

# Leonard's Syrups

(313) 891-4141

4225 Nancy, Detroit, MI 48212

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Office of Pension and Welfare Benefit Programs  
Labor Management Services Administration  
U.S. Department of Labor  
Washington, D.C. 20216

DOE-PWA  
MAIL ROOM  
95 MAR 15 AM 9:51

RE: EMPLOYER: LEONARD FOUNTAIN SPECIALTIES, INC  
EMPLOYER IDENTIFICATION NUMBER: 38-1946878  
ADDRESS: 4225 NANCY DETROIT MI 48212

NOVEMBER 18, 1994

This document constitutes the statement required by 29 C.F.R. §2520.104-23(a) (1) to be filed with the Secretary of Labor in respect to Non-Qualified Deferred Compensation Plans maintained by the above employer.

The employer currently maintains one Non-Qualified Deferred Compensation Plan for executives who are members of a select group of management or who are highly compensated.

The number of participants in the plan is one.

This notification is executed on this 10th day of January, 1995 on behalf of the plan administrator.

PLAN ADMINISTRATOR: *Leonard Bugajewski Jr.*  
Leonard Bugajewski Jr.  
TITLE: President  
President  
EMPLOYER: LEONARD FOUNTAIN SPECIALTIES, INC