

2520040152963

LAW OFFICES

LIPSON, NEILSON, JACOBS & COLE, P.C.

BARRY J. LIPSON
JEFFREY T. NEILSON
MARK S. JACOBS
STEVEN R. COLE
PHILLIP E. SELTZER
JOSEPH P. GARIN *
THOMAS D. LUCZAK
THOMAS G. COSTELLO

SUITE 525 SOMERSET PLACE
2301 WEST BIG BEAVER ROAD
TROY, MICHIGAN 48064-8328

TELEPHONE
(810) 649-7200
TELEFAX
(810) 649-7373
ANN ARBOR
(313) 213-1200

OF COUNSEL
MICHAEL C. CURHAN
PAUL H. STEINBERG
LAUREN G. COHEN

* ALSO ADMITTED IN ILLINOIS

April 18, 1995

CERTIFIED MAIL
RETURN RECEIPT REQUESTED

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

Re: **MARS Advertising Company, Incorporated**
Unfunded Deferred Compensation Plan

To the Secretary of Labor:

This is to comply with the requirements of the alternative reporting and disclosure method under ERISA, Part I, Title I, as provided for an unfunded or insured pension plan for a select group of management or highly compensated employees in D.O.L. Reg. §2520.104-23. The undersigned Plan Administrator hereby provides the following information:

- (1) The name of the employer is: MARS Advertising Company, Incorporated
- (2) The mailing and street address of the employer is:
24209 Northwestern Highway, Suite 100, Southfield,
Michigan 48075-2574.
- (3) The employer's identification number (EIN) is 38-2029315.

The number of plans and the number of participants in each plan is: one plan covering one (1) employee and called the MARS ADVERTISING COMPANY, INCORPORATED UNFUNDED DEFERRED COMPENSATION PLAN.

The above-named employer maintains this Plan primarily for the purpose of providing deferred compensation in the form of salary continuation benefits to a select group of management or highly compensated employees. The employer will provide a copy of the Plan document to the Secretary of Labor upon request.

MARS ADVERTISING COMPANY, INCORPORATED

By: Thomas D. Luczak
Thomas D. Luczak, Esq.