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Cable  
Wblairco Chicago

*William Blair & Company*  
135 South La Salle Street  
Chicago, Illinois  
60603

2520032543967

September 30, 1992

Top Hat Plan Exemption  
Pension and Welfare Benefits Administration  
P.O. Box 75212  
Washington, D.C. 20013-5212

Dear Sir or Madam:

In accordance with DOL Reg. Sec. 2520.104-23, William Blair and Company, Employer Identification Number ~~36-2214610~~, declares that it maintains a partners retirement plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. As of the date of this statement, the number of individuals covered by this plan is two.

The written plan document(s) will be provided to the Secretary of Labor on request as required by Section 104(a)(1) of the Employee Retirement Income Security Act of 1974.

Enclosed is payment of the civil penalty in the amount of \$1,000, in accordance with the Department of Labor's notice of July 24, 1992 regarding top-hat plans.

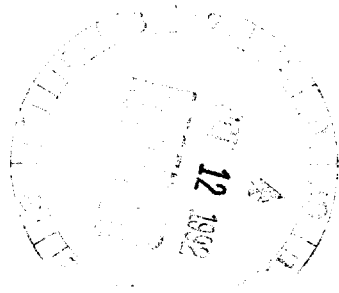
Sincerely,



Stephen Campbell, Partner

SC/mm  
Enclosure

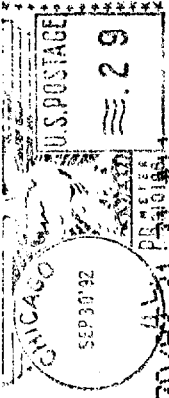
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195 South La Salle Street  
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REGISTERED  
FIRST CLASS



CHICAGO IL 60607 09/30/82 21 31 #11

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