

DEPARTMENT OF LABOR
ALTERNATIVE METHOD OF COMPLIANCE
FOR
DEFERRED COMPENSATION PLAN FOR KEY EMPLOYEES
under
DOL Regulation § 2520.104-23

NAME AND ADDRESS OF EMPLOYER:	Cable Television Administration and Marketing Society, Inc. 635 Slaters Lane Alexandria, VA 22314
EMPLOYER IDENTIFICATION NUMBER:	74-1862896
NUMBER OF PLANS:	1
NUMBER OF EMPLOYEES IN EACH PLAN:	4
TOTAL NUMBER OF EMPLOYEES COVERED BY THE PLAN:	4

DECLARATION OF
CABLE TELEVISION ADMINISTRATION AND MARKETING SOCIETY, INC.

Cable Television Administration and Marketing Society, Inc. declares that the Deferred Compensation Plan for Key Employees, is maintained primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

CABLE TELEVISION ADMINISTRATION
AND MARKETING SOCIETY, INC.

By: William A. Rocani
Authorized Signature

Date: 2/11/94