

TOP HAT PLAN EXEMPTION STATEMENT

This statement is filed pursuant to DOL Regs. Section 2520.104-23.

1. Employer's Name and Address: Kenvirons, Inc.
450 Versailles Road
Frankfort, Kentucky 40601

2520032030882

2. Employer Identification Number: 61 - 0880637

3. The Employer maintains the Kenvirons Mangement Retirement Plan, an unfunded plan maintained primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees, effective January 1, 1995.

4. The Plan covers 7 employees at this time.

KENVIRONS, INC.

By Harold S. Braddy, Jr.

Title President

Date 11/16/95