

Law Offices
MODRALL, SPERLING, ROEHL, HARRIS & SISK
A Professional Association

December 30, 1992

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Pension and Welfare Benefits Administration
United States Department of Labor
P.O. Box 75212
Washington, DC 20013-5212

Re: Renal Medicine Associates, Ltd.
Our File No. 61430-111

Ladies and Gentlemen:

38391

This statement is filed under the Grace Period Program and pursuant to Department of Labor Regulation § 2520.104-23. The Employer, Renal medicine Associates, Ltd., believes that the arrangement of which notice is provided herein does not constitute a "pension plan" as defined in ERISA § 3(2)(A). However, this notice is filed in the event that the arrangement indicated herein is determined to constitute a pension plan. In accordance with the requirements of the Grace Period Program, a check in the amount of \$1,000 in payment of the civil penalty is enclosed. If it is later determined that the arrangement does not constitute an arrangement for which notice filing is required, a refund of this \$1,000 will be sought.

Notice is hereby given as follows:

1. The name and address of the employer are: Renal Medicine Associates, Ltd., Suite 604, 201 Cedar, S.E., Albuquerque, New Mexico 87106
2. The Employer's identification number is: 85-0224417
3. The Employer maintains a top hat plan primarily for the purpose of providing deferred compensation for a select group of management or highly-compensated employees as contained in the following documents:
 - a. March, 1989, Employment Agreement and December, 1990, Employment Agreement Addendum of Karen S. Servilla, M.D.

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Daniel A. Sisk
Of Counsel

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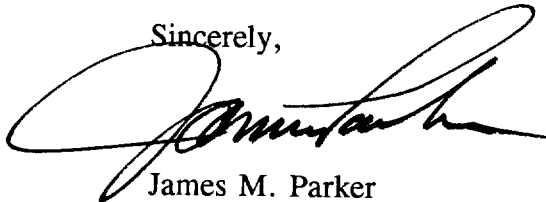
Reply To: Albuquerque Office:
500 Fourth Street NW
Sunwest Building, Suite 1000
Post Office Box 2168
Albuquerque, New Mexico 87103-2168
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- b. April 15, 1981, Employment Agreement of Richard Goldman, M.D.
 - c. April 15, 1981, Employment Agreement of Dale G. Erickson, M.D.
 - d. April 15, 1981, Employment Agreement of Glenn D. Lubash, M.D.
 - e. April 15, 1981, Employment Agreement of Richard J. Cronin, M.D.
4. The above arrangement benefits only five (5) employees of the Employer.
 5. The above arrangement provides benefits which are paid as needed solely from the general assets of the Employer.
 6. Upon request, a copy of the above arrangement will be supplied to the Secretary of Labor.

Sincerely,



James M. Parker

JMP/sg/cjc 143834

Enclosure

c: Renal Medicine Associates, Ltd.

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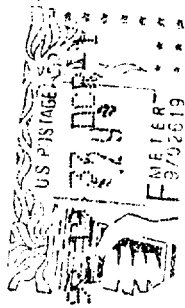
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