



17650 15 MILE ROAD, FRASER, MICHIGAN 48026-1603 313/293-0800

October 3, 1997

2520042394902

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

Re: Notice of Plan of Deferred Compensation

To Whom it may concern:

Pursuant to DOL Reg. Sec. 2520.104-23, the undersigned Employer hereby files the following information with respect to its plan of deferred compensation:

1. Anderson-Cook, Inc.
17650 15 Mile Rd.
Fraser, MI
48026-1603
2. Federal Employer Identification No.(EIN): 38-1952431
3. The Employer maintains a plan of deferred compensation primarily for the purpose of providing deferred compensation to a select group of management or highly compensated employees. The Plan is effective November 1st, 1997.
4. Plan participants are chosen at the sole discretion of the Board of Directors of Anderson-Cook, Inc., and comprise a select group of management or highly compensated employees. Four (4) employees are currently covered by such plan.

Please contact us if you are in need of additional information.

Sincerely,

A handwritten signature in cursive script that reads 'W. E. Bogard'.

W. E. Bogard
President and Chief Executive Officer

/gmh

cc: Larry Raymond
Retirement Funding

17:11:27 9110016

