



2520080800464

NOBIS AGRI SERVICE, INC.

March 30, 2007

Top Hat Plan Exemption
Employee Benefits Security Administration
Room N-1513
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

Re: Deferred Compensation Agreement

Ladies and Gentlemen:

We maintain a non-qualified deferred compensation agreement with one (1) of our management employees. This letter is intended to comply with the requirements of Department of Labor Regulation §2520.104-23 which provides an alternate method of compliance with the reporting and disclosure requirements of ERISA for agreements of this nature.

The information required by the regulation is as follows:

1. The name, address and employer identification number of the employer are as follows:

Nobis Agri Service, Inc.
P.O. Box 394
Plainwell, Michigan 49080
EIN 38-2249455

2. We maintain a plan or plans for the purpose of providing deferred compensation for a select group of management employees;
3. We maintain only one (1) such plan;
4. The plan covers one (1) employee as of the date of this letter; and
5. We will provide copies of plan documents to the Secretary of Labor upon request.

Very truly yours,

By Ben Nobis

Its Chief Operating Officer

cc: Christopher M. Fowler, Esq. - Varnum, Riddering, Schmidt & HowlettLLP



1595
Crawford, Inc



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10-1017 Plan Exemption
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