

COMPLIANCE

U.S. DEPT. OF LABOR  
PUB. LIAISON/PUBLIC DISCLOSURE  
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Sample Statement

Below is a sample statement that can be filed with the DOL:

Date:

Top-Hat Plan Exemption  
Pension and Welfare Benefits Administration  
Room N-5644  
U.S. Department of Labor  
200 Constitution Avenue NW  
Washington, D.C. 20210  
Memphis Zoological Society's  
Nonqualified deferred compensation  
RE: plan (employer No. 4-45105)  
(Program Name)

TO: Secretary of Labor  
Washington, D.C.

As the employer shown below, we maintain one or more plans primarily for the purpose of providing deferred compensation benefits for one or more groups of our highly compensated or management employees.

Employer Name: Memphis Zoo, Inc.  
Employer Address: 2000 Prentiss Place  
Memphis, TN 38112

EIN: 237236155 nonqualified  
Number of Plans Maintained: 1 deferred comp  
Number of Employees in Each Plan: 1

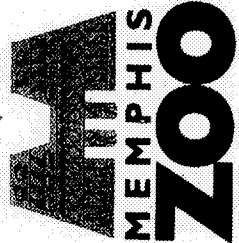
Signature: Joy D. Moore  
Title: Human Resources Manager



Joy D. Moore  
Human Resources Manager

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Memphis, Tennessee 38112

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Administration  
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