

# FOLEY LARDNER

ATTORNEYS AT LAW

03 MAY 21 2003 May 8, 2003

FOLEY & LARDNER  
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CLIENT/MATTER NUMBER  
044150-0102

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

2520032540744

Dear Sir or Madam:

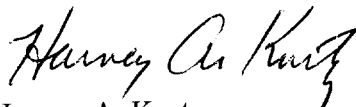
Name of Employer: Kalmbach Publishing Co.  
Address of Employer: P.O. Box 1612  
Waukesha, WI 53187-1612  
Employer Identification No.: 39-0480740

The Employer maintains a plan or plans primarily to provide deferred compensation benefits for a select group of management or highly compensated employees. Pursuant to Department of Labor Regulations, 29 CFR §2520.104-23, the Employer provides the following information in compliance with the alternative method of reporting and disclosure under Section 110 of Title I of the Employee Retirement Income Security Act of 1974, as amended for unfunded plans maintained for a select group of management or highly compensated employees.

The name of the plan is: Kalmbach Publishing Co.  
Pension Benefit Restoration Plan

The number of employees participating in the plan is: 2-3

Sincerely yours,

  
Harvey A. Kurtz

BRUSSELS  
CHICAGO  
DENVER

DETROIT  
JACKSONVILLE  
LOS ANGELES  
MADISON

MILWAUKEE  
ORLANDO  
SACRAMENTO

SAN DIEGO  
SAN DIEGO/DEL MAR  
SAN FRANCISCO  
TALLAHASSEE

TAMPA  
WASHINGTON, D.C.  
WEST PALM BEACH

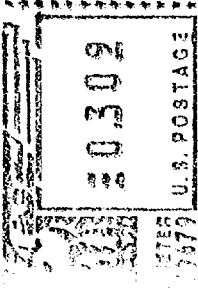
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MILWAUKEE, WI



TOP HAT PLAN EXEMPTION  
EMPLOYEE BENEFITS SECURITY  
ADMINISTRATION  
ROOM N-1513  
U.S. DEPT. OF LABOR  
200 CONSTITUTION AVENUE, N.W.  
WASHINGTON, D.C. 20210

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