



2520040763381

January 28, 2004

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

Re: STS Operating, Inc. Nonqualified Deferred Compensation Plan

Dear Sir/Madam:

In accordance with 29 CFR 2520.104-23, on behalf of STS Operating, Inc. Nonqualified Deferred Compensation Plan, we hereby provide you with the information set forth below:

**Name and Address of Employer**

STS Operating, Inc.  
2301 Windsor Court  
Addison, IL 60101-1480

**Employer's Taxpayer Identification Number**

22-3827595

**Required Declaration**

The Employer sponsors the STS Operating, Inc. Nonqualified Deferred Compensation Plan ("Plan"), which has the effect of deferring compensation for a select group of management or highly compensated employees. Benefits are paid out of the general assets of the Employer.

Currently, STS Operating, Inc. maintains one (1) nonqualified plan(s). Specifically, there are sixty (60) employees eligible to participate in all nonqualified plans maintained by the Employer. This Plan's effective date is January 1, 2004.

If you have any questions about this matter, please contact the undersigned.

Sincerely,

Chuck Freeman  
CFO, VP of Finance

VIA CERTIFIED MAIL RETURN RECEIPT REQUESTED

2600 Kelly Road  
Suite 300  
Warrington, PA 18976



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**RETURN RECEIPT  
REQUESTED**

