

ICON Clinical Research Inc. 190 W. Germantown Pike Norristown PA 19401 USA  
Tel + 1 (610) 313-0300 Fax + 1 (610) 239-8119

September 17, 1998

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

U.S. DEPT. OF LABOR  
PENSION AND WELFARE ADMINISTRATION  
98 OCT - 5 AM 10:26

Dear Sir or Madam:

ICON Clinical Research, Inc. hereby supplies the following information pursuant to Department of Labor Regulation S2520.104-23:

A. Name and Address of Employer:

*ICON Clinical Research, Inc.  
190 W. Germantown Pike  
Norristown, PA 19401*

B. Employer Identification Number: 23-2689156

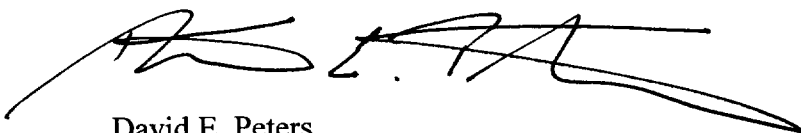
C. ICON Clinical Research, Inc. maintains the following plan for a select group of management or highly compensated employees:

1. Name of Plan: ICON Clinical Research Executive Deferred Compensation Plan

Number of Participants: 8

This plan was adopted on June 1, 1998. This notice is being filed within the 120 days of adoption, therefore, no penalties are applicable.

Sincerely,



David E. Peters  
Controller  
Secretary

ICON | CLINICAL RESEARCH

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