

2520040183927

FRAZER, RYAN,  
GOLDBERG &  
HUNTER, L.L.P.  
■ ATTORNEYS AT LAW ■

U.S. DEPT. OF LABOR  
PWBA/PUBLIC DISCLOSURE  
00 SEP 26 AM 11:47

David R. Frazer\*  
James W. Ryan\*  
Yale F. Goldberg\*  
Raymond M. Hunter\*  
John R. Fitzpatrick  
Susan Ward Harris  
Jeffrey P. Hubbard  
Michael A. Harsch

\*Professional Corporation

September 21, 2000

File #: 2539-000

*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 NW  
Washington, DC 20210

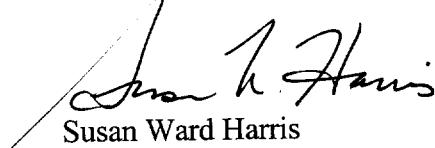
Re: **Cohaco Building Specialties, Inc.**

To Whom It May Concern:

Enclosed is a protective "Top Hat" filing for Cohaco Building Specialties, Inc. Phantom Stock Plan pursuant to Labor Regulations § 2520.104-23.

If you have any questions or concerns, please give me a call.

Sincerely yours,

  
Susan Ward Harris

SWH/ab  
Enclosures  
c: Al Hahn (w/o enc.)  
P:2539\Utrs\Dept Labor 9-20-00

**COHACO BUILDING SPECIALTIES, INC.  
TOP HAT PLAN STATEMENT UNDER  
LABOR REGULATION SECTION 2520.104-23**

1. The Name and Address of the Employer is:

COHACO BUILDING SPECIALTIES, Inc.  
5341 West Luke Avenue  
Glendale, Arizona 85301

2. Employer ID No. 86-0259499

3. Declaration. The Employer declares that it has adopted a Stock Appreciation Plan for the purpose of providing incentive compensation to employees who are part of a select group of management and/or highly compensated employees to participate at the determination of the President of the company.

4. No. of Plans. The number of such plans maintained by the Employer is 1.

5. Number of Participating Employees. The number of Participants in the plan is 6.

6. Effective Date. September 1, 2000

7. Plan Year. August 31

8. A copy of the Plan will be provided upon request.

Disclaimer: This Stock Appreciation Plan Agreement is a nonqualified incentive compensation plan adopted by the Company primarily to benefit employees who are part of a select group of management and/or highly compensated employees. Benefits earned under this plan are paid out no later than five years after the date of the grant of the Stock Appreciation Rights. The filing of this statement is not a representation that the Stock Appreciation Plan is subject to ERISA. This statement is a protective filing.



FRAZER, RYAN, GOLDBERG & HUNTER, L.L.P.  
ATTORNEYS AT LAW

3101 North Central Avenue, Suite 1600  
Phoenix, Arizona 85012-2615

Fold at line over top of envelope to the  
right of the return address

**CERTIFIED**

Z 774 150 080

**MAIL**

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

