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CURTIS C. GUNN, INC. 227 BROADWAY • SAN ANTONIO, TEXAS 78205 • 210-472-2501

September 28, 2000

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

Re: Curtis C. Gunn, Inc. Non-Qualified Stock Option Plan  
 Curtis C. Gunn, Inc. Non-Qualified Deferred Compensation Plan  
 Curtis C. Gunn, Inc. Deferred Compensation Split Dollar Agreement  
 Our File Number: GUNN 01.36

Dear Sir or Madam:

Pursuant to the provisions of Department of Labor Regulations at 29 CFR §2520.104-23, you are hereby notified that the employer named in Article I below, maintains the plans identified in Article II below, primarily for the purpose of providing deferred compensation to a select group of management or highly compensated employees. Article III of this letter sets out the approximate number of participants in each plan as of the date of this letter.

## I.

**NAME, ADDRESS AND EMPLOYER IDENTIFICATION NUMBER (EIN)  
 OF EMPLOYER MAINTAINING PLAN**

*Curtis C. Gunn, Inc. (Delaware)  
 213 Broadway  
 San Antonio, Texas 78205  
 EIN: 74-2143518*

## II.

**NAME AND PLAN IDENTIFICATION NUMBER (PN) OF EACH PLAN  
 TO WHICH THIS NOTIFICATION APPLIES**

The Employer maintains three (3) plans covered by this notice. The three (3) plans are described in the following table:

PLAN NAME	PLAN NUMBER
Curtis C. Gunn, Inc. Non-Qualified Stock Option Plan	888
Curtis C. Gunn, Inc. Non-Qualified Deferred Compensation Plan	888
Curtis C. Gunn, Inc. Deferred Compensation Split Dollar Agreement	888

**GUNN**  
*The Driving Force*

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**III.**  
**NUMBER OF PARTICIPANTS IN EACH PLAN TO WHICH**  
**THIS NOTIFICATION APPLIES**


The number of Participants of each of the plans covered by this notice follows:

PLAN NAME	NUMBER OF PARTICIPANTS
Curtis C. Gunn, Inc. Non-Qualified Stock Option Plan	13
Curtis C. Gunn, Inc. Non-Qualified Deferred Compensation Plan	13
Curtis C. Gunn, Inc. Deferred Compensation Split Dollar Agreement	13

*Kindly acknowledge receipt of this filing by signing and returning to the sender the enclosed copy of this statement, which is intended to serve as acknowledgment of receipt of this statement. A stamped, self-addressed envelope is enclosed for your convenience.*

Sincerely,

**CURTIS C. GUNN, INC. (DELAWARE)**

  
By: Curtis C. Gunn, Jr.,  
Chairman of the Board