

D.O.L. NONQUALIFIED DEFERRED
COMPENSATION PLAN STATEMENT

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

Re: Notice of Unfunded Deferred Compensation Plan For
Select Group of Management or Highly Compensated
Employees pursuant to 29 CFR § 2520.104-23

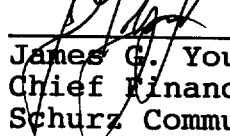
Gentlemen:

Pursuant to the above referenced Regulation under Title I of the Employee Retirement Income Security Act of 1974 (ERISA), you are hereby notified by the plan administrator that the following employer has established the following unfunded deferred compensation plan for a select group of management or highly compensated employees:

Employer Name: Schurz Communications, Inc.
Address: 225 West Colfax Avenue
South Bend, Indiana 46626
I.R.S. No. (EIN): 35-0670960
Name of Plan: Select Employee Supplemental
Deferred Compensation Plan
Effective Date: October 1, 1994

There are eighteen (18) employees in the Select Employee Supplemental Deferred Compensation Plan. Please note that the Employer continues to maintain two other unfunded deferred compensation plans for select groups of management or highly compensated employees known as the Schurz Communications, Inc. Key Employee Stock Unit Plan and the Schurz Communications Key Employee Supplemental Retirement Benefit Plan. A statement concerning each such plan was previously filed with you as required by 29 CFR § 2520.104-23 and each such statement is incorporated by this reference.

Date: 12/12/94

By: 
James G. Young, Jr.
Chief Financial Officer
Schurz Communications, Inc.