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**EMKAY INC.**

VEHICLE LEASING DAILY RENTAL  
FLEET MANAGEMENT

MEMO

TO: Office of Consumer Welfare Programs  
Labor Management - Service Administration  
U.S. Department of Labor  
Washington DC 20216

805 West Thorndale Avenue  
Itasca, Illinois 60143  
area code (708) 259-7440  
FAX (708) 250-0740

December 27,



re Emkay Non-Qualified Plan and Trust  
(ID # 36/2089149)

As required by DOL regulations, I wish to report that Emkay Inc is establishing a non-qualified plan and trust for possible use by two or three of its senior officers, who are also highly compensated.

There will be only one plan, and at present there is only one participant.

If additional information is needed or if there is other correspondence regarding the plan, please contact me at the address or telephone number listed above.

Sincerely yours,

Samuel A. Pea, Chairman

TOP/HKT

Since our office staff is on vacation, this memo could not be typed. If that is desired, I can provide a new copy on request.