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March 13, 1995

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

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FBI-EMP

Dear Sir or Madam:

Pursuant to 29 CFR Section 2520.104-23, this is to advise you that the employer described below ("Employer") maintains the plan named below primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. As of the date of this filing, this is the only such plan maintained by the Employer.

Employer: Peace Industries, Ltd.
1100 Hicks Road
Rolling Meadows, IL 60008-1095

E.I.N.: 36-3742249

Plan Name: Peace Industries, Ltd.
Supplemental Executive Retirement Plan

Number of
Employees in Plan: 4

The employer will provide plan documents upon request as required by ERISA Section 104(a)(1).

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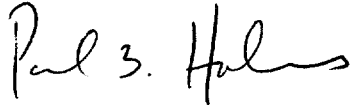
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Should you need any further information with regard to the foregoing plan, please contact the undersigned.

Very truly yours,

A handwritten signature in cursive script that reads "Paul B. Holmes". The signature is written in black ink and is positioned above the printed name.

Paul B. Holmes

PBH/cm

cc: James Lee
Mark Wilson
Tom Lobaugh