

2520040762986

January 15, 2004

To: Top-Hat Plan Exemption  
Employee Benefits Security Administration  
Room N-5644  
U.S. Department of Labor  
200 Constitution Avenue NW  
Washington, DC 20210

FROM: PhosChem Supply Company  
P.O. Box 255  
Mulberry, FL 33860  
FEI – 59-1051097

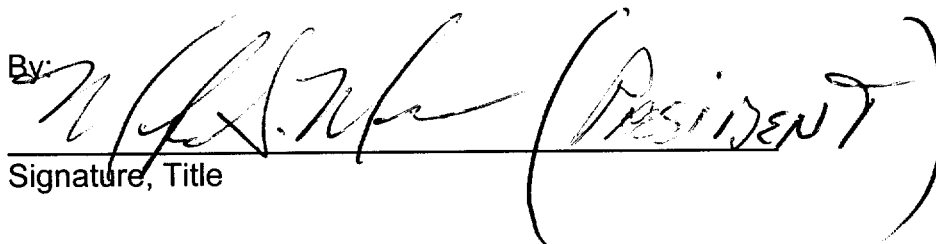
This document constitutes the statement required by regulation 2520.104-23, 29 CFR, to be filed with the Secretary of Labor in respect to nonqualified deferred compensation plans maintained by the above employer.

The employer currently maintains two nonqualified deferred compensation plans for executives who are a select group of management or who are highly compensated.

The number of employees in each plan is as follows: 1.

The above employer is willing to furnish documents, if any, with respect to the above plan if requested by the Secretary of Labor.

PhosChem Supply Company

By:  (PRESIDENT)  
\_\_\_\_\_  
Signature, Title

*Carter, Belcourt & Atkinson, P.A.*  
CERTIFIED PUBLIC ACCOUNTANTS AND BUSINESS ADVISORS

Reply to: Lakeland office

January 15, 2004

Top-Hat Plan Exemption  
Employee Benefits Security Administration  
Room N-5644  
U.S. Department of Labor  
200 Constitution Avenue NW  
Washington, DC 20210

Dear Sir or Madam:

On behalf of our client, PhosChem Supply Company, we are enclosing the required statement under Regulation Section 2520.104-23 of the Department of Labor Regulations.

If you should have any questions regarding this statement please do not hesitate to call me.

Sincerely,



Michael J. Gardyasz

Mjg/dlw

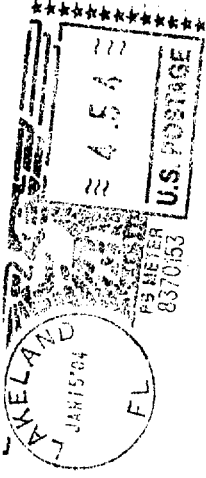
Enclosure

cc: Mark S. Mears  
Mark Turner, Esquire

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*Carter, Belcourt & Atkinson, P.A.*

CERTIFIED PUBLIC ACCOUNTANTS AND BUSINESS ADVISORS

331 SOUTH FLORIDA AVENUE, SUITE 400 - LAKELAND, FLORIDA 33801-4626



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