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**CRIST & PIESCHL PHYSICAL THERAPY, P.A.**

1129 JUNIPER ROAD  
MARYSVILLE, KANSAS 66508

(785) [REDACTED]

December 31, 1998

CERTIFIED MAIL

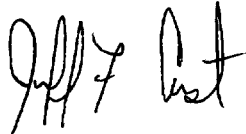
Top Hat Plan Exemption  
Pension and Welfare Benefits Administration  
Room N-5644  
U.S. Department of Labor  
200 Constitution Avenue N.W.  
Washington, D.C. 20210

Dear Sir:

The above Employer has adopted a Deferred Compensation Plan with one participant, primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

This letter is provided in order to comply with Labor Reg. 2520.104-23.

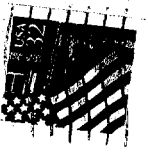
Yours truly,



Jeff F. Crist, President

48-0973295

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