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TOP HAT EXEMPTION STATEMENT

1. Employer: Ivan Ware & Son, Inc.
2. Employer Address: 4005 Produce Road  
P.O. Box 32487  
Louisville, Kentucky 40232
3. Employer Identification Number: 61-0597150
4. The Employer maintains a plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.
5. The Employer maintains one such deferred compensation plan.
6. The plan covers one employee.
7. Upon request, the Employer will furnish a copy of the plan to the Department of Labor.

To be filed with:

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