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RETURN RECEIPT REQUESTED

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

Re: Deferred Compensation Plan for Select Management or
Highly Paid Employees Reporting Exemption Registration
DOL Reg. 2520.104-23(b)

Dear Sirs:

The undersigned employer maintains the plans described in this letter, along any top hat plans previously registered with your office, if any, primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. Copies of plan documents for the plans will be provided to the Department of Labor upon request.

The deferred compensation plans listed below provide benefits which are either (a) paid as needed solely from the general assets of the company or (b) provided exclusively through insurance contracts or policies, the premiums for which are paid directly by the employer from its general assets and issued by an insurance company or similar organization qualified to do business in a state.

1. The name of the Employer is: J. THOMAS & COMPANY, INC.
2. The mailing address of the Employer is: P.O. Box 14562 / Dayton, OH 45414
3. The Employer's Employer Identification Number (EIN) is: 58-1516102
4. The number of new plans and the number of participants in each new plan are: Two (2) plans covering one (1) employee apiece.

J. THOMAS & COMPANY, INC.

By: Julia Thomas Blanto
Its: Plan Administrator

7/1/99

THOMAS FINANCIAL GROUP

P.O. BOX 556 / TAMPA, FL 33601

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