

2520032032026

BOCK & ASSOCIATES, INC.

1801 East 79th Street, Suite 2, Minneapolis, MN 55425/Phone 612-854-1090

February 4, 1997

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

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U.S. DEPARTMENT OF LABOR

To whom it concerns:

Bock & Associates, Inc. currently maintains one plan primarily for the purpose of providing deferred compensation for a select group of management of highly compensated employees. It was adopted November 20, 1996. Benefits under the plan are paid as needed solely from the general assets of the employer.

Pursuant to Department of Labor Regulations Section 2520.104-23, the following is being filed with the Secretary of Labor:

Employer: Bock & Associates, Inc.
1801 East 79th Street
Minneapolis, MN 55425

EIN: 41-0871498

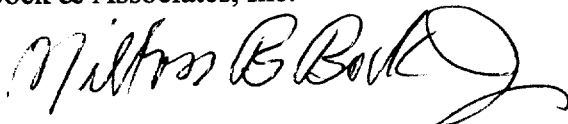
Current Plan: Bock & Associate, Inc. Deferred Compensation Plan
For Allen E. Campbell

Number of Employees: 1

Plan documents will be provided to the Secretary Of Labor upon request as requires by Section 104(a)(1) of ERISA.

Sincerely,

Plan Administrator
Bock & Associates, Inc.



Milton B. Bock, Jr.
President