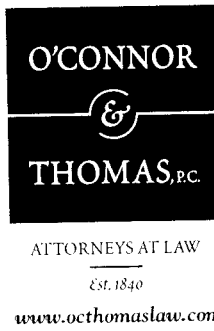


E. Marshall Thomas, 1907-1989



2520090770472

Francis J. O'Connor, 1916-1990

001 7:31

December 15, 2008

TOP HAT PLAN EXEMPTION  
 Employee Benefits Security Administration  
 Room N-5644  
 U.S. Department of Labor  
 200 Constitution Avenue NW  
 Washington, DC 20210

001 7:31

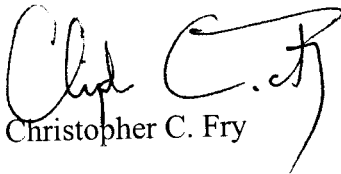
Re: Alternative Reporting and Disclosure Statement for Unfunded Non-Qualified Deferred Compensation Plans

Dear Employee Benefits Security Administration:

Enclosed please find an Alternative Reporting and Disclosure Statement for Unfunded Non-Qualified Deferred Compensation Plans maintained by the Community Foundation of Greater Dubuque. If you have any questions regarding this matter, please feel free to contact the undersigned. Thank you.

Very truly yours,

O'CONNOR & THOMAS, P.C.



Christopher C. Fry

CCF/amg

Enclosure

Christopher C. Fry | ext. 261 | cfry@octomaslaw.com

Dubuque Building | 700 Locust Street, Suite 200 | Dubuque, Iowa 52001 | Phone 563.557.8400 | Fax 563.556.1867

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‡ Certified in Civil Trial Advocacy by National Board of Trial Advocacy | † U.S. Tax Court

**ALTERNATIVE REPORTING AND DISCLOSURE STATEMENT  
FOR UNFUNDED NON-QUALIFIED DEFERRED COMPENSATION PLANS  
FOR CERTAIN EMPLOYEES**

TO THE SECRETARY OF LABOR:

In compliance with the requirements of the alternative method of reporting and disclosure under Part 1 of Title I of the Employee Retirement Income Security Act of 1974 for unfunded or insured pension plans for a select group of management or highly compensated employees, specified in Department of Labor Regulations, 29 C.F.R. §2520.104-23, the following information is provided by the undersigned employer.

Name and Address of Employer:                      Community Foundation of Greater Dubuque  
700 Locust Street, Suite 195  
Dubuque, IA 52004-0902

Employer Identification No.:                              42-1526614

The Community Foundation of Greater Dubuque maintains plans primarily for the purpose of providing deferred compensation for select management employees who are highly compensated.

Number of Plans and  
Participants in each Plan:                                      One (1) plan covering one (1) employee.

Dated this 9<sup>th</sup> day of December, 2008.

COMMUNITY FOUNDATION OF GREATER  
DUBUQUE

By: Nancy Van Milligen  
Nancy Van Milligen, President

