



Phone: (636) 391-4500
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November 7, 2008

CERTIFIED MAIL
RETURN RECEIPT REQUESTED

Top Hat Plan Exemption
Employee Benefits Security Administration
Room N-1513
U.S. Department of Labor
200 Constitution Avenue NW
Washington, D.C. 20210

04:08:13 01/07/08

Dear Sir or Madam:

Pursuant to Section 2520.104-23(b) of the Department of Labor Regulations, the following information is hereby submitted:

Employer Name: BIS Frucon Industrial Services Inc.

Employer Address: 15933 Clayton Road, Suite 220
Ballwin, MO 63011

Employer Tax ID#: 26-1983340

Declaration: The Employer currently maintains a plan or plans primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

Statement: The Employer currently maintains the BIS Frucon Industrial Services Compensation Deferral Plan which covers approximately two employees.

For additional information, please contact me.

Sincerely,

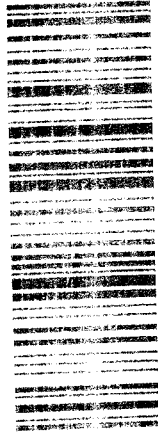
A handwritten signature in black ink, appearing to read "Stacey Gregerson".

Stacey Gregerson, SPHR
Plan Administrator



Frucon Industrial Services
 BIS Frucon Industrial Services Inc.
 15933 Clayton Road, Suite 220
 Ballwin, MO 63011 USA

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