

STATEMENT PURSUANT TO D.O.L. REGULATION 2520.104-23

Information required by DOL Reg. §2520.104-23(b)(1):

Name & Address of Employer

The Durham Company
P.O. Box 908
Lebanon, Missouri 65536

Employer Identification Number

43-0743043

Declaration of the Plan

The employer hereby declares that they maintain a plan, the George E. Carr Non-Qualified Salary Continuation Agreement dated February 28, 1999, primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

Number of Top-Hat Plans Maintained by the Employer

One (1).

Number of Employees in the Plan

One (1) employee is covered by the Plan. Employee's wife is eligible to receive plan benefits for her life if she survives employee.

BY: 

J. Douglas Russell
Plan Administrator

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April 16, 1999

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

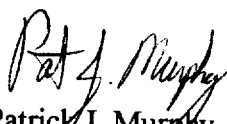
Dear Sir/Madam:

Enclosed please find a Statement filed pursuant to Department of Labor Regulation 2520.104-23 for The Durham Company. The Company adopted this plan on February 28, 1999, and it is the intention of the Company that this plan be treated as a Top Hat Plan for purposes of ERISA.

If possible, please return a statement to our office showing that this statement has been timely filed with the Department of Labor.

If you have any questions regarding this statement, please contact me at 314-727-0101.

Very truly yours,


Patrick J. Murphy

Enclosure

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