



7411 Maple Avenue, P.O. Box 1400, Pennsauken, New Jersey 08109
Phone: 856-663-5200 Fax: 856-663-1409

2520040763098

CERTIFIED MAIL
RETURN RECEIPT REQUESTED


Top Hat Plan Exemption
EBSA
Room N-5644
US Department of Labor
200 Constitution Avenue, NW
Washington, DC 20210

RE: Holman Enterprises Deferred Compensation Plan for ARI Employees

Name of Employer: Homan Enterprises
Address of Employer: 7411 Maple Avenue
Pennsauken, NJ 08109
EIN: 21-0610247

Robert R. Campbell, being the Plan Administrator for the Holman Enterprises Deferred Compensation Plan for ARI Employees, does hereby declare that the Plan is maintained primarily for the purposes of providing deferred compensation for a select group of management or highly compensated employees.

In addition, Holman Enterprises, the employer, maintains only 2 such plans as described in Department of Labor Regulations Section 2520.104-23(d). Furthermore, only 6 employees participate in such other plans, and only 4 participate in the Plan for which this Declaration is filed.



Robert R. Campbell, Vice President - Finance
Plan Administrator

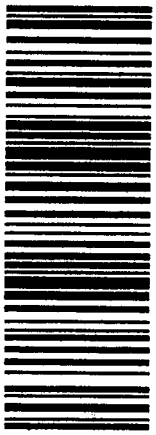
1/19/04

Date

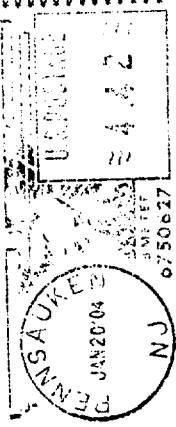
DELIVERED MAIL

Hobman
ENTERPRISES

7411 Maple Avenue
P.O. Box 1400
Pennsauken, NJ 08109



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