

UNIVERSITY OF MARYLAND ORTHOPAEDIC SURGERY  
c/o RAC ASSOCIATES, P.A.

11 SOUTH PACA STREET SUITE 500  
BALTIMORE, MD 21201  
410-328-6704

March 18, 1999

2520032905494

Secretary of Labor  
Top Hat Plan Exemption  
Pension and Welfare Benefits Administration  
Room N-5644  
U.S. Department of Labor  
200 Constitution Avenue, NW  
Washington, DC 20210

Re: Shock Trauma Associates, P.A. Deferred Compensation Plan;  
Shock Trauma Associates, P.A. Severance Plan

Dear Secretary:

Pursuant to Section 2520.104-23 of the Department of Labor's Regulations, this letter will serve as notice that, with respect to the Shock Trauma Associates, P.A. Deferred Compensation Plan (the "Plan"), the undersigned intends to utilize the alternative form of compliance with the reporting and disclosure requirements of Part 1 of Title I of the Employee Retirement Income Security Act of 1974 ("ERISA") which alternative form of compliance is provided in the aforesaid Regulations Section.

Pursuant to Regulations Section 2520.104-23(b), the following information is provided:

1. Name and Address of Employer  
  
RAC Associates, P.A.  
11 South Paca Street  
Suite 500  
Baltimore, Maryland 21201
2. Employer's Employer Identification Number - 52-2122145
3. The Employer hereby declares that it maintains the Plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.
4. The Employer hereby states that it maintains the Plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. The number of employees in the Plan is approximately 9. The Employer maintains no other top hat deferred compensation plans.

5. In addition to the Plan, the Employer maintains the Shock Trauma Associates, P.A. Severance Plan (the "Severance Plan"). The Employer takes the position that the Severance Plan is a top-hat welfare plan, and therefore, that no top-hat filing is required for the Severance Plan. However, in the event that the Department of Labor should determine that the Severance Plan is a top-hat pension plan, this letter is intended to serve as a top-hat filing for the Severance Plan, as well. The Severance Plan covers approximately 9 employees.

Pursuant to Regulations Section 2520.104-23(b)(2), the Employer will provide plan documents, if any, to the Secretary of Labor upon request as required by Section 104(a)(1) of ERISA.

Very truly yours,



RAC Associates, P.A.  
William R. Anderson  
Executive Director  
March 18, 1999

cc Maryanne Dubbs, Esquire