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W. BERNARD LESTER
Executive Vice President
Chief Operating Officer

ALICO, INC. □ POST OFFICE BOX 338 □ LABELLE, FLORIDA 33935

November 9, 1990



Office of the Employee Benefits Security
Labor-Management Services Administration
U. S. Department of Labor
Washington, D. C. 20216

Dear Sirs:

The Secretary of Labor has, by regulation, established a simplified method of compliance with ERISA for employers who establish an unfunded plan of deferred compensation for a group of highly compensated executives.

This letter is to inform the Secretary of Labor that Alico, Inc. and Subsidiary and Affiliated Companies of the below address:

P. O. Box 338
La Belle, FL 33935

with an employer identification number of 59-0906081 has established an unfunded plan of deferred compensation for a select group of management or highly compensated employees.

Alico, Inc. and Subsidiary and Affiliated Companies has established one such plan and the total number of employees covered in the plan are twelve (12).

Alico, Inc. and Subsidiary and Affiliated Companies will be willing, upon request, to furnish the Secretary of Labor with any plan documents.

Very truly yours,

W. Bernard Lester