

231 Salina Meadows  
P.O. Box 4743  
Syracuse, New York 13221-4743  
(315) 451-1500  
24 Hour Claims #: 1-888-201-5988  
www.haylor.com



An ESOP Company

SEPTEMBER 9, 2003

# Haylor, Freyer & Coon, Inc.

2520040763713

**CERTIFIED MAIL**  
**RETURN RECEIPT REQUESTED**

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

**SUBJECT: DEFERRED COMPENSATION PLAN OF HAYLOR, FREYER & COON, INC.**

IN ACCORDANCE WITH DEPARTMENT OF LABOR REGULATION §2520.104-23(b)(1), WE HEREBY SUBMIT THE FOLLOWING INFORMATION:

1. NAME AND ADDRESS OF EMPLOYER

HAYLOR, FREYER & COON, INC.  
231 SALINA MEADOWS  
P O BOX 4743  
SYRACUSE, NY 13221-4743

2. EMPLOYER IDENTIFICATION NUMBER: 15-0547748

3. NUMBER OF TOP HAT PLANS: 1

4. NUMBER OF EMPLOYEES IN PLAN 6

5. PURPOSE OF PLAN:

HAYLOR, FREYER & COON, INC. MAINTAINS THE DEFERRED COMPENSATION PLAN OF HAYLOR, FREYER & COON, INC., PRIMARILY FOR THE PURPOSE OF PROVIDING DEFERRED COMPENSATION FOR A SELECT GROUP OF MANAGEMENT OR HIGHLY COMPENSATED EMPLOYEES.

SINCERELY,

A handwritten signature in black ink that reads 'Mark E. McAnaney'.

MARK E. MCANANEY  
PLAN ADMINISTRATOR

CM



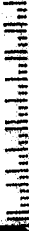
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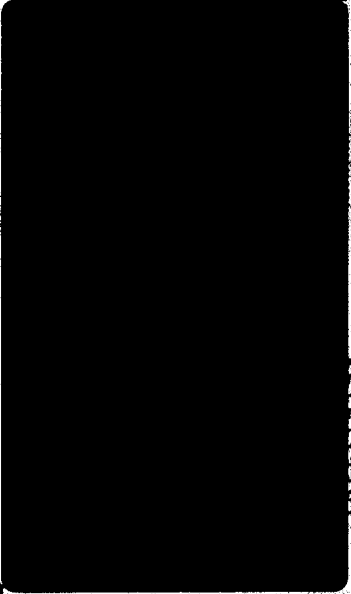


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ADDRESS SERVICE REQUESTED



**Haylor, Freyer**

231 Salina Meadows  
P.O. Box 4743  
Syracuse, New York 13221-4



REQUESTED  
RETURN RECEIPT