



SPORTS ENDEAVORS

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Office of Regulations and Interpretations  
 Employee Benefits Security Administration, Room N-5669  
 U.S. Department of Labor  
 200 Constitution Ave, N.W.  
 Washington, D.C. 20210  
 Attn: Automatic Rollover Regulation

I am writing to voice my concern over the proposed regulation concerning distribution of 401(k) funds for participants with \$1000-\$5000 who have left their employer.

Last time I looked around, our workforce was comprised of adults. Ones who are able to think for themselves and make their own decisions! I cannot comprehend the reason(s) why a regulation would be set up to place further obligation on me as the Company's Plan Administrator to set up an investment for an employee who left the company and has chosen not to do anything with their 401(k) funds.

The CFO and I take our fiduciary responsibilities very seriously. We review our 401(k) funds on a quarterly basis and compare them to others to be sure we are providing funds that will benefit our employees. Why should the additional burden of selecting a comparable IRA fund be our responsibility for those who have left the company?

This proposed regulation is not in the best interest of anyone. People are adults and are quite capable of taking care of themselves. Regulations, like this proposed regulation, provides the excuse for people to use saying I am not responsible and should not be held accountable-let someone else take care of it! We do not need laws and regulations, such as this regulation to reinforce that type of thinking and behavior.

I ask that you seriously consider withdrawing this regulation. That would be best for the employers and ALL 401 (k) participants.

Sincerely,

Patricia M. Heckman SPHR  
 Vice President, Human Resources

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