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U.S. DEPT. OF LABOR
PWBA/PUBLIC DISCLOSURE
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Date: June 5, 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

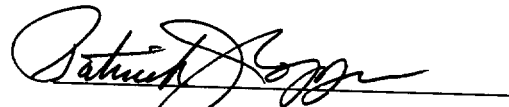
To the Department of Labor:

As required by 29 C.F.R. §2520.104-23(b)(1), the following employer hereby declares that it maintains a plan or plans for the purpose of providing deferred compensation for a select group of management or highly compensated employees:

1. Employer name and address:

Copps Industries, Inc.
10600 N. Industrial Drive
Mequon, WI 53092

2. Employer E.I.N.: 39-1341383
3. Number of such plans: One
4. Number of employees participating in the plan(s): One



Name: Patrick J. Copps

Title: President, Copps Industries, Inc.

CERTIFIED

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MAIL

**MILLER
MILLER
&
LAW FIRM**

1000 FIFTH AVENUE
DEPARTMENT OF REVENUE ADMINISTRATION
ROOM 2500
MISSISSAUGA, ONTARIO L4V 1R1
CANADA

