



U.S. DEPT. OF LABOR
PWBA/PUBLIC DISCLOSURE
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March 20, 2001

2520052092324

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

CERTIFIED MAIL
RETURN RECEIPT

Ladies and Gentlemen:

This statement is filed pursuant to Department of Labor Reg. §2520.104-23 to satisfy the reporting and disclosure provisions of Part 1 of Title 1 of the Employee Retirement Income Security Act of 1974 (ERISA) for the THI Incorporated General Managers Stock Appreciation Rights Plans.

1. The name and address of the employer and plan administrator is

THI Incorporated
900 Clancy, NE.
Grand Rapids, MI 49503

2. The Employer Identification Number of the THI Incorporated General Managers Stock Appreciation Rights Plans is 38-3049421.

3. THI Incorporated maintains the THI Incorporated General Managers Stock Appreciation Rights Plans for the exclusive purpose of providing deferred compensation for its general managers, a select group of management employees. There are four participants in the Plans.

4. Under the THI Incorporated General Managers Stock Appreciation Rights Plans all benefits will be paid as needed solely from the general assets of the employer.



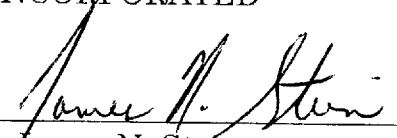
March 20, 2001
Page 2

5. THI Incorporated General Managers Stock Appreciation Rights Plans will provide Plan documents to the Secretary of Labor upon request as required in Section 104(a)(1) of ERISA.

Sincerely,

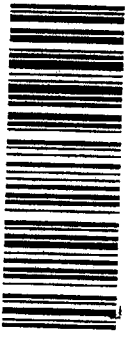
THI INCORPORATED

By

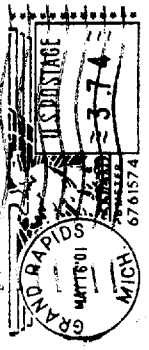

James N. Stein
Its President

00171 (001) 132301.01

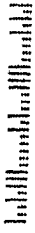
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TOP HAT PLAN EXEMPTION
PENSION AND WELFARE BENEFITS
ADMINISTRATION
ROOM N-5844
US DEPARTMENT OF LABOR
200 CONSTITUTION AVE NW
WASHINGTON DC 20210



THE TRICA
1000 Clancy Avenue, N.E.
Grand Rapids, MI 49508