

COMMUNICATIONS
10000
10000

CHARLES F. SHIELS & CO.

P.O. Box 14387 A
CINCINNATI, OHIO 45250-0387

Phone Area Code 513 241-0239

WHITE PINE
MAHOOGANY

December 2, 1992

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

2520005096562

Re: Charles F. Shiels & Co.
Deferred Compensation Plan

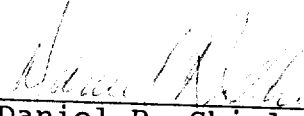
Dear Sir:

In accordance with Section 2520.104-23(b) of the Department of Labor Regulations, as revised by notices published by the Department of Labor in the *Federal Register* on July 23, 1992 and September 18, 1992, you are advised as follows:

1. The name of the employer is Charles F. Shiels & Co., which has an employer identification number of 31-0589915.
2. Charles F. Shiels & Co. maintains a plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees, which currently covers three employees.

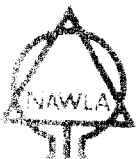
In accordance with the recent notices filed in the *Federal Register* referred to above, I also enclose a check payable to the U.S. Department of Labor in the amount of \$1,000.00 to cover the civil penalty.

Very truly yours,



Daniel R. Shiels
President

Enclosures

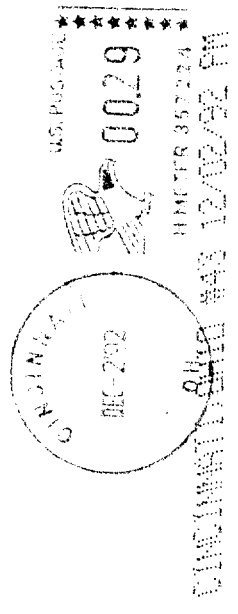


FINE DOMESTIC HARDWOODS



14,507

CHARLES F. SHELLS & COMPANY
Cincinnati, Ohio 45250-0387
EX-108 14367



PENSION AND WELFARE BENEFITS ADMINISTRATION
PO BOX 75212
WASHINGTON, DC 20013-5212

