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**From:** Wayne Hansen [mailto:whansen@ci3.com]  
**Sent:** Wednesday, February 02, 2011 3:30 PM  
**To:** EBSA, E-ORI - EBSA  
**Subject:** Definition of Fiduciary Proposed Rule

Mr. Fred J. Wong  
Employee Benefits Security Administration  
U.S. Department of Labor  
Office of Regulations and Interpretations Room N-5655  
200 Constitution Avenue, NW  
Washington, DC 20210

The proposal to change the rules which would cause appraisers to assume fiduciary responsibilities would be devastating to the administrative costs of our ESOP, which has approximately 50 employee owners. In fact, this type of continued pressure on administrative costs may cause our company to drop our ESOP program completely. Many of our employees have a substantial amount of retirement equity value now, that they would not have had, if the company ESOP had not been formed. Please take into account the harm such a regulation would cause.

Thank you for your consideration,

Wayne Hansen, President  
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