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HOLLAND & HART <sup>LLP</sup>



BENEFITS LAW GROUP

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October 27, 2008

**Certified Mail –Return Receipt Requested**

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

**Re: Padlock Ranch Deferred Salary and Bonus Plan  
EIN: 83-0137410**

Dear Sir or Madam:

We are filing on behalf of our client, Padlock Ranch, the enclosed statement permitted by Department of Labor Reg. § 2520.104-23(b).

Sincerely,

Elizabeth A. Nedrow  
for Holland & Hart <sup>LLP</sup>

EAN/asf  
Enclosure

cc: Dick Fellows

**Holland & Hart** <sup>LLP</sup>

Phone [406] 252-2166 Fax [406] 252-1669 [www.hollandhart.com](http://www.hollandhart.com)

401 North 31st Street Suite 1500 Billings, MT 59101 **Mailing Address** P.O. Box 639 Billings, MT 59103-0639

Aspen Billings Boise Boulder Cheyenne Colorado Springs Denver Denver Tech Center Jackson Hole Salt Lake City Santa Fe Washington, D.C. ♻️

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**STATEMENT REGARDING ALTERNATIVE FORM OF COMPLIANCE  
WITH ERISA REPORTING AND DISCLOSURE REQUIREMENTS**

Employer: Padlock Ranch

Address: c/o Dick Fellows  
Scott Family Services  
First Interstate Center  
401 North 31st Street  
Suite 700  
P. O. Box 7113  
Billings, Montana 59103-7113

EIN: 83-0137410

The Employer has adopted the Padlock Ranch Deferred Salary and Bonus Plan (the "Plan"). The Plan is maintained primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. The number of employees currently eligible to participate in the Plan is one. The Plan is the only such arrangement provided to employees of the employer.

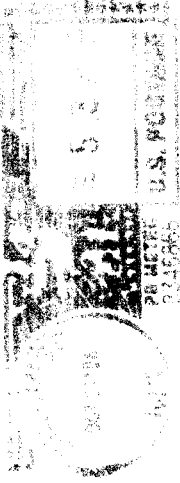
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**CERTIFIED MAIL**



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