

2520032065805

TO: Office of Pension Welfare Benefit Programs  
Labor Management Services Administration  
U.S. Department of Labor

FROM: Employer: Software AG of North America, Inc.  
Employer Identification Number: 54-0943991  
Address: 11190 Sunrise Valley Drive  
Reston, Virginia 22091  
Date: March 13, 1991

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 non-qualified deferred compensation plans maintained by the above employer.

The employer maintains a non-qualified deferred compensation plan for the following employees who are members of a select group of management or who are highly compensated:

Michael J. King, Chief Executive Officer

Signed: Harry McCreery  
Harry McCreery

MAR 25 1991

Administrator: Harry McCreery

Title: Chief Financial Officer

Employer: Software AG of North America, Inc.