

Glasser and Glasser, P.L.C.
Attorneys and Counsellors at Law

2520032032830

Richard S. Glasser
Michael A. Glasser
H. Seward Lawlor
Melvin R. Zimm
William H. Monroe, Jr.*
Jack O. Kingsley
Charlotte E. Vaughn
Stephen A. Leon
Richard J. Serpe**
Cindra M. Dowd

600 Dominion Tower
999 Waterside Drive
Norfolk, Virginia 23510-3300

(804) 625-6787

Writer's Direct Dial No.

640-9380

Bernard Glasser
1910-1983

Telecopier
(804) 625-4115

Peninsula
(804) 722-3110

* Also admitted in D.C.
** Also admitted in LA and TX

November 24, 1993

Office of Employee Benefits Security
Labor-Management Services Admissions
U.S. Department of Labor
Washington, D.C. 20210

**Re: Deferred Compensation Plan as per
Operating Agreement of Glasser and Glasser, P.L.C.**

To the Secretary of Labor:

In order to comply with the requirements of the alternative reporting and disclosure method under the Employee Retirement Income Security Act of 1974 ("ERISA"), Title I, Part 1, as provided for an unfunded or insured deferred compensation plan for a select group of management or highly compensated employees in Department of Labor Regulations § 2520.104-23, the following information is provided by the undersigned.

1. The name of the employer is: Glasser and Glasser, P.L.C.
2. The mailing address of the employer is:

Dominion Tower
Suite 600
999 Waterside Drive
Norfolk, VA 23510

3. The employer's federal identification number (EIN)
54-0806724
4. The number of plans and the number of participants in each plan is:

one (1) plan, covering five (5) employees



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5. Attached is a copy of the front page of the executed Original Agreement (containing the deferred compensation plan), indicating that the date the Operating Agreement became subject to Title I of ERISA was November 3, 1993. The employer will send a copy of all Plan documents and agreements to the Secretary, upon request.

6. The above-named employer maintains this plan primarily for the purpose of providing deferred compensation benefits to a select group of management or highly compensated employees.

GLASSER AND GLASSER, P.L.C.

By 
On Behalf of the Board of Managers