

TOP-HAT PLAN EXEMPTION STATEMENT

Top-Hat Plan Exemption
Pension and Welfare Benefits Administration
Room N-1513
U.S. Department of Labor
200 Constitution Ave., NW
Washington, D.C. 20210

08 AUG 19 AM 2:46

Employer Name: Impact Group, Inc.

Address: 10653 Wayzata Blvd. Suite 2502 Minnetonka, MN 55305

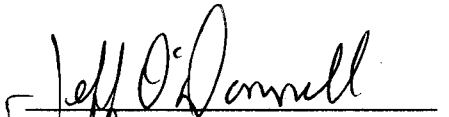
Employer EIN: 41-1667266

Name of Plan: Impact Group, Inc. Deferred Compensation Plan

The Plan is maintained for a select group of management or highly compensated employees.

Number of Plans: 1

Number of Employees in Plan(s): 2



Jeff O'Donnell, Plan Administrator