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CARR & DUFF INC.

Top Hat Plan Exemption
Pension and Welfare Benefits Administration
Room N – 1513 – Public Disclosure Room
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

FROM: Carr and Duff, Inc.
Employer Identification Number: 23-1569948
2100 Byberry Road
Huntingdon Valley, PA 19006

December 16, 2008

This document constitutes the statement required by 29 C. F. R. Sec. 2520 104-23 (a) (1) to be filed with the Secretary of Labor in respect to a Non-Qualified Deferred Compensation Plan maintained by the above employer.

The employer currently maintains 1 Nonqualified Deferred Compensation Plan for employees who are members of a select group of management or who are highly compensated. There are currently 4 participants in the plan. A copy of the plan document will be furnished upon request.

Respectfully submitted,

Edward J. Duff
Vice-President

ELECTRICAL ✦ SECURITY ✦ UTILITY
2100 BYBERRY ROAD ★ HUNTINGDON VALLEY, PA 19006-3598 ★ 215-672-4200
An Equal Opportunity Employer

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UTILITY

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