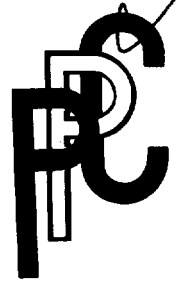


Plastic Products Co., Inc.



QUALITY MOLDED PLASTICS ENGINEERING DESIGNING MOLD MAKING

CORPORATE OFFICES/MAIN PLANT: 30355 AKERSON STREET, LINDSTROM, MN 55045

METRO: (612) 462-7900 LOCAL: (612) 257-5980 FAX: (612) 462-7900 EXT. 280

PRINCETON PLANT: OLD HIGHWAY 18, PRINCETON, MN 55371

METRO: (612) 333-4294 LOCAL: (612) 389-3683 FAX: (612) 333-4524

KENTUCKY PLANT: ROUTE 4, BOX 65, METTS DRIVE, LEBANON, KY 40033

LOCAL: (502) 692-2025 FAX: (502) 692-2168

2520032900819

February 21, 1992

Secretary of Labor
Top Hat Plan Exemption
Pension and Welfare Benefits Administration
U.S. Department of Labor
200 Constitution Avenue N.W.
Washington, D.C. 20216

Re: Plastic Products Co., Inc. Deferred Compensation Plan
Employer identification number 41-0850873
30355 Akerson Street
Lindstrom, MN 55045

Dear Sir:

On October 31, 1991, Plastic Products Company, Inc. adopted a Deferred Compensation Plan effective November 1, 1991. Seventeen (17) employees are eligible to participate.

This Plan is maintained solely for the purpose of providing deferred compensation for a select group of management (who are highly compensated). Benefits are paid as needed solely from the general assets of Plastic Products.

Sincerely,

Katherine L. Miller

Katherine L. Miller
Controller

c: Marlene A. Messin

FEB 1 1992