

NOVUS

PERFORMANCE THROUGH INNOVATION

NOVUS INTERNATIONAL, INC.
530 MARYVILLE CENTRE DRIVE
ST. LOUIS, MO 63141 USA
314.576.8886

www.novusint.com

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December 31, 2007

Nonqualified Plan Exemption
Employee Benefits Security Administration
U.S. Department of Labor, Room N-5644
200 Constitution Avenue, N.W.
Washington, DC 20210

Re: Novus International, Inc. Nonqualified Deferred Compensation Plan

Dear Sir/Madam:

In accordance with 29 CFR 2520.104-23, on behalf of Novus International, Inc. Nonqualified Deferred Compensation Plan, we hereby provide you with the information set forth below:

Name and Address of Employer

Novus International, Inc.
530 Maryville Centre Dr.
St. Louis, MO 63141

Employer's Taxpayer Identification Number

43-1575758

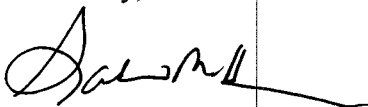
Required Declaration

The Employer sponsors the Novus International, Inc. Nonqualified Deferred Compensation Plan ("Plan"), which has the effect of deferring compensation for a select group of management or highly compensated employees. Benefits are paid out of the general assets of the Employer.

Currently, Novus International, Inc. maintains 2 nonqualified plan(s). Specifically, there are sixteen (16) employees eligible to participate in all nonqualified plans maintained by the Employer. This Plan's effective date is January 1, 2008.

If you have any questions about this matter, please contact the undersigned.

Sincerely,



Sabrena M. Hamilton
Vice President of Global Human Resources

VIA CERTIFIED MAIL RETURN RECEIPT REQUESTED

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MAILED FROM

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JAN 07 2008



CERTIFIED MAIL™
PLACE STICKER AT TOP OF ENVELOPE TO THE RIGHT
OF THE RETURN ADDRESS, FOLD AT DOTTED LINE

