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SilverOak
WEALTH MANAGEMENT LLC

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March 18, 2008

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

] The following statement is filed in compliance with Department of Labor Regulation 2520.104-23 to satisfy the reporting and disclosure requirements of Part 1 of Title I:

Employer name and address: *SilverOak Wealth Management, LLC*
920 2nd Avenue South, Suite 1550
Minneapolis, MN 55402

Employer EIN: *41-1940555*

The above-named employer maintains 2 unfunded plans for the purpose of providing deferred compensation for a select group of management or highly compensated employees. The first plan was filed with the Secretary of Labor with a letter dated January 23, 2007. Attached is a copy of the document for the second unfunded plan. This second plan name and number of employees participating in the plan are as follows:

Plan Name: NONQUALIFIED DEFERRED COMPENSATION PLAN
Number of Employees in the Plan: 1

SilverOak Wealth Management, LLC


By Shannon A. King, President

Financial Advice for Life

SILVEROAK WEALTH MANAGEMENT, LLC • 920 SECOND AVENUE SOUTH • SUITE 1550 • MINNEAPOLIS, MINNESOTA 55402

Main: 612-373-9050 • Fax: 612-373-9073

www.silveroakwealth.com

NONQUALIFIED DEFERRED COMPENSATION AGREEMENT

This **NONQUALIFIED DEFERRED COMPENSATION AGREEMENT** ("Agreement"), made and entered into this 4th day of February, 2008, by and between SilverOak Wealth Management, LLC a Minnesota Limited Liability Company (the "Company") and Jonathan Scharlau ("Employee").

WITNESSETH:

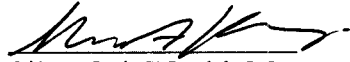
WHEREAS, Employee is employed by the Company; and
WHEREAS, the Company desires to provide Employee with a nonqualified deferred compensation plan benefit for employment services rendered to the Company for the period beginning the 4th day of February of 2008 and ending on the earliest of a termination event defined as being; (1) termination of Employee's employment with the Company, (2) all or substantially all of the Company's assets or all of the issued and outstanding stock of the Company, is conveyed to any individual or individuals who do not consist in whole or in part of any current member of the Company or to any entity not owned in whole or in part by any current member of the Company or to any entity not owned in whole or in part by any current member or the Company, or (3) February 3, 2013.

NOW, THEREFORE, in consideration of the aforesaid premises and the mutual covenants herein contained, the parties to hereby agree as follows:

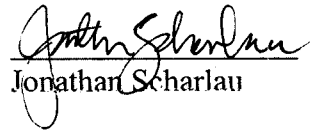
1. Amount of benefit. The amount of benefit the Employee will be eligible to earn for the term of the agreement will be \$20,000. The benefit will be unfunded.
2. Employee's Rights. Employee's rights to benefit will vest on February 3, 2013 provided he has remained employed by the Company for the entire period beginning February 4, 2008 through February 3, 2013. Payment to Employee of his vested amount will commence on February 3, 2013. Any payment due Employee will be made net of any federal and state employment payroll tax withholding requirements. Under no circumstances will Employee have any rights to the benefit prior to February 3, 2013.
3. Amendment. This Agreement may be altered or amended only by a supplemental agreement executed by both parties hereto.
4. Entire Agreement. This Agreement contains the entire agreement of the parties with respect to the subject matter hereof and supersedes any prior discussions or agreements with respect thereto.
5. Binding Effect. This agreement shall be binding upon and shall inure to the benefit of the parties hereto and their respective heirs, successors and assigns.

6. Governing Law. This Agreement shall be construed and interpreted in accordance with laws of the State of Minnesota.

IN WITNESS WHEREOF, the parties have executed the Agreement as of the date first above written.



SilverOak Wealth Management, LLC
By Shannon A. King
It's President



Jonathan Scharlau



SilverOak
WEALTH MANAGEMENT LLC

SILVEROAK WEALTH MANAGEMENT, LLC
920 SECOND AVENUE SOUTH • SUITE 1550
MINNEAPOLIS, MN 55402



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