



ARCHITECTURE
ENGINEERING
INTERIOR DESIGN

HSR Associates
100 Milwaukee Street
La Crosse, Wisconsin 54603
608.784.1830 fax: 608.782.5844

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11/29/99

2520042391454

November 29, 1999

Office of Employee Benefits Security
Labor Management Services Administration
U.S. Department of Labor
Washington, DC 20216

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Dear Sir/Madam:

We at HSR Associates, Inc., Federal Employer #39-0914125, have provided an unfunded non-qualified deferred compensation plan for corporate officers as determined by the Companies' Board of Directors. The Company has adopted one plan for one eligible employee. Upon your request, we will provide you with a copy of this deferred compensation agreement.

Sincerely

A handwritten signature in black ink, appearing to read 'Donald E. Flynn', with a long horizontal stroke extending to the right.

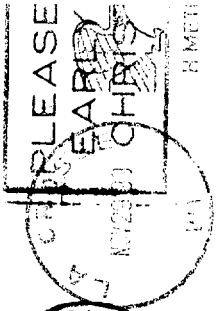
Donald E. Flynn, AIA
President

jw



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LABOR MANAGEMENT SERVICES ADMINISTRATION
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