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April 19, 1999

Top-Hat Plan Exemption  
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200 Constitution Avenue, NW  
Washington, DC 20216

Ladies and Gentlemen:

On behalf of GIE, Incorporated Publishers, 4012 Bridge Avenue, Cleveland, Ohio 44113-3399, EIN 34-1324820 (hereinafter referred to as "Employer"), the undersigned does hereby declare the following:

On April 6, 1999, the Employer established three (3) plans primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. The number of employees covered in each such plan as of the date of this statement is three (3).

This statement is intended to fulfill the requirements of Part 1, Title 1 of the Employee Retirement Income Security Act of 1974 (ERISA) and Department of Labor Regulations Section 2520.104-23.

Very truly yours,

GIE, Incorporated Publishers

Richard J.W. Foster  
President

[2628781.WPD]

