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BETTER BUSINESS BUREAU
2217 EAST 9TH STREET, SUITE 200
CLEVELAND, OHIO 44115-1299

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

The Better Business Bureau, an Ohio not-for-profit corporation hereby files the following statement pursuant to DOL Regulations §2520.104-23:

1. Employer: Better Business Bureau
2217 E. 9th Street • Suite 200
Cleveland, Ohio 44115
2. Federal Employer Identification Number: 34-0148880
3. On November 17, 1994, the Better Business Bureau (the "Bureau") adopted a plan establishing a deferred compensation plan for a select group of management employees. Under the plan, benefits are paid as needed solely from general assets of the Bureau. The Bureau does not maintain any other such top hat plans. At the present time, only one employee participates in the plan. The Bureau hereby files this disclosure statement to comply with the alternative method of reporting and disclosure requirements of Department of Labor Regulation §2520.104-23 and other applicable law.
4. The Better Business Bureau will furnish copies of the Better Business Bureau Executive Deferred Compensation Plan upon request by the DOL.

BETTER BUSINESS BUREAU

Date: March 7, 1995

By: 

Its President