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**WANDEL & SCHNELL ARCHITECTS, INC.**  
**130 East Chestnut Street**  
**Columbus, Ohio 43215**

March 10, 1995

**CERTIFIED MAIL**  
**RETURN RECEIPT REQUESTED**

Top Hat Plan Exemption  
Pension and Welfare Benefits Administration  
Room N-5644  
U.S. Department of Labor  
200 Constitutional Avenue N.W.  
Washington, D.C. 20210

Re: Wandel & Schnell Architects, Inc.  
130 East Chestnut Street  
Columbus, Ohio 43215  
EIN: 31-0993665

Gentlemen:

This statement is filed with you in compliance with Section 2520.104-23 of Title 29 of the Code of Federal Regulations. Wandel & Schnell Architects, Inc. (the "Company") hereby declares that it has established and maintains three unfunded nonqualified plans on behalf of three of the Company's executives primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees with one employee in each plan. These plans were effective on February 17, 1995.

The executives referenced above are the only employees of the Company who will participate in or receive benefits from these unfunded nonqualified plans.

The undersigned will furnish copies of the unfunded nonqualified plans to the Secretary of Labor upon request as required by Section 104(a)(1) of ERISA.

Very truly yours,

WANDEL & SCHNELL ARCHITECTS,  
INC.

By: 

Thomas O. Schnell, Vice President