

## LAW OFFICES

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July 19, 1994

\*LICENSED IN DISTRICT OF COLUMBIA AND ARKANSAS  
ALL OTHERS LICENSED IN ARKANSAS

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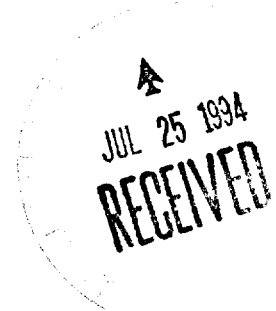
Top Hat Exemption  
Pension and Welfare Benefit Administration  
Room N-5644, U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, D.C. 20210

Re: George's, Inc.

Dear Sir or Madam:

On March 21, 1994, George's, Inc. entered into an Employment Agreement with a new president and chief operating officer, providing, among other items, for certain deferred compensation. We do not believe such Agreement constitutes a "plan" under ERISA. However, we are making a protective filing as an unfunded plan maintained for a select group of management and highly compensated employees. Pursuant to Labor Reg. § 2520.104-23, we submit the following:

1. Employer: George's, Inc.  
P. O. Drawer G  
Springdale, AR 72765  
71-0439829
2. There is one "plan." There is one (1) employee in the "plan."



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If you have any questions concerning this matter, please let me know.

Very truly yours,

MITCHELL, WILLIAMS, SELIG,  
GATES & WOODYARD, A PROFESSIONAL  
LIMITED COMPANY

By



Craig Westbrook

CW/rf

cc: Mr. Gary George (Personal and Confidential)  
Mike Robinson, CPA

▲  
JUL 25 1994  
RECEIVED