



**BISCO, INC.**  
1100 W. Irving Park Road, Schaumburg, IL 60193 U.S.A.  
847.534.6000 OR 1.800.BIS.DENT FAX 847.534.6111  
WEB SITE <http://www.bisco.com>

December 15, 1998

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

2520032905303

To Secretary of Labor:

In compliance with the requirements of the alternative method of reporting and disclosure under Part 1 Title I of the Employee Retirement Income Security Act of 1974 for unfunded or insured pension plans for a select group of management or highly compensated employees, specified in Department of Labor Regulations, 29 C.F.R. § 2520.104-23, the following information is provided by the undersigned employer.

Name and Address of Employer:

Bisco, Inc.  
1100 West Irving Park Road  
Schaumburg, Illinois 60193

Employer Identification Number:

36-3133491

Bisco, Inc. maintains a plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

Number of Plans and  
Participants in Each  
Plan:

one (1) Plan covering those employees chosen by the Board of Directors as management executives, numbering less than ten (10).

By:

  
Minsook Suh,  
Trustee and Plan Administrator



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