



4199 North Richards Street
Post Office Box 11609
Milwaukee, Wisconsin 53211-0609
(414)-332-1177 (Fax) 332-6763
(800)-248 1254

CGSCHMIDT^{INC.}

2520040760520

August 11, 1995

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

RE: C.G. Schmidt, Inc. Stock Appreciation Rights Agreement

Dear Sir/Madam:

Pursuant to the provisions of Department of Labor Regulation 2520.104-23, you are hereby notified that the employer named below maintains a plan primarily for the purpose of deferred compensation for a select group of management or highly compensated employees. The name of the plan and the number of employees in the plan are indicated below.

Name of Employer: C.G. Schmidt, Inc.
Address of Employer: 4199 North Richards Street
Milwaukee, Wisconsin 53211-0609
Employer Identification #: 39-0755565
Name of Plan: C.G. Schmidt, Inc. Stock Appreciation Rights Agreement
Number of Employees: There are two (2) employees participating in this plan.

A copy of the plan document is available upon request.

Very truly yours,

C.G. SCHMIDT, INC.

A handwritten signature in cursive script, appearing to read 'Douglas J. Carlson'.

Douglas J. Carlson
Senior Vice President/CFO

DJC/ej
data/office/doug/letter/stockapp

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10/11/95