

Top-Hat Plan Exemption  
PWBA  
Room N-5644  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, D.C. 20210

Employer Name: Columbia Industries  
900 South Dayton  
P.O. Box 7346  
Kennewick, WA 99336

EIN: 91-0776525

Plan Name: Columbia Industries Deferred Compensation Plan

The Plan is maintained for select management or highly compensated employees.

Number of Plans: One

Number of  
Employees in Plan: Six