

EBY FORD SALES, INC.

2520040762086

2714 Elkhart Road P.O. Box 78
GOSHEN, INDIANA 46527
(219) 534-3673
www.ebyford.com

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February 24, 2003

Top Hat Plan Exemption
Pension and Welfare Benefits Administration
Room N-1513
U.S. Department of Labor
200 Constitution Avenue NW
Washington, DC 20210

RE: TOP HAT PENSION PLANS

Secretary of Labor:

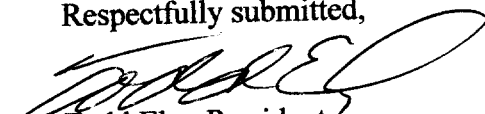
Pursuant to Department of Labor regulation 2520.104-23 under Title 1 of the Employee Retirement Income Security Act of 1974, you are hereby notified that:

Eby Ford Sales, Inc.
2714 Elkhart Road, PO Box 78
Goshen, IN 46527
EIN: 35-0911731

maintains the following plans primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. The plan names and the numbers of employees covered as of the current date are as follows:

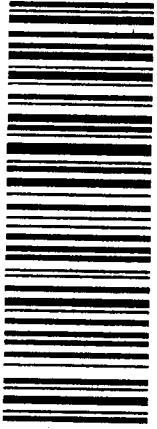
<u>Plan</u>	<u>Number of Employees</u>
Restricted Bonus Agreement	1

Respectfully submitted,

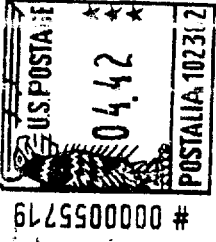

Todd Eby, President



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