

ALTERNATIVE REPORTING AND DISCLOSURE STATEMENT
OF
SNYADS, INC.

FOR A NONQUALIFIED DEFERRED COMPENSATION PLAN OR AGREEMENT
FOR A SELECT GROUP OF MANAGEMENT OR HIGHLY COMPENSATED EMPLOYEES

To the Secretary of Labor:

In compliance with the alternative reporting and disclosure requirement under Title I, Part 1 of the Employee Retirement Income Security Act of 1974, as amended, for unfunded or insured pension plans for a select group of management or highly compensated employees ("Top Hat Plans"), as set forth in Department of Labor Regulation 29 C.F.R. §2520.104-23 (the "Regulation"), the following information is provided by the undersigned employer (the "Employer"):

Name and Address of Employer: **SNYADS, INC.**
37 Elk Street
Albany, New York 12224

Employer Identification Number: 14-1745301

The Employer maintains one (1) Top Hat Plan in addition to any other Top Hat Plans identified in any alternative reporting and disclosure statements previously filed by the Employer pursuant to the Regulation. The Top Hat Plan covered by this statement is:

Name of Plan: Deferred Compensation Agreement between the Employer and Norma H. Sharp.

Date of Plan: April 30, 1999

Number of Participants in Plan: 1

This Statement is dated: April 30, 1999

SNYADS, INC.

By: 

Name: Robert E. VANNAVA

Title: E. O. P.

HELM, SHAPIRO, ANITO & McCALE, P.C.

ATTORNEYS AND COUNSELLORS AT LAW

20 CORPORATE WOODS BOULEVARD

ALBANY, NEW YORK 12211-2350

LAWRENCE F. ANITO, JR.*
JAMES D. DOUGLAS
BRIAN P. GOLDSTEIN*
ROBERT E. HELM*
DAMIAN M. HOVANCIK*
MARK D. LANSING*
LOIS R. PHILLIPS
IAN H. TAYLOR
LAWRENCE A. ZIMMERMAN

ALL.M. IN TAXATION
*ALSO ADMITTED TO DISTRICT
OF COLUMBIA BAR
*ALSO ADMITTED TO MASS. BAR
*ALSO ADMITTED TO FLA. BAR

JOSEPH P. McCALE
(1946-1995)
OF COUNSEL
ALEXANDER ALDRICH
HOWARD SHAPIRO
TELEPHONE
(518) 465-7563
TELECOPIER
(518) 465-7646

May 11, 1999

PERSONAL & CONFIDENTIAL

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

Gentlemen:

We are the attorneys for SNYADS, Inc. We have enclosed, for filing pursuant to 29 C.F.R. §2520.104-23, an Alternative Reporting and Disclosure Statement on a Deferred Compensation Agreement between SNYADS, Inc. and Norma H. Sharp dated April 30, 1999.

Please acknowledge receipt of this letter and the enclosures by date stamping the enclosed duplicate copy of this letter and returning it in the return envelope provided (no postage is necessary).

We appreciate your cooperation.

Sincerely,

HELM, SHAPIRO, ANITO
& McCALE, P.C.

By: Brian Goldstein
Brian P. Goldstein

BPG/mcc

Enclosure

cc: Diane Rivers, Comptroller
Brian Flynn, C.P.A.

HELM, SHAPIRO, ANITO & MCCAILE, P.C.
ATTORNEYS AND COUNSELLORS AT LAW
20 CORPORATE WOODS BOULEVARD
ALBANY, NEW YORK 12211-2350



0000003787



PERSONAL AND CONFIDENTIAL

Brian P. Goldstein, Esq.
Helm, Shapiro, Anito & McCaile, P.C.
20 Corporate Woods Blvd.
Albany, New York 12211