

Alex Lee, Inc.

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P.O. Box 800
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November 18, 1996

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: Alex Lee, Inc. Supplemental Pension Plan

Dear Sir or Madam:

As required by Department of Labor Regulation 2520.104-23, please be advised that Alex Lee, Inc. has established a non-qualified top hat supplemental pension plan for a select group of management employees of Alex Lee, Inc. and affiliated companies.

Plan Name: Alex Lee, Inc. Supplemental Pension Plan

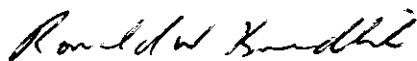
Employer Name: Alex Lee, Inc.
P.O. Box 800
Hickory, NC 28603

Employer EIN: 56-1780605

The Employer has established and will maintain this Plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. This is the only non-qualified supplemental plan maintained by the Employer. The Plan covers approximately 11 employees of Alex Lee, Inc. and affiliated companies.

Please let us know if you require additional information.

Sincerely,



Ronald W. Knedlik
Senior Vice President of Finance/Administration