



VALVES • VESSELS • SYSTEMS • CONTROLS

H. A. Phillips & Co. • 1501 East Main Street • St. Charles, IL 60174-2326 •
Phone: (630) 377-0050 • Fax: (630) 377-2706

U.S. DEPT. OF LABOR
OFFICE OF PUBLIC ENCLOSURE
MAY 14 AM 10:19

May 9, 2001

2520052092172

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

Re: **Top Hat Plan Exemption**

Dear Ladies and Gentlemen:

In accordance with Section 2520.104-23 of the Department of Labor Regulations, please be advised:

H. A. Phillips & Co.
1501 E. Main St.
St. Charles, IL 60174

Employer Identification Number: 36-2434419

maintains two plans primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. There is one employee in each of the two plans maintained by H. A. Phillips & Co.

Copies of the plan documents will be provided to the Secretary upon request.

Very truly yours,

H. A. PHILLIPS & CO.

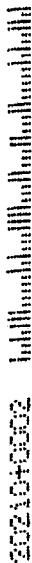
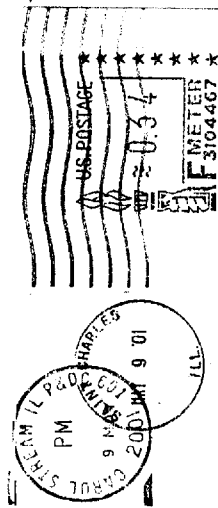
Andrew A. McCullough
Chairman & CEO

Phillips.
REFRIGERATION

H. A. Phillips & Co.
1501 East Main Street
St. Charles, IL 60174-2326 • U.S.A.

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