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1938-1995

ESTABLISHED 1886

January 19, 1999

**CERTIFIED MAIL --
RETURN RECEIPT REQUESTED**

U.S. Department of Labor
Labor Management Services Administration
Washington, D.C. 20216

In Re: Slusar & Bishop, Ltd. (the "Company")
Deferred Compensation Retirement Agreement

Gentlemen:

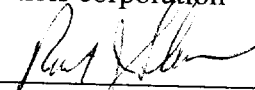
This letter is to notify you that the Company has executed a Deferred Compensation Retirement Agreement (the "Agreement"), one of the purposes of which is to provide deferred compensation for one of its key executive (management) employees.

As notice to you, the following information is submitted:

- (1) The Agreement's sponsor and administrator is Slusar & Bishop, Ltd., an Illinois corporation.
- (2) The address of the Agreement's sponsor/administrator is 2727 N. Oakland Ave., Suite 106, Decatur, IL 62526.
- (3) The Agreement's sponsor/administrator's Federal Employer Identification number is 37-0915913.
- (4) The Agreement was adopted as follows:
 - (a) Effective date of Adoption: December 31, 1998.

- (b) Effective Date: December 31, 1998.
- (c) Employee: Dan H. Bishop.
- (d) Employee's Social Security number:

SLUSAR & BISHOP, LTD.
an Illinois corporation

By: 

Its President