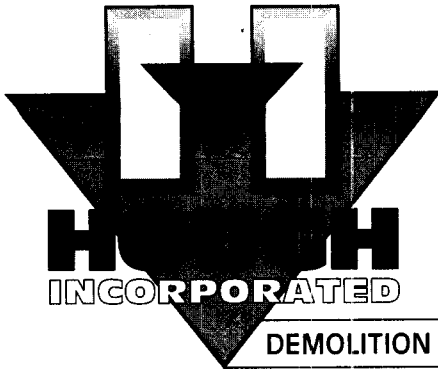


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19 December 2007

Top Hat Plan Exemption  
Pension and Welfare Benefits Administration  
Room N-1513 – Public Disclosure Room  
U.S. Department of Labor  
200 Constitution Ave. N.W.  
Washington, DC 20210

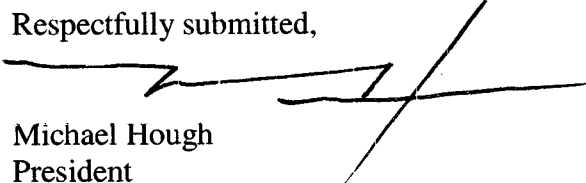
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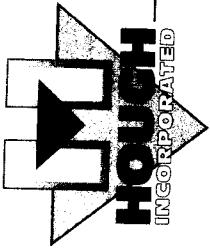
RE: Hough, Inc. Non-Qualified Compensation Plan  
EIN: 41-1685896

This document constitutes the statement required by 29 C.F.R. Sec. 2520 104-23 (a) (1) to be filed with the Secretary of Labor in respect to a Non-Qualified Deferred Compensation Plan maintained by the above employer.

The employer maintains Non-Qualified Deferred Compensation Plan for employees who are members of a select group of management or who are highly compensated. There is currently one participant in the plan. A copy of the plan document will be furnished upon request.

Respectfully submitted,

  
Michael Hough  
President



**Hough • Civil Contractor •**

18262 Old Pit Rd.

P.O. Box 2

Detroit Lakes, MN 56502-0002



PITNEY BOWES

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Pendleton, WA State Benefits Administration  
Room # 1513 - Public Employees Union  
U.S. Department of Labor  
200 Constitution Ave. N.W.  
Washington, DC 20210

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