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April 17, 2003

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

Re: Exhibit Enterprises, Inc.
Deferred Compensation Agreement

To the Secretary of Labor:

This is to comply with the requirements of the alternative reporting and disclosure method under ERISA, Part I, Title I, as provided for an unfunded or insured pension plan for a select group of management or highly-compensated employees in DOL Reg. §2520.104-23. The undersigned hereby provides the following information:

1. The name of Employer is: Exhibit Enterprises, Inc.
2. The mailing and street address of the Employer is: 10800 Ford Road, P.O. Box 1000, Dearborn, Michigan 48121-1000.
3. The Employer Identification Number is: 38-2380984
4. The number of plans and the number of participants in each plan is: One (1) plan covering one (1) employee in the plan. The plan is called the Exhibit Enterprises, Inc. Deferred Compensation Agreement.

The above-named Employer maintains this plan primarily for the purpose of providing deferred compensation in the form of salary continuation benefits to a select group of management or highly-compensated employees. The Employer will provide a copy of the plan documents to the Secretary of Labor upon request.

Very truly yours,

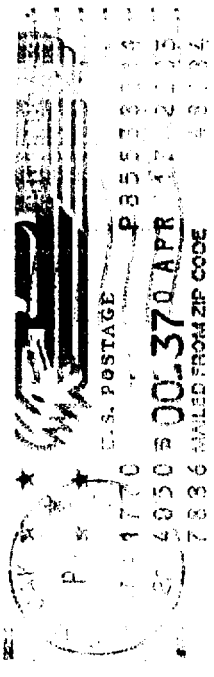


Sarah A. Clarkson

SAC/km

cc: Exhibit Enterprises, Inc.

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PENSION AND WELFARE BENEFITS
ADMINISTRATION
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