

2520032544344

DEFERRED COMPENSATION

ERISA MEMORANDUM STATEMENT

DATE: JULY 29, 1994

TO: Top Hat Plan Exemption
Pension and Welfare Benefits Administration
Room N-5644
U. S. Department of Labor
200 Constitution Avenue, N.W.
Washington, D. C. 20210

FROM: Otto and Moore, Inc.
EIN: 56-096-4215
701 Eastchester Drive
Box 5627
High Point, North Carolina 27262

This statement is made with respect to a non-qualified deferred compensation plan maintained by the Employer under the requirements of 29 CFR § on 2520.104-23(a).

Otto and Moore, Inc. currently maintains one non-qualified deferred compensation plan for Executives who are members of a "select group of management" or who are "highly compensated".

Employer: Otto and Moore, Inc.

Name of Plan: Deferred Compensation and
Income Continuation Agreement

The number of participants in the Plan is: 2.

Plan Administrator: Employer

OTTO AND MOORE, INC.

By: William D. Moore, Sr.

Title: PLAN ADMINISTRATOR

AUG 8 1994
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BROOKS, PIERCE, McLENDON, HUMPHREY & LEONARD, L.L.P.

L.P. McLENDON, JR.
HUBERT HUMPHREY
EDGAR B. FISHER, JR.
JERRY W. AMOS
W. ERWIN FULLER, JR.
JAMES T. WILLIAMS, JR.
M. DANIEL MCGINN
MICHAEL D. MEEKER
WILLIAM G. MCNAIRY
EDWARD C. WINSLOW III
HOWARD L. WILLIAMS
GEORGE W. HOUSE
WILLIAM P. H. CARY
REID L. PHILLIPS
ROBERT A. SINGER
JOHN H. SMALL
RANDALL A. UNDERWOOD
S. LEIGH RODENBOUGH IV
WILLIAM G. ROSS, JR.
JILL R. WILSON
MARC D. BISHOP
JIM W. PHILLIPS, JR.
MACK SPERLING

JEFFREY E. OLEYNIK
MARK DAVIDSON
MELUSSA H. WEAVER
JAMES R. SAINTSING
JOHN W. ORMAND III
JAMES H. JEFFRIES IV
ROBERT J. KING III
ANNE C. BRENNAN
V. RANDALL TINSLEY
JOHN R. ARCHAMBAULT
DANIEL M. SROKA
S. KYLE WOOSLEY
CATHERINE THOMAS MCGEE
FORREST W. CAMPBELL JR.
WILLIAM C. SCOTT
ELLEN P. HAMRICK
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AUBREY L. BROOKS (1872-1958)
W. H. HOLDERNESS (1904-1965)
L. P. McLENDON (1890-1968)
KENNETH M. BRIM (1898-1974)
C. T. LEONARD, JR. (1929-1983)
CLAUDE C. PIERCE (1913-1988)
THORNTON H. BROOKS (1912-1988)

OF COUNSEL
G. NEIL DANIELS

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WRITER'S DIRECT DIAL

August 1, 1994

Top Hat Plan Exemption
Pension and Welfare Benefits Administration
Room N-5644
U. S. Department of Labor
200 Constitution Avenue, N. W.
Washington, D.C. 20210

Re: Otto and Moore, Inc.

Dear Sir or Madam:

Enclosed please find the Deferred Compensation ERISA Memorandum Statement from Otto and Moore, Inc.

Thank you.

Sincerely,



Mary Alice Brown
Secretary to Howard L. Williams

/mab
Enclosure

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