

2520043380705

April 09, 2004

Top Hat Plan Exemption  
Pension and Welfare Benefits Administration  
Room N-5644  
United States Department of Labor  
200 Constitution Avenue NW  
Washington, DC 20210

Dear Sir or Madam:

SUBJECT: TAPACO, INC.

This company, Tapaco, Inc., has adopted five Wage Continuation Agreements (the "Plans") primarily for the purpose of providing deferred compensation for a select group of management and/or highly compensated employees. Each Plan provides that the company is the administrator of the Plan. Each Plan confers benefits upon a shareholder of the company who also is an executive and employee of the company. Each /plan provides, subject to certain conditions and limitations, for a continuation of such person's salary for a period of up to seven years beyond termination of such person's employment with the company. Upon request, the company will furnish a copy of the Plans.

Tapaco, Inc.'s address is 6401 Morrison Boulevard, Charlotte, NC 28211. Its employer identification number is 56-1528245.

This letter is intended to satisfy the provisions of Labor Regulation 2520.104-23. Please direct all correspondence regarding this matter to the undersigned.

Sincerely:



Richard M. Pattison  
Vice President  
Taylor Richards and Conger

CR

April 09, 2004

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Room N-5644  
United States Department of Labor  
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Dear Sir or Madam:

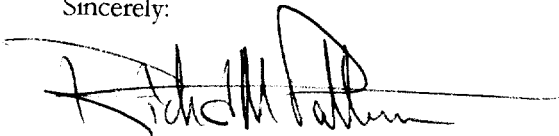
SUBJECT: TAPACO INC.

This company, Tapaco, Inc., has previously adopted four Split Dollar Life Insurance Agreements (the "Plans") primarily for the purpose of providing deferred compensation for a select group of management and /or highly compensated employees. Each Plan confers benefits upon shareholders of the company who also are executives and employees of the company. The number of the participants in the plan is four. Upon request, the company will furnish a copy of the Plans.

Tapaco, Inc.'s address is 6401 Morrison Boulevard, Charlotte, NC 28211. Its employer identification number (EIN) is 56-1528245.

This letter is intended to satisfy the provisions of Labor Regulations 2520.104-23. Please direct all correspondence regarding this matter to the undersigned.

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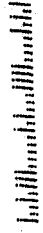


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