



Western Reserve Academy

July 25, 1999

2520042393810

Top Hat Plan Exemption  
Pension and Welfare Benefits  
Administration  
Room N-5638  
U.S. DEPARTMENT OF LABOR  
200 Constitution Avenue N.W.  
Washington, D.C. 20210

RE: Western Reserve Academy

Ladies and Gentlemen:

In accordance with Department of Labor Regulation Section 2520.104-23, Western Reserve Academy (the "Company") hereby notifies you that the Company has established and maintains an unfunded pension plan for a select group of management and highly compensated employees as described below:

NAME AND ADDRESS OF THE COMPANY

Western Reserve Academy  
College Street  
Hudson, Ohio 44236

EIN: 34-0714390

NAME OF PLAN AND NUMBER OF EMPLOYEES PARTICIPATING

Plan: Western Reserve Academy Supplemental Executive Retirement Plan

Number of Participants: There is currently one (1) participant in the Plan.

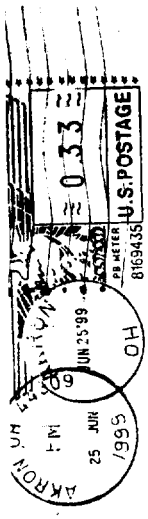
If you have any questions concerning the foregoing information, please contact the undersigned.

Very truly yours,

WESTERN RESERVE ACADEMY

by: David M. Hunter, V.P.  
David M. Hunter  
its: Vice President

Western Reserve Academy  
Hudson, Ohio 44236



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