

# ABC Top

## FUEL OIL COMPANY, INC.

25 N. LOCKWILLOW AVE., HARRISBURG, PA 17112  
2800 LEWISBERRY RD., YORK HAVEN, PA 17370  
HARRISBURG: (717) 545-4758 • YORK: (717) 843-3897 • LEWISBERRY: (717) 938-1411

2520032030947

DECEMBER 7, 1995

TO WHOM IT MAY CONCERN:

BRYDAV INC., d/b/a ABC FUEL OIL CO. INC., 25 N. LOCKWILLOW AVE., HARRISBURG, PA. 17112--FEDERAL ID 23-2315431, HEREBY DECLARES THE ADOPTION OF A SUPPLEMENTAL EXECUTIVE RETIREMENT PLAN, EFFECTIVE SEPTEMBER 1, 1995 FOR THE PURPOSE OF PROVIDING DEFERRED COMPENSATION FOR A SELECT GROUP OF MANAGEMENT OR HIGHLY COMPENSATED EMPLOYEES.

THIS IS THE ONLY SUCH PLAN ADOPTED BY BRYDAV INC. AND CURRENTLY HAS ONLY ONE PARTICIPATING RETIREE.

*Geraldine S. Wolford*  
GERALDINE S. WOLFORD  
SECRETARY-BRYDAV INC.

12/07/95 11:30 AM