

2520032541940

ALTERNATIVE METHOD OF COMPLIANCE STATEMENT

Robert E. Boot Agency, Inc. Deferred Compensation Plan

Name and Address of Plan: Robert E. Boot Agency, Inc.
Deferred Compensation Plan
1613 South Burdick Street
Kalamazoo, Michigan 49001

Sponsoring Employer and Federal Employer I.D. No. Robert E. Boot Agency, Inc.
38-1850566

Number of Plans: One

Number of Participants as of August 3, 1992: 1

Robert E. Boot Agency, Inc. declares that its intent is to maintain a deferred compensation plan primarily for the purpose of providing deferred compensation for a highly compensated employee.