

Sidney J. Glenner,
President and C.E.O.



David A. Glenner,
Vice President

Health & Home Management, Inc.

February 15, 1999

Top Hat Plan Exemption
Pension and Welfare Benefits Administration
Room N-5644
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, D.C. 20216

2520032905062

Re: Deferred Compensation Plan 1998-01

Dear Sir/Madam,

Pursuant to the provisions of Department of Labor regulations at 29 C.F.R. Sec 2520.104-23, you are hereby notified that the employer named in item (1) below maintains a plan or plans (as identified in item (2) below) primarily for the purpose of providing deferred compensation to a select group of management or highly compensated employees. . Item (3) below sets forth the number of participants in each plan as of the date of this letter.

Item (1): Health and Home Management, Inc - EIN 36-3223168

5454 W. Fargo Avenue, Skokie, Illinois 60077

[NAME, ADDRESS AND EMPLOYER IDENTIFICATION NUMBER (EIN) OF EMPLOYER
MAINTAINING PLAN]

Item (2) Deferred Compensation Plan 1998-01 (Name of Plan)

Plan # 1998-01 (Plan Identification Number)

[NAME AND PLAN IDENTIFICATION NUMBER (PIN) OF EACH PLAN TO WHICH THIS
NOTICE APPLIES]

Item (2) Plan number

1998-01

Number of Participants

One Participant

[NUMBER OF PARTICIPANTS IN EACH PLAN TO WHICH THIS NOTIFICATION APPLIES]

Kindly acknowledge receipt of this filing by signing and returning to the sender the copy of this letter enclosed herewith for acknowledgment purposes. A stamped, self-addressed envelope is enclosed for your convenience.

Very truly yours,

Virginia Brister
Plan Administrator