



1500 South 1000 West
Logan, UT 84321
(435) 750-5000
www.iconfitness.com

2520090770732

December 30, 2008

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

Dear Sir or Madam:

ICON Health & Fitness hereby supplies the following information pursuant to Labor
Department Regulations Section 2520.104-23:

9 11 13 AM 11:21

1. Name and Address of Employer:
Att. Douglas Younker
ICON Health & Fitness
1500 South 1000 West
Logan, Utah 84321

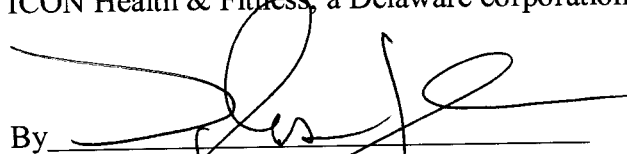
2. Employer Identification Number:

87-0531206

ICON Health & Fitness maintains the following plan primarily for the purpose of
providing deferred compensation for a select group of highly compensated or
management employees:

Number of Plans: 1
Name of Plan: ICON Health & Fitness Non-qualified
Deferred Compensation Plan
Number of Employees in Plan: Approximately 40

ICON Health & Fitness, a Delaware corporation

By 

Title Director of H.R.

ICON
HEALTH & FITNESS, INC.
HUMAN RESOURCES
1500 South 1000 West
Logan, Utah 84321



7007 1490 0004 7181 7365

Top Hat Plan Exemption
Employee Benefits Security Admin
Room 11-1513
US Department of Labor
200 Constitution Ave. NW
Washington, DC 20210

