



2520042390731

D.O.L. NONQUALIFIED DEFERRED  
COMPENSATION PLAN STATEMENT

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: Notice of Unfunded Deferred Compensation Plan For Select Group of  
Management or Highly Compensated Employees pursuant to 29 CFR §  
2520.104-23

Dear Sir or Madam:

Pursuant to the above referenced Regulation under Title I of the Employee Retirement Income Security Act of 1974 (ERISA), you are hereby notified by the plan administrator that the following employer has established the following unfunded deferred compensation plan for a select group of management or highly compensated employees:

Employer Name: Verkler Incorporated

Address: 4406 Technology Drive  
South Bend, Indiana 46628

I.R.S. No. (EIN): 35-0982166

Name of Plan: Supplemental Executive Retirement Plan Agree-  
ment

Effective Date: January 1, 2000

INDIANAPOLIS, IN  
SOUTH BEND, IN  
GRAND RAPIDS, MI

CMAA



There is one (1) employee who has entered into a Supplemental Executive Retirement Plan Agreement with the Employer although the Employer may enter into similar arrangements with other members of its select group of management or highly compensated employees.

Date: 4/28/2000

By: Fred Lusk  
Fred Lusk, CEO-Treasurer

00 MAY 11 PM 2:40

URDA PROFESSIONAL CORPORATION  
• 112 WEST JEFFERSON BOULEVARD, SUITE 503  
SOUTH BEND, IN 46601  
(219) 234-2161  
TELECOPIER (219) 233-6533  
E-MAIL - rurda@gte.net

1 May 2000

CERTIFIED MAIL  
RETURN RECEIPT REQUESTED

Top Hat Plan Exemption  
Pension and Welfare Benefits  
Administration  
Room N-5638  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
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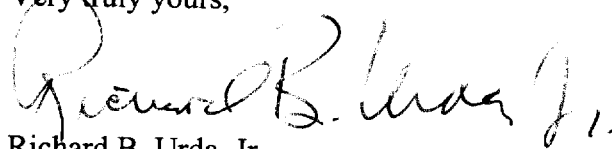
Re: Verkler Incorporated

Dear Sir or Madam:

We represent Verkler Incorporated (the "Company"). The purpose of this letter is to file the statement required by 29 CFR §2520.104-23 concerning a Supplemental Executive Retirement Plan Agreement previously entered into between the Company and one of its executives..

Should you have any questions, please call at your earliest convenience.

Very truly yours,



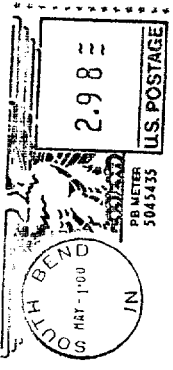
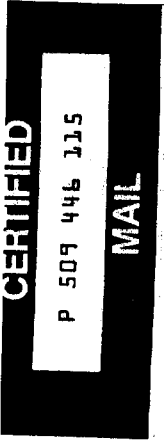
Richard B. Urda, Jr.,  
President

RBU:dc

Enclosure

cc: Mr. Fred Lusk (w/o enc.)  
Mr. Tom S. Ehlers (w/o enc.)

URDA PROFESSIONAL CORPORATION  
112 WEST JEFFERSON BOULEVARD, SUITE 503  
SOUTH BEND, IN 46601



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