



A Program Co-Sponsored by the Philadelphia Council AFL-CIO and the Greater Philadelphia Chamber of Commerce

Philadelphia Area Labor-Management Committee

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CO-CHAIRMEN:
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Executive Director

July 18, 2000

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U.S. DEPT. OF LABOR
FMB/PA/PUBLIC DISCLOSURE
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Department of Labor
Pension and Welfare Benefits Administration
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, D.C. 20210

RE: Top Hat Plan Declaration for the Philadelphia Area Labor-Management Committee, Inc. Eligible Deferred Compensation Plan (the "Plan")

23-2169929

Dear Sir or Madam:

Please be advised that Philadelphia Area Labor-Management Committee, Inc. ("PALM") being the Plan Administrator of the Plan, does hereby declare that the Plan is an eligible deferred compensation plan, which is maintained primarily for the purpose of providing deferred compensation for a select group of management employees. Further, PALM maintains only this one plan described in DOL Reg. Section 2520.104-23 (d) and expects the Plan to cover no more than five (5) employees.

If you have any further questions, please contact the undersigned at 215-732-7476.

PLAN ADMINISTRATOR

By: James Martin
Authorized Representative

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