



8100 Oak Street, Dunn Loring, VA 22027
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February 4, 2004

2520040763410

Secretary of Labor
Top Hat Plan Exemption
Pension and Welfare Benefits Administration
Room N-5644
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, D.C. 20210

Re: Top Hat Plan Statement

To Whom It May Concern:

In accordance with Department of Labor Regulations Section 2520.104-23(b), the following statement is being filed as an alternative method of compliance with the reporting and disclosure requirements of Part 1 of Title 1 of the Employee Retirement Income Security Act of 1974 for unfunded plans maintained by an employer for a select group of management or highly compensated employees on behalf of:

National Pest Management Association, Inc.
8100 Oak Street
Dunn Loring, Virginia 22027
EIN: 22-1605917

Declaration:

The National Pest Management Association, Inc. maintains the Section 457(b) Deferred Compensation Agreement primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. One (1) employee participates in the Section 457(b) Deferred Compensation Plan.

Sincerely,

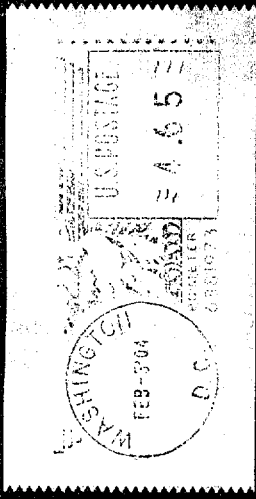
Gary McKenzie, Chief Financial Officer



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