

2520042391597

CARTER PRODUCTS CO., INC.

437 Spring Street, NE
Grand Rapids, MI 49503

February 11, 2000

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

Re: Deferred Compensation Agreement Between Carter Products Co., Inc. and
Peter M. Perez

Ladies and Gentlemen:

We maintain a non-qualified deferred compensation plan for a select group of our management employees. This letter is intended to comply with the requirements of DOL Regulations §2520.104-23 which provides an alternate method of compliance with the reporting and disclosure requirements of ERISA for plans of this nature.

The information required by the regulation is as follows:

1. The name, address and employer ID number of the employer are as follows:

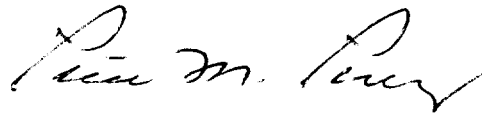
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EIN: 38-1343298

2. We maintain a plan or plans for the purpose of providing deferred compensation for a select group of management employees;
3. We maintain only one such plan;
4. The plan covers one employee as of the date of this letter;
5. We will provide copies of plan documents to the Secretary of Labor upon request.

CARTER PRODUCTS CO., INC.



Peter M. Perez
President

/kls

cc: Varnum, Riddering, Schmidt & Howlett
Attention: Larry J. Titley

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437 SPRING STREET, N. E. GRAND RAPIDS, MICHIGAN 49503 U.S.A

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