

2520042390747

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

**TOP HAT PLAN STATEMENT  
PURSUANT TO DOL REG. § 2520.104-23**

Employer Name: Royal Funeral Home, Inc.

Address: 4315 Oakwood Avenue, N.W.  
Huntsville, Alabama 35810

Employer Identification Number: 63-0680270

The Employer maintains the following Plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees:

Name of Plan: Royal Funeral Home, Inc., Deferred Compensation Retirement Plan

The Plan is maintained for James A. Jones, Sr., President of the Employer, a select management or highly compensated employee.

Number of Plans: 1

Number of Employees in Plan: 1

Dated: April 18, 2000.

LANIER FORD SHAVER & PAYNE, P.C.

W. STANLEY RODGERS  
JAMES E. DAVIS, JR.  
JOHN M. HEACOCK, JR.  
FRANK MCRIGHT  
CHARLES E. SHAVER, JR.  
JOHN R. WYNN  
THOMAS R. ROBINSON  
J.R. BROOKS  
WILLIAM B. TATUM  
WILLIAM W. SANDERSON, JR.  
JOE W. CAMPBELL  
D. EDWARD STARNES, III  
DONNA S. PATE  
ROBERT E. LEDYARD, III  
ELIZABETH W. ABEL  
Y. ALBERT MOORE, III  
CLAUDE E. HUNDLEY, III  
GEORGE E. KNOX, JR.  
FRANK M. CAPRIO †  
JEFFREY T. KELLY  
PAUL A. PATE  
RODNEY C. LEWIS  
EDWARD E. WILSON, JR.  
JAMIE M. BRABSTON

ATTORNEYS AT LAW  
200 WEST SIDE SQUARE  
SUITE 5000  
HUNTSVILLE, ALABAMA 35801  
(256) 535-1100  
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WWW.LFSP.COM

REPLY TO:  
P. O. BOX 2087  
HUNTSVILLE, ALABAMA 35804

April 18, 2000

U.S. DEPT. OF LABOR  
WORK/PUBLIC DISCLOSURE  
00 MAY -4 AM 11:53

P. SCOTT ARNSTON  
DANIEL F. BEASLEY \*\*\*  
PAUL B. SEELEY  
PHILLIP A. GIBSON  
GREGORY S. MARTIN  
MICHAEL P. JOHNSON \*\*  
SANDRA P. HOFFPAUIR \*  
STEPHEN H. HALL †  
RICHARD J. MARSDEN  
DAVID L. BERDAN †\*\*\*\*\*  
KENNETH D. GRAVES  
ANN I. DENNEN \*\*\*\*†  
TAYLOR P. BROOKS  
ROBERT N. BAILEY, II

\* ALSO ADMITTED IN TEXAS  
AND LOUISIANA  
\*\* ALSO ADMITTED IN TENNESSEE  
AND DISTRICT OF COLUMBIA  
\*\*\* ALSO ADMITTED IN FLORIDA  
AND TENNESSEE  
\*\*\*\* ALSO ADMITTED IN TENNESSEE  
† REGISTERED PATENT ATTORNEY  
\*\*\*\*\* ADMITTED IN GEORGIA ONLY  
‡ ADMITTED IN ILLINOIS ONLY

OF COUNSEL  
MILTON H. LANIER  
JOE L. PAYNE  
WILLIAM T. GALLOWAY, JR.  
GERALD M. WALSH, PH.D. ‡‡

M. H. LANIER (1878-1946)  
EARLE R. FORD (1890-1973)  
RALPH H. FORD (1916-1986)  
JAMES L. CALDWELL (1914-1991)  
CHARLES E. SHAVER (1907-1993)

**VIA CERTIFIED MAIL-**  
**RETURN RECEIPT REQUESTED**

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

Re: Royal Funeral Home, Inc.  
EIN: 63-0680270

Dear Sir or Madam:

Enclosed is a statement under 29 CFR § 2520.104-23 regarding a deferred compensation arrangement for the President of Royal Funeral Home, Inc.

Sincerely,



Elizabeth W. Abel

EWA/lts

Enclosure

cc: Ms. Karen Smith, Royal Funeral Home

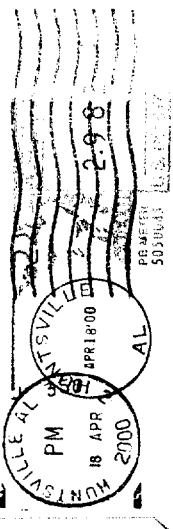
**LANIER FORD SHAVER & PAYNE PC**

ATTORNEYS AT LAW  
P. O. BOX 2087  
HUNTSVILLE, ALABAMA 35804

EWA

Z 457 688 565

MAIL



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Welfare Benefits Administration  
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Washington, D.C. 20210

