

Lakeside

2520042394869

INTERIOR CONTRACTORS, INC.

6630 Maumee-Western Road
Maumee, Ohio 43537
Fax: (419) 867-9590
(419) 867-1300

J u l y 29 , 1997

Top Hat Plan Exemption
Pension and Welfare Benefits Administration
U.S. Department of Labor
200 Constitution Avenue, N.W. Room N-5644
Washington, D.C. 20216

RE: Lakeside Interior Contractors, Inc., Officers
Non-qualified Deferred Compensation Plan

Dear Sir/Madam:

Pursuant to the provisions of Department of Labor regulations at 29 C.F.R. Sec. 2520.104-23, you are hereby notified that the employer named in item (1) below maintains a plan (as identified in item (2) below) primarily for the purpose of providing deferred compensation to a select group of management or highly compensated employees. Item (3) below sets forth the approximate number of participants in each plan as of the date of this letter.

- Item (1): Lakeside Interior Contractors, Inc., 6630 Maumee-Western Rd., Maumee, OH 43537.
EIN #34-1613523.
- Item (2): Lakeside Interior Contractors, Inc., Officers Non-qualified Deferred Compensation
Plan.
PIN #01.
- Item (3): Four employees participate in this plan.

Kindly acknowledge receipt of this filing by signing and returning to the sender the copy of this letter enclosed herewith for acknowledgment purposes. A stamped, self-addressed envelope is also enclosed for your convenience.

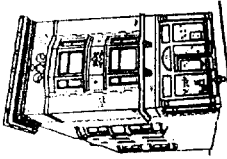
Very truly yours,



David R. Smith, President
Lakeside Interior Contractors, Inc.
Plan Administrator

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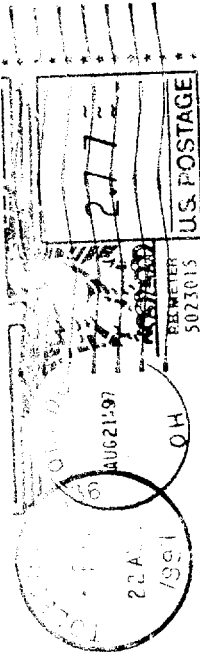


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CERTIFIED

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MAIL



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