



RAYMOND & PROKOP, P.C.
ATTORNEYS AND COUNSELORS

Pension and Welfare Benefits
Administration
Room N-5644
January 4, 1999
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The above-named Employer maintains this Plan primarily for the purpose of providing deferred compensation in the form of salary continuation benefits to a select group of management or highly-compensated employees. The Employer will provide a copy of the Plan document to the Secretary of Labor upon request.

Very truly yours,

RAYMOND & PROKOP, P.C.

A handwritten signature in black ink, appearing to read 'THB', is written over the typed name 'Thomas H. Bergh'. The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Thomas H. Bergh

THB/bpb