



Mercedes-Benz

February 18, 2000

Loeber Motors, Inc.

2520042391610

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

Re: Alternative Method of Reporting and Disclosure

Dear Sirs:

Pursuant to Department of Labor ("DOL") regulation Title 29 C.F.R. §2520.104-23 (the "Regulation"), this is to advise you that Loeber Motors, Inc., Employer Identification No. 36-2068847, at 7101 N. Lincoln Avenue, Lincolnwood, Illinois, 60712 (the Company), has adopted the following plan which constitutes a non-qualified, unfunded, deferred compensation plan. The plan is maintained primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees of the Company.

Plan

Loeber Motors, Inc. Deferred
Compensation Plan

Current Participant

Kevin Jones

Very truly yours,

Loeber Motors, Inc

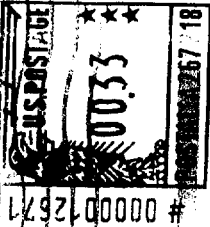
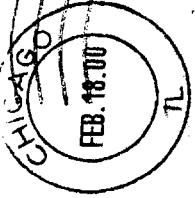

Paul Loeber
Vice President



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Loeber Motors, Inc.

7101 North Lincoln Avenue
Lincolnwood, Illinois 60646



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