

**ENDWELL RUG CO., INC.**

George F. Highway  
Endwell, New York 13760

February 3, 1997

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2520032032109

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

Gentlemen:

We are enclosing alternate Reporting and Disclosure Statement for a series of Deferred Compensation Plans recently adopted by Endwell Rug Co., Inc. for a select group of our management and highly compensated employees.

It is our belief that while there are separate agreement documents in place for each employee, these plans contain essentially the same terms and we believe that there is only one "plan" in existence within the meaning of ERISA.

Very truly yours,

ENDWELL RUG CO., INC.

By: William Brown  
President

**TO THE SECRETARY OF LABOR:**

In compliance with the requirements of the alternate method of reporting and disclosure under Part I of Title 1 of the Employee Retirement Income Security Act of 1974 for unfunded 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:**

Endwell Rug Co., Inc.  
George F. Highway  
Endwell, New York 13760

**Employer Identification Number:**

15-0300894

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

**Number Plans and Participants in Each Plan:**

One plan, covering 1-10 employees.

Dated: February 3, 1997

ENDWELL RUG CO., INC.

By: \_\_\_\_\_

*William Russo*

President