

# Snow's

Everything For The Home, Yard & Office

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H.H. Snow & Sons, Inc., Servistar®  
22 Main Street  
P.O. Box 159 • Orleans, MA 02653

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November 12, 1999

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

Re: Deferred Compensation Agreements for the Benefit of William C. Snow, Robert W. Snow and Stanley H. Snow (the "Plan")

Dear Sir or Madam:

H.H. Snow & Sons, Inc. hereby notifies the Department that it intends to utilize the alternative form of compliance with the reporting and disclosure requirements of Part 1 of Title I of the Employee Retirement Income Security Act of 1974 ("ERISA"), as provided by Department of Labor Regulations Section 2520.104-23 with respect to the Plan.

Pursuant to Regulations Section 2520.104-23(b), the following information is provided:

1. Name and Address of Employer: H.H. Snow & Sons, Inc., 22 Main Street, Orleans, MA 02653.
2. Employer Identification Number: [EIN] 042267837
3. The Employer hereby states that it maintains the Plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. The Plan is expected to cover three employees.

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The Employer will provide documents pertaining to the Plan to the Secretary of Labor upon request as required by Section 104(a)(i) of ERISA and in accordance with Regulations Section 2520.104-23(b)(2).

Very truly yours,

H.H. Snow & Sons, Inc.

By: *William C. Snow*  
Title: *President*

**Snow's**  
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Box 159, 22 Main Street  
Orleans, Massachusetts 02653

