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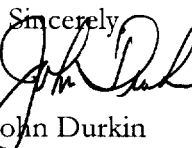
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January 7, 2004

Top Hat Plan Exemption
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Ladies and Gentlemen:

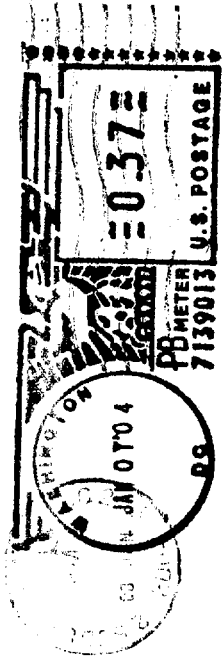
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Sincerely,


John Durkin
Human Resources Director



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