



Carle Clinic Association

602 West University Avenue, Urbana, IL 61801 Phone: (217) 383-3311

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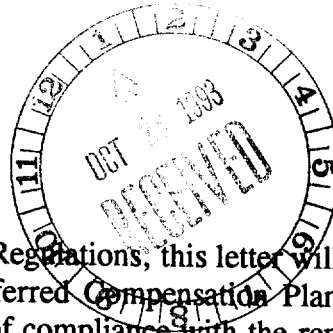
IN FURTHER CORRESPONDENCE REFER TO CHART NUMBER

October 19, 1993

**Secretary of Labor
Top Hat Plan Exemption
Pension & Welfare Benefit Administration
Room N-5644
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, D.C. 20210**

RE: Carle Clinic Association Deferred Compensation Plan

Dear Secretary,



Pursuant to Section 2520.104-23 of the Department of Labor's Regulations, this letter will serve as notice that, the respect to the Carle Clinic Association 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 - Carle Clinic Association, P.C., 602 W. University Avenue, Urbana, IL 61801.
2. Employer's Employer Identification Number - 37-118 82 84
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 one plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees, and the number of employees in the Plan is as follows:
 - (a) Carle Clinic Association Maximum Deferred Compensation Plan - 325

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,



KENNETH G. BASH
Chief Administrative Officer
Carle Clinic Association, P.C.

