

**STATEMENT TO THE  
U.S. DEPARTMENT OF LABOR**

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

Harder Mechanical Contractors, Inc. maintains a Deferred Compensation Agreement primarily for the purpose of providing deferred compensation benefits for James Sandoz, a select management and highly compensated employee. The following information is submitted pursuant to Department of Labor Regulations § 2520.104-23

1. Number of plans: 1.
2. Number of eligible employees: 1.
3. Total number of participants: 1.
4. Employer information:
  - (a) Name: Harder Mechanical Contractors, Inc.
  - (b) Address: PO Box 5118  
Portland, Oregon 97208-5118
  - (c) Employer ID Number ("EIN"): 93-0525328

**HARDER MECHANICAL CONTRACTORS,  
INC.**

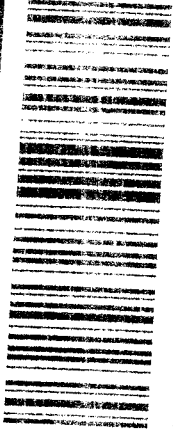
By: James E. Stilwell  
James E. Stilwell, Treasurer

Date signed: 11/24, 2008



2148 N.E. MLK JR. BL  
P.O. BOX 5118

**CERTIFIED MAIL**



7000 1670 0008 7760 3525



FACTORS, INC.

P.O. BOX 5118  
PORTLAND, OR 97208-5118

2148 NE MLK JR. BLVD.  
PORTLAND, OR 97212

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11/11/2008 10:00 AM