

2520150936158

H & B Communications, Inc.
P.O. Box 108
Holyrood, KS 67450
EIN: 48-0731762

CERTIFIED MAIL

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

Dear Sir:

The above Employer has adopted three Deferred Compensation Plans with one participant each, primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

This letter is provided in order to comply with Labor Reg. 2520.104-23.

Yours truly,



President

LTR 1 OF 1 FOR UPS SHIPPING ONLY

FROM:
ROBIE LEWALLEN
(785) 252-4000
H & B COMMUNICATIONS
108 N MAIN
HOLYROOD KS 67450-9690

MD 201 9-78



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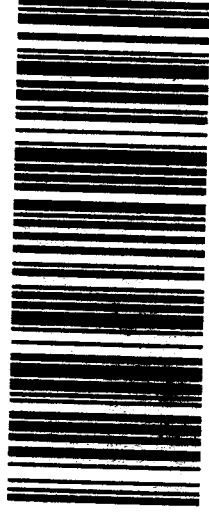
SHIP TO:

TOP HAT PLAN EXEMPTION
U S DEPT OF LABOR
EMPLOYEE BENEFITS SECURITY ADMIN.
SUITE N-1513
200 CONSTITUTION AVENUE NW
WASHINGTON DC 20210

UPS 2ND DAY AIR

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and please in label marked