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HUBER INDUSTRIES, INC.
10770 El Monte
Overland Park, Kansas 66211

DOL-PWBA

97 MAR -6 PM 5:01

January 2, 1997

Top Hat Plan Exemption
Pension and Welfare Benefits
Administration
Room N - 5644
U. S. Department of Labor
200 Constitution Avenue, N.W.
Washington, D.C. 20210

Re: Huber Industries, Inc.
Key Employee Stock Purchase Plan

Dear Sir or Madam:

As the plan administrator for the Huber Industries, Inc. Key Employee Stock Purchase Plan, I am hereby providing notice to the Department of Labor pursuant to D.O.L. Reg. Sec. 22520.104-23 under the simplified alternative compliance methods, after meeting the preconditions set forth in D.O.L. Reg. Sec. 2520.104-23. Pursuant to said regulation, the employer states the following:

1. Employer's name: Huber Industries, Inc.
2. Employer's address: 10770 El Monte
Overland Park, Kansas 66211
3. Employer's I.R.S. Identification No.: 43-1771117
4. Adoption and effective date of plan: January 2, 1997
5. No. of Participants under the plan: 1 (one)
6. The primary purpose of the plan is to provide deferred compensation to a select group of management or highly compensated employees.
7. This is the only plan of this nature maintained by the employer.

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8. The employer will provide a copy of the plan documents to the Secretary of Labor upon request.
9. The plan is unfunded.

If you need any further information, please feel free to contact me at the employer's address.

Sincerely,



August L. Huber III
Plan Administrator

ALH/MBF/ga