

ERISA EXEMPTION STATEMENT AS PER LABOR REGULATION  
SECTION 2520.104-23 OF UNFUNDED OR INSURED PENSION  
(DEFERRED COMPENSATION) PLANS FOR SELECTED MANAGEMENT  
OR HIGHLY PAID EMPLOYEES--ALTERNATIVE COMPLIANCE

Office of Employee Benefits Security  
Labor-Management Services Administration  
U.S. Department of Labor  
Washington DC 20216

2520032034491

Secretary of Labor

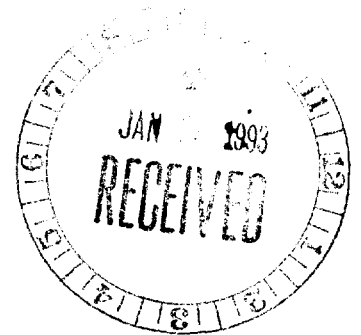
The employer identified below elects the alternative compliance method for the deferred compensation plan listed below. The employer hereby declares that it maintains the plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. The employer agrees to provide plan documents, if any, to the secretary upon request as required by Section 104(a)(1) of the Act.

The employer currently maintains one plan and such plan has one employee in the plan:

<u>Plan Identification</u>	<u>Number of Employees</u>
Deferred Compensation Agreement with Ronald Doine	1

Identification of Employer:

Name Doine Excavating, Inc.  
Address 10883 Cty. Hwy. A South  
City/State/Zip Marshfield, WI 54449  
Employer Identification Number 39-1159186



DOINE EXCAVATING, INC.

By Ronald Doine  
Signature of Administrator

12-31-92  
Date

28,464

P 800 699 134

MAIL

OFFICE OF EMPLOYEE BENEFITS SECURITY  
LABOR-MANAGEMENT SERVICES ADMINISTRATION  
US DEPARTMENT OF LABOR  
WASHINGTON DC 20216

