



MANCUSO/NOWAK

INSURANCE AGENCY, INC.

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NOWAK INSURANCE AGENCY

MATTEI INSURANCE AGENCY

2520052091414

U.S. DEPARTMENT OF LABOR
Employee Benefit Disclosure
02 FEB -13 PM 1:31

January 2, 2002

Top Hat Plan Exemption
Pension and Welfare Benefits Administration
Room N-5644
US Department of Labor
200 Constitution Avenue N.W.
Washington, DC 20210

Re: Renaud HVAC & Controls

Gentlemen:

Please be advised that the above company has instituted a Deferred Compensation Plan.

We believe this is the necessary form to notify the Department of Labor. Do not hesitate to contact this office if you need any further information.

Respectfully,

Joseph C. Mancuso, Jr.



DEPARTMENT OF LABOR NOTIFICATION
Alternative ERISA Reporting and Disclosure Method

To: Top Hat Plan Exemption
Pension and Welfare Benefits Administration
Room N-5644
U.S. Department of Labor
200 Constitution Avenue N.W.
Washington, DC 20210

In compliance with the requirements of the alternative reporting and disclosure under Part 1 of Title I of the Employee Retirement Income Security Act of 1974 for unfunded or insured pension plans for a select group of management or highly compensated employees, specified in Department of Labor Regulations, 29 C.F.R. Sec. 2520.104-23, the following information is provided by the Plan Administrator:

Name and Address of the Employer: Renaud HVAC & Controls
18 Providence Rd
Sutton, MA 01590

Employer Identification Number: 043414213

Renaud HVAC & Controls maintains a plan (or plans) primarily for the purpose of
(Name of Employer)
providing deferred compensation for a select group of management or highly compensated employees.

Number of Plans: 1

Number of Participants covered in each plan as of the date of this filing:
2

Dated: October 1, 2001

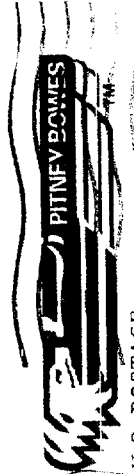
Renaud HVAC Controls
(Name of Employer)
Signed by: Thomas Renaud
(Plan Administrator)



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252 Boston Turnpike • Shrewsbury, MA 01545



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