

08/27/03 11:21

August 29, 2003

**CERTIFIED MAIL,
RETURN RECEIPT REQUESTED**

2520040764745

Top Hat Plan Exemption
Pension and Welfare Benefits Administration.
Room N-5638
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, D.C. 20210

Re: Donald A. Austin Deferred Compensation Agreement

Dear Sir/Madam:

This statement is provided pursuant to Labor Reg. Section 2520.104-23 and is filed on behalf of the Employer, **Austin Hardware & Supply Inc.** The Employer maintains a nonqualified deferred compensation plan, which became effective as of 8/27, 2003. The Employer maintains the plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. One employee participates in the Plan.

The Employer's name, address, and employer identification number are:

Austin Hardware & Supply Inc.
P.O. Box 887
Lee's Summit, MO 64063-0887
43-0887563

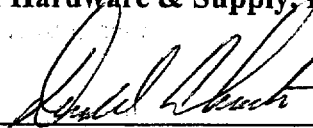
The Employer does not maintain any other nonqualified deferred compensation plans.

Plan documents will be provided upon request.

Sincerely,

Austin Hardware & Supply, Inc.

By: _____


Donald A. Austin, Chairman

Polsinelli Shalton Welte

700 West 47th Street, Suite 1000
Kansas City, MO 64112-1802

CERTIFIED MAIL



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