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March 20, 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

Dear Sir or Madame:

This statement is filed under DOL Regulations 2520.104-23.

Employer: Carey Services Inc.

Address: 2724 South Carey Street
Marion, IN 46953-3515

Employer ID
Number: 35-0965642

Effective December 1, 2002, the Employer adopted the following plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees:

Plan Name: Carey Services Inc. 457 Top Hat Plan
Number of Participants: 7

Sincerely,

A handwritten signature in black ink, appearing to read 'Mark R. Draves'.

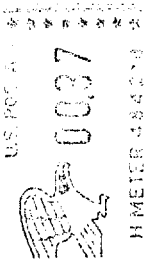
Mark R. Draves, Administrator

2724 South Carey Street
Marion, Indiana 46953
Phone: 765.668.8961
Fax: 765.664.6747



2724 South Carey Street
Marion, Indiana 46953

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