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ISABEL FRANCIS SMITH, LTD.  
31884 Northwestern Highway  
Farmington Hills, Michigan 48334

FEBRUARY 4, 1994

**VIA CERTIFIED MAIL/  
RETURN RECEIPT REQUESTED**

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

Dear Sir or Madam:

In compliance with the requirements of the alternative method of reporting and disclosure under Part I of Title I of the Employee Retirement Income Security Act of 1974 for unfunded or insured pension plans for a select group of management or highly compensation 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:

ISABEL FRANCIS SMITH, LTD.  
31884 Northwestern Highway  
Farmington Hills, MI 48334

Employer Identification Number:

38-2358564

ISABEL FRANCIS SMITH, LTD. has entered into an agreement with two (2) of its executives, primarily for the purpose of deferring compensation until retirement, disability or death.

*1 plan*

Sincerely,

ISABEL FRANCIS SMITH, LTD.

By:   
ISABEL FRANCIS SMITH, President

*18 1994*