

JOHN S. BALL\*      MARVIN C. KLOEPEL\*      MARY A. ROBISON °  
CARRIE O. BOYLES      JOHN E. LAWLOR, III+      CLAY B. TOUSEY, JR.+  
ROBERT A. DAWKINS+      MICHAEL R. LEAS\*      SHANNON P. VALENTINE  
MICHAEL W. FISHER\*\*      ROBERT N. MILLET+  
BEVERLY H. FURTICK+      KRISTA WALDRON RAY  
HILLARY R. KLEINMAN      ALLISON L. RINGLER

2520082702802



0011-11 11 4:43

PLEASE REPLY TO: JACKSONVILLE OFFICE

www.fishertousey.com

**FISHER, TOUSEY, LEAS & BALL**  
ATTORNEYS AT LAW

April 24, 2008

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

RE: Notice of Deferred Compensation Plan  
Whitley Steel Co., Inc.  
EIN: 59-1949527

Dear Sir or Madam:

Please find enclosed a notice of the establishment of a deferred compensation plan filed in accordance with Regulation Section 2520.104-23.

If you have questions concerning this matter, please contact me.

Sincerely,

A handwritten signature in black ink, appearing to read 'Michael R. Leas'.

Michael R. Leas

MRL/cbg/181729

cc: Robert G. Whitley (w/encls.)  
Ronald Vann (w/encls.)  
Keola Elobt (w/encls.)

**NOTICE CONCERNING ESTABLISHMENT OF  
DEFERRED COMPENSATION PLAN**

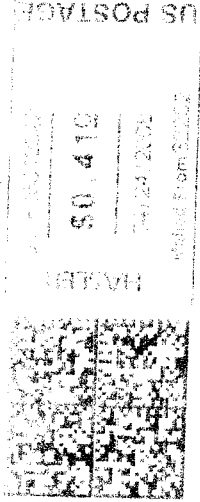
TO: Top Hat Exemption  
Pension and Welfare Benefits Administration  
Room N-5644  
U. S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, D.C. 20210

Notice is hereby given of the establishment of a deferred compensation plan in accordance with Regulation Section 2520.104-23, as follows:

1. Employer. Whitley Steel Co., Inc., 610 U.S. 301 South, Jacksonville, FL 32234.
2. Employer Identification Number. 59-1949527.
3. Deferred Compensation Plan. The Employer has established a plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. The Employer provides such deferred compensation pursuant to separate agreements with each eligible employee. The Employer has entered into eight (8) such deferred compensation agreements.
4. Copies Available. Copies of the deferred compensation agreements comprising the plan are available to the Secretary of Labor upon request as required by Section 104(a)(1) of the Employee Retirement Income Security Act of 1974.
5. Date Plan Established. April 17, 2008.



**FISHER, TOUSEY, LEAS & BALL**  
 ATTORNEYS AT LAW  
 501 RIVERSIDE AVENUE  
 SUITE 600  
 JACKSONVILLE, FL 32202



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

2021080000

