

**CISAR & MROFKA**  
A PROFESSIONAL CORPORATION

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March 26, 1999

Pension and Welfare Benefit Administration  
Labor Management-Services Administration  
U.S. Department of Labor  
Washington, D.C. 20216

Attn.: The Secretary of Labor

In re: Datar Employee Benefit Systems, Inc.,  
Deferred Compensation Plan, dated January 1,  
1999

36-332852/

Dear Sir or Madam:

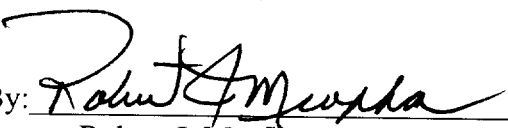
On behalf of my above referenced client, this declaration constitutes the statement required by 29 C.F.R. Sec. 2520. 104-23(a)(1), to be filed with the Secretary of Labor, in respect to nonqualified Deferred Compensation Plans maintained by the above employer.

The employer currently maintains one (1) nonqualified Deferred Compensation Plan for executives who are members of a select group of management or who are highly compensated. The employer will provide a copy of each plan upon request.

Should you have any questions, please do not hesitate to contact me.

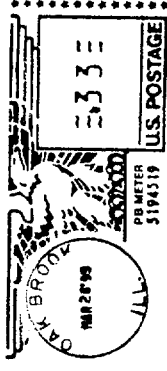
Very truly yours,

CISAR & MROFKA, LTD.

By:   
Robert J. Mrofka

RJM:daj

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