

DOL-PWBA
PUBLIC DISCLOSURE
97 MAY 27 PH 3:49

TOP-HAT PLAN STATEMENT

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

2520032030507

Employer Name: Owen Ayres & Associates, Inc.

Address: 3433 Oakwood Hills Parkway
Eau Claire, WI 54701

Employer EIN: 39-0965082

Name of Plan: Long Range Incentive Accrual Plan

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

Number of Plans: One

Number of Employees in Plan: Two