

2520040150642

December 31, 1993

Pension and Welfare Benefit Administration
Room N-5644
U.S. Department of Labor
200 Constitution Avenue N.W.
Washington, D.C. 20210

Re: Deferred Compensation Agreement with Paul Kramer

In order to comply with the requirements of the alternative reporting and disclosure method under ERISA, Title I, DOL Sec. Regulation 2520.104-23 the following information is provided by the undersigned plan administrator:

1. The name of the employer is :
Poly-America, Inc.
2. The mailing address of the employer is:
**2000 West Marshall Drive
Grand Prairie, Texas 75051**
3. The employer's Federal Identification Number (EIN) is:
36-2809122
4. The name of the employer's plans(s) and the number of employees covered by each plan:
Deferred Compensation Agreement with Paul Kramer
Number of employees in plan: **one**
5. The description of the plan is:
An unfunded deferred compensation plan for a highly compensated employee.
6. The date the plan becomes subject to ERISA:
December 27, 1993.

Dated: 12/31/93

Employer:
By: *Paul Kramer*
(Plan Administrator)

December 31, 1993

Pension and Welfare Benefit Administration
Room N-5644
U.S. Department of Labor
200 Constitution Avenue N.W.
Washington, D.C. 20210

Re: Deferred Compensation Agreement with Steven G. Ross

In order to comply with the requirements of the alternative reporting and disclosure method under ERISA, Title I, DOL Sec. Regulation 2520.104-23 the following information is provided by the undersigned plan administrator:

1. The name of the employer is :
Poly-America, Inc.
2. The mailing address of the employer is:
**2000 West Marshall Drive
Grand Prairie, Texas 75051**
3. The employer's Federal Identification Number (EIN) is:
36-2809122
4. The name of the employer's plans(s) and the number of employees covered by each plan:
Deferred Compensation Agreement with Steven G. Ross
Number of employees in plan: **one**
5. The description of the plan is:
An unfunded deferred compensation plan for a highly compensated employee.
6. The date the plan becomes subject to ERISA:
December 23, 1993.

Dated: 12/31/93

Employer:

By: *Paul Siffall*
(Plan Administrator)