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P.O. BOX 2500 • BLOOMINGTON, IL 61702-2500 • (309) 557-6000 • <http://www.growmark.com>

March 17, 2009

**CERTIFIED MAIL**

**Return Receipt Requested**

Receipt No. 7003 0500 0003 9221 7360

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

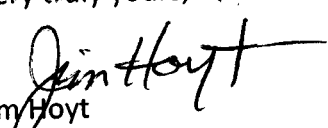
**GROWMARK, Inc.**  
**1701 Towanda Ave.**  
**P.O. Box 2500**  
**Bloomington, IL 61702-2500**

RE: GROWMARK Supplemental Retirement Plan

Dear Reader:

GROWMARK, Inc. ("employer") has adopted the plan document for the GROWMARK Supplemental Retirement Plan, which is a nonqualified deferred compensation plan. This statement constitutes a filing under 29 C.F.R. § 2520.104-23 by the employer for the plan. The employer's EIN is 37-0815318 and its address is shown above. The employer maintains the above-referenced plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. The employer anticipates that less than 30 employees will be covered under the plan. The employer maintains one additional deferred compensation plan (as described in 29 C.F.R. § 2520.104-23(b)).

If you need any further information, please call or write me.

Very truly yours,  
  
Jim Hoyt  
Vice President, Strategic Planning & Corporate Services

cc: Timothy D.S. Goodman



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**1701 Towanda Ave.**  
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**Bloomington, IL 61702-2500**

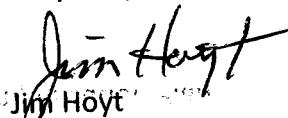
RE: GROWMARK Executive Deferred Compensation Plan

Dear Reader:

GROWMARK, Inc. ("employer") has adopted the plan document for the GROWMARK Executive Deferred Compensation Plan, which is a nonqualified deferred compensation plan. This statement constitutes a filing under 29 C.F.R. § 2520.104-23 by the employer for the plan. The employer's EIN is 37-0815318 and its address is shown above. The employer maintains the above-referenced plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. The employer anticipates that less than 30 employees will be covered under the plan. The employer maintains one additional deferred compensation plan (as described in 29 C.F.R. § 2520.104-23(b)).

If you need any further information, please call or write me.

Very truly yours,

  
Jim Hoyt

Vice President, Strategic Planning & Corporate Services

cc: Timothy D.S. Goodman

**GROW MARK INC.**

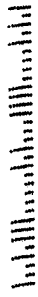
P.O. BOX 2500  
BLOOMINGTON, ILLINOIS 61702-2500

302

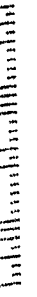
**GROWMARK INC.**

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302

