



**ALASKA RUBBER & SUPPLY, INC.**

5811 Old Seward Highway • Anchorage, Alaska 99518-1479  
 (907) 562-2200 • FAX (907) 561-7600 • (800) 478-7600

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December 22, 2009

**CERTIFIED MAIL  
 RETURN RECEIPT REQUESTED**

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

Dear Secretary:

This notice is submitted 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 ("ERISA") for unfunded or insured pension plans for a select group of management or highly compensated employees, as specified in Department of Labor Regulations 29 C.F.R. Section 2520.104-23.

Alaska Rubber & Supply, Inc. (the "Company") sponsors the Stock Appreciation Rights Plan (the "Plan"). The Plan is an unfunded, non-qualified plan established for the purpose of providing deferred compensation for a select group of management or highly compensated employees. The Plan has four (4) participants. The Company's address is 5811 Old Seward Highway, Anchorage, Alaska 99518-1479, and the Company's Employer Identification Number is [ 92-0078989 ].

The Company will provide Plan documents to the Secretary of Labor upon request, in accordance with Section 104(a)(1) of ERISA.

Very truly yours,

Alaska Rubber & Supply, Inc.

By: Janece Higgins  
 Title: President

