previously gave Notice of a plan (represented by four separate agreements between the Employer and four of its employees) primarily for the purpose of providing deferred compensation and life insurance protection for a select group of management or highly compensated employees. Swanson Hardware Co. now maintains another plan, in addition to the four plans of which notice was previously given, represented by one agreement between the Employer and Employee, James R. Remiyac, primarily for the purpose of providing deferred incentive compensation for that employee. This is one additional plan with one participant. The participant in the additional plan is James R. Remiyac, who is also a participant in one of the plans of which notice was previously given. The new plan was effective July 26, 1996.

DATED: This 16 day of Sept, 1996.

SWANSON HARDWARE CO.

By: Dennis A. Swanson  
Dennis A. Swanson, Plan Administrator