

81-0361156

**SUMMARY OF MATERIAL MODIFICATION
for
COLLECTION BUREAU SERVICES**

COL-FINRA
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December, 1996

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TO: Participants in the Collection Bureau Services Profit Sharing Plan ("Plan")

RE: Amendments to the Plan for the 1996 Plan Year.

On December 30, 1996, Collection Bureau Service, the sponsoring Employer, entered into an Amendatory Agreement with the Trustees of the Plan to amend the Plan. The Plan was amended in one (1) respect, which is set forth below:

1. Employer Contribution:

Each year, your Employer may make a contribution to the Plan, on the behalf of the eligible Plan Participants. In order to receive the Employer's Contribution, you must have worked 1,000 hours during the Plan year.

The amount of the Employer's contribution is set by the Employer each year.

Your share of the Employer's contribution is based on a two-step integrated formula. The formula first allocates an portion from the contribution equal to 5.7% of your compensation in excess of the social security taxable wage base. Once this amount has been allocated to each participants account, the balance of the employer contribution will be allocated in accordance with the relationship of your compensation to the total compensation of all participants.

For example, if your compensation if \$75,000 and if the social security taxable wage base was \$65,000, then you would have excess compensation equal to \$10,000. Therefore, you would receive a step-one contribution of \$570. After this calculation has been performed for all eligible participants, the remaining unallocated employer contribution is allocated proportionally based on your compensation as a percentage of total eligible compensation of all participants, as before.

The amendment is effective for Plan Years beginning on or after December 31, 1995.