



U.S. DEPT. OF LABOR
FBI/EA/PUBLIC DISCLOSURE
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June 9, 2000

Top Hat Plan Exemption
Pension and Welfare Benefits Administration
Room N-5644
200 Constitution Ave., NW
Washington, D.C. 20210

Ladies and Gentlemen:

This letter is to advise, under the provisions of CFR §2520.104-23(b)(1), that the employer identified below maintains the unfunded plan or plans identified below primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

1. Name and address of the Employer:

Hubbell Realty Company
904 Walnut, Ste 900
Des Moines, IA 50309

2. EIN: 42-6055401

3. The number of plans maintained by the Employer is one.

4. The number of employees participating in the plan is three.

Please call me at (515) 280-2053 if you require further information regarding this matter.

Sincerely,
HUBBELL REALTY COMPANY

A handwritten signature in black ink, appearing to read 'Timothy B. Harmeyer', written over a horizontal line.

Timothy B. Harmeyer
Chief Financial Officer

iLubbell
904 WALNUT STREET, SUITE 900
DES MOINES, IOWA 50309-3574



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BETTER BUSINESS SERVICE

