

**Alternative Reporting And Disclosure Statement**  
**For Nonqualified Deferred Compensation Plans**


03 MAY 30 AM 10:42

To: U.S. Department of Labor  
 Pension and Welfare Benefit Administration  
 Room N 5638  
 200 Constitution Ave. N.W.  
 Washington, DC 20210

INDUSTRIES In compliance with the requirements of the alternative method of reporting and disclosure under Part I of Title I of the Employee Retirement Income Security Act of 1974 for un-funded or insured pension plans for a select group of management or highly compensated employees, specified in Department of Labor Regulations, 29 CFR Sec. 2520.104-23, the following information is provided by the undersigned administrator:

1. The name of the Employer is: G & T Industries, Inc.
2. The mailing address of the Employer is: 3413 Eastern Avenue SE, Grand Rapids, MI 49508
3. The Employer Identification Number is: 38-1460927
4. The above named Employer maintains a Plan (or Plans) primarily for the purpose of providing deferred compensation benefits for a select group of management or highly compensated employees.
5. Number of Plans and Eligible Employees in each Plan:  
 One Plan(s) covering 15 Eligible Employees.
6. The Employer will provide a copy of the agreement(s) to the office of Pension and Welfare Benefit Program upon request.

G & T Industries, Inc.  
 A Michigan Corporation

By:   
 Secretary

Dated: 5-19-03

