

**Carfagna, Inc.**  
1405 E Dublin-Granville Road  
Columbus, OH 43229

2520043380022

November 16, 1998

Top Hat Plan Exemption  
Pension and Welfare Benefits  
Administration  
Room N-5644  
U.S. Department of Labor  
200 Constitution Avenue  
Washington, DC 20210

Re: Alternative Method of Reporting and Disclosure

Dear Sirs:

Pursuant to Department of Labor ("DOL") regulation Title 29 C.F.R. § 2520.104-23 (the "Regulation"), this is to advise you that Carfagna's Inc., Employer Identification No. 31-0712857, 1405 E. Dublin-Granville Road Columbus OH 43229, has adopted the following plan which constitutes a non-qualified, unfunded, deferred compensation plan. The plan is maintained primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees of the Company.

**PLAN**

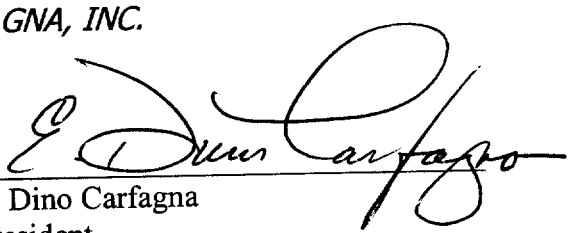
Carfagna, Inc.  
Deferred Compensation  
Plan

**CURRENT  
PARTICIPANTS**

2

Very truly yours,

*CARFAGNA, INC.*

By: X   
E. Dino Carfagna  
President

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