

5401 Cornhusker Hwy.
Lincoln, Nebraska 68504



Phone (402) 467-1111
24 Hour Service

2520005096169

December 22, 1992

JAN 1993
RECEIVED

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: Deferred Compensation Plans

This is a statement issued in compliance with §2520.104-23 of the ERISA regulations. This statement is provided in connection with Deferred Compensation Agreements entered into between the undersigned as employer and number of employer's key employees. The following sets forth the information required by the regulations:

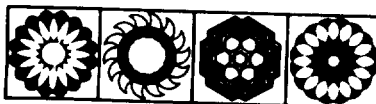
1. The employer's name and address is Bryant Air Conditioning and Heating Co., 5401 Cornhusker Highway, Lincoln, Nebraska 68504.
2. The employer's tax identification number is 47-0440526.
3. The employer maintains plans primarily for the purpose of providing deferred compensation for a select group of management or highly-compensated employees.
4. The employer has 1 such plan and the plan covers 1 employee.

Very truly yours,

31039

By: Fred M. Schuyt
Title: per

Your Energy Specialists



Professionals You Can Talk To

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Lincoln, Nebraska 68504



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December 22, 1992



Pension and Welfare Benefits Administration
P.O. Box 75212
Washington D.C. 20013-5212

Re: Waivers and Penalties - Deferred Compensation Plans

Enclosed is the Deferred Compensation Plan statement in compliance with §2520.104-23 of the ERISA regulation.

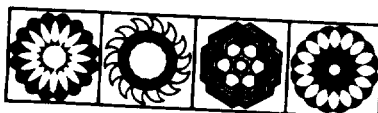
Also enclosed is the check in the amount of \$1,000, (payable to the U.S. Department of Labor), in payment of the reduced penalties for filing during the grace period for filings on or before December 31, 1992.

If you have any questions or need additional information, please contact the undersigned.

Sincerely,

A handwritten signature in cursive script, appearing to read "Fred Bryant".

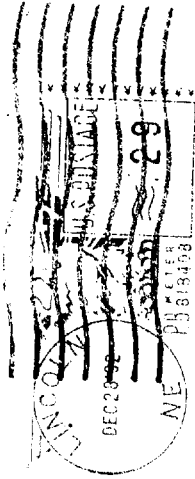
Your Energy Specialists



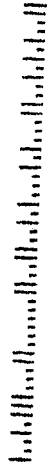
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U.S. DEPT. OF AGRICULTURE
WASHINGTON, D. C.

31039



PENSION AND WELFARE BENEFITS ADMINISTRATION
 P O BOX 75212
 WASHINGTON D C 20013-5212



Bryant Air Conditioning and Heating Co., Inc.

Check No. 72794

OUR REF NO	YOUR INV/GENO	INVOICE NO	INVOICE AMOUNT	AMOUNT PAID	DUPLICATE PAID	CHECK	NET CHECK AMOUNT	
	122892	12.28.92	1000.00	1000.00		0.00	1000.00	
							907	1000.00
							0.00	1000.00