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February 2, 2006

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

Re: A/E Graphics, Inc. Non-Qualified Deferred Compensation Plans

Dear Sir/Madam:

This is to advise you of the establishment of a Non-Qualified Deferred Compensation Plan on behalf of our client, A/E Graphics, Inc.

The Plan information is as follows:

Employer: A/E Graphics, Inc.
4075 N. 124th Street
Brookfield, WI 53005
Attention: Tom Taubenheim

FEIN#: 39-1252452

Number of Plans: 1

Number of Participants in each plan: 2

The Plan began payments on January 1, 2006.

Please contact the undersigned if you have any questions.

Very truly yours,

A handwritten signature in black ink that reads "Corey Tremaine".

Corey Tremaine, CPA

Enc: Plan documents

cc: Tom Taubenheim - A/E Graphics

DEFERRED COMPENSATION AGREEMENT

THIS DEFERRED COMPENSATION AGREEMENT (this "Agreement") is dated as of September 30, 2001, by and between A/E GRAPHICS, INC., a Wisconsin corporation (the "Company") and FREDRICK J. GENNERMAN (the "Employee").

RECITALS

A. The Employee has been employed by the Company for many years and has continuously performed his duties in a diligent, capable and efficient manner, materially contributing to the profitability of the Company.

B. The Employee has extensive knowledge of the printing profession and has critical, well-established relationships with many of the Company's clients, which the Company recognizes to be of significant importance to its economic vitality.

C. In consideration of the Employee's prior efforts, deferrals of compensation which have allowed the Company to fund its capital investment and working capital needs and significant efforts in maintaining client relationships for the Company, the Company desires to provide the Employee with deferred compensation under the terms of this Agreement.

AGREEMENTS

In consideration of the Recitals and the mutual covenants which follow, the parties agree as follows:

1. Deferred Compensation.

(a) In General. For and in consideration of the past services provided to the Company by the Employee, his deferrals of compensation and his substantial efforts in maintaining client relationships for the Company, the Company shall pay to the Employee deferred compensation as provided in this Agreement. The deferred compensation shall be in addition to any other benefits which the Company shall pay to or on behalf of the Employee.

(b) Payment of Deferred Compensation. The Company shall pay the Employee the deferred compensation amount of Three Hundred Ninety Thousand Dollars (\$390,000) plus the employer portion of any individual and/or

family health insurance plan premium (as described in section 2 below), payable in 24 equal quarterly installments of \$16,250 commencing on March 1, 2006 and continuing on June 1, September 1, December 1 and March 1 of each of the next 23 consecutive quarters up to and including December 1, 2011 (the "Payment Period"). If the Employee dies before receiving all of the deferred compensation payments pursuant to this Agreement, the Company shall continue to make all such payments to the Employee's beneficiary (designated in writing and delivered to the Company), or, if none, to his estate.

2. Health Insurance. During the Payment Period and at the written request of the Employee, the Employee shall be entitled to participate in any individual and/or family health insurance plan provided by the Company to its employees; provided, however, the Employee shall pay the employee portion of such health insurance plan premium and the Company shall pay the employer portion of such health insurance plan premium.

3. Status as General Creditor. The Employee's right to any payments under this Agreement shall be that of a general creditor of the Company and the Employee shall have no right or interest in or to any specific asset of the Company. Payments to the Employee under this Agreement shall be unfunded for tax purposes and for purposes of Title I of ERISA.

4. Rights to Payments. The Employee's rights to benefit payments under this Agreement are not subject in any manner to anticipation, alienation, sale, transfer, assignment, pledge, encumbrance, attachment or garnishment by his creditors or the creditors of his beneficiaries until such time as the Company actually makes said payments to him.

5. Taxes. To the extent required by the law in effect at the time payments are made, the Company shall withhold any taxes required to be withheld by the federal or any state or local government from payments made hereunder.

6. Severability. In the event that any provision shall be held to be invalid or unenforceable for any reason whatsoever, it is agreed such invalidity or unenforceability shall not affect any other provision of this Agreement and the remaining covenants, restrictions and provisions hereof shall remain in full force and effect and any court of competent jurisdiction may so modify the objectionable provision as to make it valid, reasonable and enforceable, and the parties agree to execute any documents and take whatever action is necessary to evidence such modification.

7. Benefit. This Agreement shall be binding upon and inure to the benefit of and shall be enforceable by and against the Company, its successors and assigns and the Employee, his heirs, executors, administrators and legal representatives.

8. Amendment. This Agreement may be amended and modified only by a written agreement signed by the parties.

9. Governing Law. This Agreement shall be governed by and construed in accordance with the laws of the State of Wisconsin, without giving effect to any choice of law or conflict of law rules or provisions.

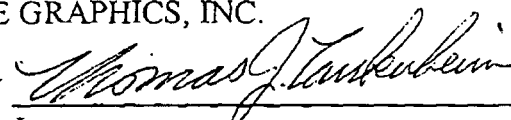
10. Notice. Any and all notices, designations, consents, offers, acceptances or other communications provided for herein shall be given in writing personally or by registered or certified mail, return receipt requested, which shall be addressed, in the case of the Company, to its principal office and in the case of the Employee, to his home address as shown on the records of the Company.

11. Sale, Consolidation, Merger or Liquidation. In the event of a sale, consolidation or merger of the Company into or with another Company, entity or individual, or the sale of substantially all of the operating assets of the Company to another corporation, entity or individual, such successor shall be deemed to have assumed all liabilities and obligations of the Company under this Agreement.

The parties have executed this Agreement as of the day, month and year first above written.

A/E GRAPHICS, INC.

BY



Its President



Fredrick J. Gennerman

DEFERRED COMPENSATION AGREEMENT

THIS DEFERRED COMPENSATION AGREEMENT (this "Agreement") is dated as of September 30, 2001, by and between A/E GRAPHICS, INC., a Wisconsin corporation (the "Company") and MELVIN L. KIRSCH (the "Employee").

RECITALS

A. The Employee has been employed by the Company for many years and has continuously performed his duties in a diligent, capable and efficient manner, materially contributing to the profitability of the Company.

B. The Employee has extensive knowledge of the printing profession and has critical, well-established relationships with many of the Company's clients, which the Company recognizes to be of significant importance to its economic vitality.

C. In consideration of the Employee's prior efforts, deferrals of compensation which have allowed the Company to fund its capital investment and working capital needs and significant efforts in maintaining client relationships for the Company, the Company desires to provide the Employee with deferred compensation under the terms of this Agreement.

AGREEMENTS

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1. Deferred Compensation.

(a) In General. For and in consideration of the past services provided to the Company by the Employee, his deferrals of compensation and his substantial efforts in maintaining client relationships for the Company, the Company shall pay to the Employee deferred compensation as provided in this Agreement. The deferred compensation shall be in addition to any other benefits which the Company shall pay to or on behalf of the Employee.

(b) Payment of Deferred Compensation. The Company shall pay the Employee the deferred compensation amount of Two Hundred Ten Thousand Dollars (\$210,000) plus the employer portion of any individual and/or family health insurance plan premium (as described in section 2 below), payable in

24 equal quarterly installments of \$8,750 commencing on March 1, 2006 and continuing on June 1, September 1, December 1 and March 1 of each of the next 23 consecutive quarters up to and including December 1, 2011 (the "Payment Period"). If the Employee dies before receiving all of the deferred compensation payments pursuant to this Agreement, the Company shall continue to make all such payments to the Employee's beneficiary (designated in writing and delivered to the Company), or, if none, to his estate.

2. Health Insurance. During the Payment Period and at the written request of the Employee, the Employee shall be entitled to participate in any individual and/or family health insurance plan provided by the Company to its employees; provided, however, the Employee shall pay the employee portion of such health insurance plan premium and the Company shall pay the employer portion of such health insurance plan premium.

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7. Benefit. This Agreement shall be binding upon and inure to the benefit of and shall be enforceable by and against the Company, its successors and

assigns and the Employee, his heirs, executors, administrators and legal representatives.

8. Amendment. This Agreement may be amended and modified only by a written agreement signed by the parties.

9. Governing Law. This Agreement shall be governed by and construed in accordance with the laws of the State of Wisconsin, without giving effect to any choice of law or conflict of law rules or provisions.

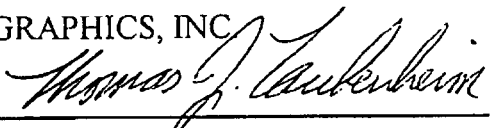
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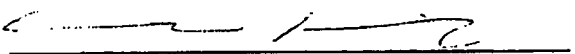
11. Sale, Consolidation, Merger or Liquidation. In the event of a sale, consolidation or merger of the Company into or with another Company, entity or individual, or the sale of substantially all of the operating assets of the Company to another corporation, entity or individual, such successor shall be deemed to have assumed all liabilities and obligations of the Company under this Agreement.

The parties have executed this Agreement as of the day, month and year first above written.

A/E GRAPHICS, INC

BY


Its President


Melvin L. Kirsch