



January 4, 2008

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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: O. C. Tanner Deferred Compensation Plans

Dear Sir or Madam:

Enclosed is the alternate filing for the O. C. Tanner Company deferred compensation plans covering a select group of management or highly compensated employees made pursuant to 29 CFR 2520.104-23. This statement is being filed within 120 days of plan adoption.

If you have any questions, please contact me.

Sincerely,

Brian E. Katz  
General Counsel

/bk  
Encl.

**BRIAN E. KATZ**  
Vice President & General Counsel

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Salt Lake City, UT 84115  
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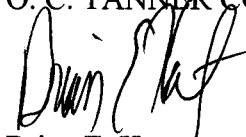
## STATEMENT

Name of Employer: O. C. Tanner Company  
Address of Employer: 1930 South State Street  
Salt Lake city, UT 84115  
EIN of Employer: 87-0182665


This statement is filed under the provisions of 29 CFR 2520.104-23 as the alternative filing for unfunded or insured pension plans maintained by the employer for a select group of management or highly compensated employees. The following information about the employer is submitted:

I declare that O. C. Tanner Company maintains plans primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. O. C. Tanner Company maintains 13 plan(s), currently covering 99 people. O. C. Tanner Company will provide copies of the plan documents to the Secretary upon request as required under Section 104(a)(1) of ERISA.

O. C. TANNER COMPANY



Brian E. Katz  
Vice President

  
**O.C. TANNER**  
The recognition experience  
1930 South State Street  
Salt Lake City, Utah 84115



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