

February 22, 1993

Office of Employee Benefits Security  
Labor Management Service Administration  
U.S. Department of Labor  
Washington, D.C. 20216

Re: Notice of Plan(s) of Deferred Compensation

Gentlemen:

Pursuant to DOL Reg. Sec. 2520.104-23, the undersigned employer hereby files the following information with respect to its plan(s) of deferred compensation.

1. Name and Address of Employer:

*JOHN F. BELITZ, D.D.S., P.C.*  
2430 South 72nd Street  
Omaha, Nebraska 68124

2. Federal Employer Identification Number (EIN):

*47-0583740*

3. The Employer maintains two (2)\* plan(s) of deferred compensation primarily for the purpose of providing deferred compensation to a select group of management or highly-compensated employees.

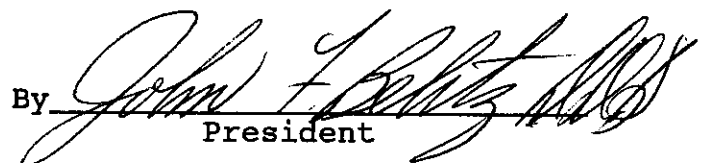
4. Two (2) employees are covered by such plans.

\*(One (1) plan is in the process of drafting.)

Very truly yours,

JOHN F. BELITZ, D.D.S., P.C.,  
a Nebraska Professional  
Corporation

By

  
President

WEINBERG & WEINBERG, P.C.

ATTORNEYS AT LAW

8901 INDIAN HILLS DRIVE-SUITE 1

OMAHA, NEBRASKA 68114

DAVID D. WEINBERG (1915-1989)  
MAYNARD H. WEINBERG

(402) 397-0999  
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February 22, 1993

Office of Employee Benefits  
Security  
Labor Management Service  
Administration  
U. S. Department of Labor  
Washington, D.C. 20216

In re: Notice of plans of  
deferred compensation  
for John F. Belitz,  
D.D.S., P.C.

Dear Sir or Madam:

Please find enclosed the alternative compliance letter with the minutes along with the claims procedure. If there are any changes or deletions, please notify us within 15 days. If we do not hear from you, we shall implement the program.

I remain,

Very truly yours,

  
M. H. WEINBERG

MHW:mlp

Enc.

MAILED  
FEB 23 1993  
FBI

MINUTES OF THE SPECIAL JOINT MEETING  
OF THE STOCKHOLDERS AND DIRECTORS OF  
JOHN F. BELITZ, D.D.S., P.C.  
A Nebraska Professional Corporation

A special joint meeting of the stockholders and directors of JOHN F. BELITZ, D.D.S., P.C., a Nebraska Professional Corporation was held at the office of the corporation at 2430 South 72nd Street in Omaha, Nebraska, at the hour of 5:00 p.m. on February 22, 1993 pursuant to a call by all the stockholders and directors, who by signing these minutes, hereby waive notice of the time, place and contents hereof and hereby ratify all actions taken therein.

JOHN F. BELITZ, D.D.S. was chosen as Chairman and Secretary of the meeting.

The following resolutions were proposed, seconded and unanimously adopted:

RESOLVED, that all current Employment Agreements including but not limited to those having deferred compensation programs are herein ratified as of this date. Such ratification applies as of the date of signing these minutes and for all future years until said agreements are amended.

RESOLVED further, that the attached "Exhibit A" shall be the claims procedure for all deferred compensation programs of the corporation, now in existence or which may in the future be drafted. Said "Exhibit A" is attached hereto and specifically incorporated by reference.

RESOLVED finally, that the corporate attorney, M. H. WEINBERG, is hereby authorized to submit the alternative compliance letter which is the third page of "Exhibit A" to the Department of Labor or, if necessary, with the IRS after it has been signed by the Corporate President, JOHN F. BELITZ, D.D.S.

There being no further business, the meeting was adjourned forthwith.

  
JOHN F. BELITZ, D.D.S.  
Chairman/Secretary

WAIVER

I, JOHN F. BELITZ, D.D.S., being the sole stockholder, officer, and director of JOHN F. BELITZ, D.D.S., P.C., A Nebraska Professional Corporation, hereby waive notice of the time, place and contents of the above meeting and hereby ratify all actions taken therein as of this 22nd day of February, 1993.

  
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JOHN F. BELITZ, D.D.S.

DETERMINATION OF BENEFITS UNDER DETERMINED COMPENSATION  
AGREEMENT IN YOUR EMPLOYMENT CONTRACT

DETERMINATION OF BENEFITS

A. Claim

A person who believes that he is being denied a benefit to which he is entitled under the Plan (hereinafter referred to as a "Claimant") may file a written request for such benefit with the Corporation, setting forth his claim. The request must be addressed to the President of the Corporation at its then principal place of business.

The named Fiduciary is *JOHN F. BELITZ, D.D.S., P.C.* whose address is *2430 South 72nd Street, Omaha, Nebraska, 68124*, and whose telephone number is *1-402-393-8444*.

B. Claim Decision.

Upon receipt of a claim, the Corporation shall advise the Claimant that a reply will be forthcoming within ninety (90) days and shall, in fact, deliver such reply within such period. The Corporation may, however, extend the reply period for an additional ninety (90) days for reasonable cause.

If the claim is denied in whole or in part, the Corporation shall adopt a written opinion, using language calculated to be understood by the Claimant, setting forth:

- (1) The specific reason or reasons for such denial;
- (2) The specific reference to pertinent provisions of this Agreement on which such denial is based;
- (3) A description of any additional material or information necessary for the Claimant to perfect his claim and an explanation why such material or such information is necessary;
- (4) Appropriate information as to the steps to be taken if the Claimant wishes to submit the claim for review; and
- (5) The time limits for requesting a review under subsection C and for review under subsection D hereof.

C. Request for Review.

Within sixty (60) days after the receipt by the Claimant of the written opinion described above, the Claimant may request in writing that the Secretary of the Corporation review the determination of the Corporation. Such request must be addressed

to the Secretary of the Corporation, at its then principal place of business. The Claimant or his duly authorized representative may, but need not, review the pertinent documents and submit issues and comments in writing for consideration by the Corporation. If the Claimant does not request a review of the Corporation determination by the Secretary of the Corporation within such sixty (60) day period, he shall be barred and estopped from challenging the Corporation's determination.

D. Review of Decision.

Within sixty (60) days after the Secretary's receipt of a request for review, he will review the Corporation's determination. After considering all the materials presented by the Claimant, the Secretary will render a written opinion, written in a manner calculated to be understood by the Claimant, setting forth the specific reasons of the decision and containing specific references to the pertinent provisions of this Agreement on which the decision is based. If special circumstances request that the sixty (60) day time period be extended, the Secretary will so notify the Claimant and he will render the decision as soon as possible, but no later than one hundred twenty (120) days after receipt of the request for review.