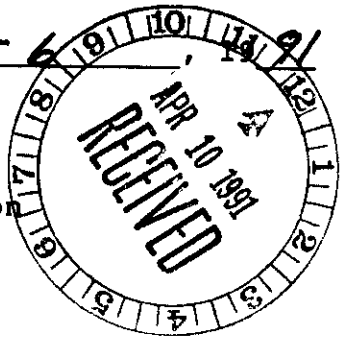


2520032065857

ERISA MEMORANDUM

DATE: 3-6 

TO: Office of Pension & Welfare Programs  
Labor Management - Services Administration  
U.S. Department of Labor  
Washington, D.C.  
20216

FROM: Rudy Glass Company, Inc  
1920 Holly  
Lake Havasu City, AZ 86403  
Employer ID Number: 86-0371808

This statement is in regard to Nonqualified Deferred Compensation Plans maintained by the above employer under the requirements of 29 CFR Section 2520 104-23 (a):

Employer currently maintains one plan (s) of non-qualified deferred compensation for employees who are members of a "select group of management" or who are "highly compensated".

The number of participants in each plan are:

Plan 1: three  
Plan 2: \_\_\_\_\_  
Plan 3: \_\_\_\_\_

Upon request, the undersigned will provide copies of documentation regarding the above plans in your department.

Authorized signature: *Rudolf Jahl*  
Title: President