

2520052094311

U.S. DEPT. OF LABOR
PUBLIC DISCLOSURE
01 AUG 15 AM 11:27

29 CFR SECTION 2520.104-23(b) STATEMENT

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

RE: NOTICE OF PLAN OF DEFERRED COMPENSATION

Pursuant to 29 CFR Section 2520.104-23(b) and 29 CFR 2520.104-23(d), the undersigned employer hereby files the following information with respect to four Salary Continuation Plans for four highly compensated management employees:

1. The name and address of the Employer: Aspro, Inc.
3613 Texas St.
P. O. Box 2620
Waterloo, Iowa 50704-2620

2. The Federal Employer Identification No. (EIN): 42-1011512

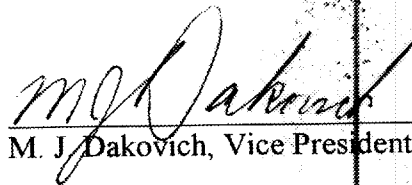
3. Declaration: Aspro, Inc., the employer, maintains these four plans primarily for the purpose of providing deferred compensation for a select group of management or highly-compensated employees. The wording of each of these four plans is virtually identical. The plans are dated June 1, 2001.

4. The number of employees in such Plan: There are four employees covered by such plans. There is a separate plan document for each of the four individual employees. The wording of each of these documents is virtually identical.

DATED: August 8, 2001

ASPRO, INC.

By:

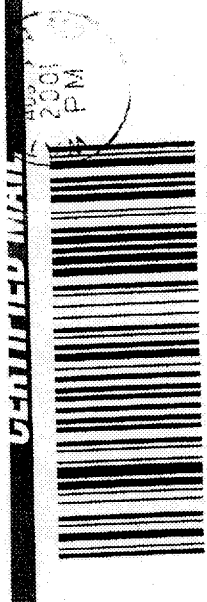

M. J. Dakovich, Vice President

This form was prepared by attorney John W. Holmes, Iowa Bar No. 02436, 531 Commercial St., Suite 612, Waterloo, Iowa 50701, TEL 319-234-7506, FAX 319-234-8277.

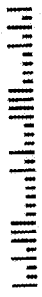
Holmes & Holmes

Lawyers
531 Commercial Street - Suite 612
Waterloo, Iowa 50701

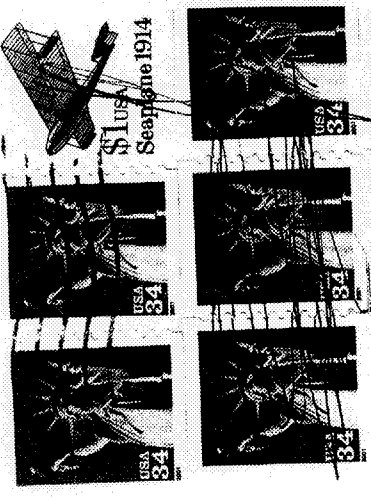
CERTIFIED MAIL #7099 3400 0016 3634 4858
RETURN RECEIPT REQUESTED



7099 3400 0016 3634 4858



TOP HAT PLAN EXEMPTION
PENSION AND WELFARE BENEFITS ADMINISTRATION
ROOM N-5644
U S DEPARTMENT OF LABOR
200 CONSTITUTION AVE NW
WASHINGTON DC 20210



USA
34
Scapione 1914