

July 23, 1998

Top Hat Exemption
Pension and Welfare Administration Room N - 5644
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20010

To the Secretary of Labor:

In order to comply with the requirements of the alternative reporting and disclosure method under ERISA, Part I, Title I, as provided for an unfunded or insured welfare plan for a select group of management or highly compensated employees in D.O.L. Reg., 2520.104-23, the following information is provided by the undersigned plan administrator:

1. The name of the employer is Steyer, Huber & Associates, Inc.
2. The mailing address of the employer is 101 Clinton Street - Ste. 2000, Defiance, OH 43512.
3. The employer's federal identification number (EIN) is 34-1769212.
4. The number of plans and the number of participants in each plan is: one basic plan where each participant has their own individual contract with the employer. There are six individual participants each with their own contract under the plan. The plan is a supplemental income plan and agreement establishing a welfare plan benefit for a select group of management and highly compensated employees. The employer will provide a copy of the agreements to the Secretary of Labor upon request.

The plan was adopted effective on May 1, 1998, and this filing is within 120 days after the Plan became subject to Part I of Title I of ERISA.

Steyer, Huber & Associates, Inc.



Charles E. Huber, V. Pres.

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