

ERISA STATEMENT

Date OCT 11, 1999

TO: Office of Pension and Welfare Benefit Programs
Labor Management - Services Administration
U.S. Department of Labor
Washington, D.C. 20216

2520040764623

FROM: Employer: Sobie Company

Employer Identification Number:

38-1643130

Address: 3276 Industrial Drive SE, Caledonia, Michigan 49316

This document constitutes the statement required by 29 C.F.R. Section 2520.104-23(a)(1) to be filed with the Secretary of Labor in respect to Non-qualified Deferred Compensation Plans maintained by the above employer.

The employer currently maintains four (4) Executive Salary Continuation Agreements for executives who are members of a select group of management or who are highly compensated.

The number of participants in each plan is as follows:

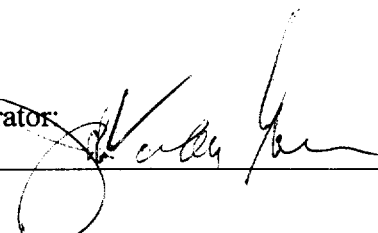
Plan 1: One participant

Plan 2 : One participant

Plan 3: One participant

Plan 4: One participant

Signed

Plan Administrator: 

Title:

SECRETARY - TREASURER

Employer: Sobie Company

Rhoades McKee

attorneys and counselors

600 Waters Building, 161 Ottawa Avenue NW
Grand Rapids, MI 49503-2793

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08/05/03 11:22:00

August 5, 2003

Randy J. Kolar
direct dial (616) 233-5121
rjkolar@rhoadesmckee.com

Top Hat Plan Exemption
Pension and Welfare Benefits Administration
Room N-1513
U.S. Department of Labor
200 Constitution Avenue NW
Washington, DC 20210

Re: Top Hat Exemption filing for Sobie Company, EIN 38-1643130

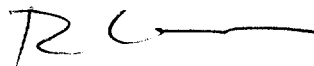
Dear Sir or Madam:

Enclosed please find the Top Hat Exemption statement for filing on behalf of the above entity. It is recognized that this filing is untimely and therefore, pursuant to the Delinquent Filer Voluntary Compliance Program, the required payment of \$750 is being simultaneously made.

Should you have any questions or concerns, please call.

Very truly yours,

RHOADES McKEE



Randy J. Kolar

c: DFVC Program
Mr. Jack VandeGutche

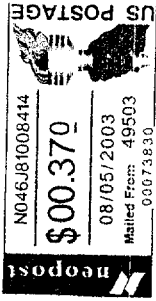
SOBIE COMPANY, INC.

INVOICE NUMBER	DATE		GROSS	DISCOUNT	48494 NET
7-14-03	07/14/2003	U. S. DEPARTMENT OF	750.00	0.00	750.00



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161 Ottawa Ave., NW, Suite 600
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