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RICHARD C. MAPP, III

DIRECT DIAL NUMBER

(804) 624-3285

December 17, 1992

Pension and Welfare Benefits Administration
U.S. Department of Labor
P. O. Box 75212
Washington, D.C. 20013-5212

**Re: Ear, Nose & Throat, Ltd.
Top Hat Deferred Compensation Plans
EIN: 54-0885119**

Gentlemen:

Under the Amnesty Program described in the Department of Labor notice published in the Federal Register at 57 F.R. 14436 on April 20, 1992, as amplified by News Release 92-158, we enclose a statement filed on behalf of Ear, Nose & Throat, Ltd., regarding five (5) unfunded "top hat" deferred compensation plans maintained by Ear, Nose & Throat, Ltd., along with a check made payable to the U.S. Department of Labor in the amount of \$1,000.

It is our understanding that this registration and penalty payment will exempt the top hat deferred compensation plans from any requirement to file annual returns, IRS Forms 5500, for any year during the existence of any of the five (5) plans, and that Ear, Nose & Throat, Ltd., will be exempted from any greater penalty amount for having failed to file registration statements on these plans within 120 days of the date the plans became subject to Title I of ERISA.

Very truly yours,

EAR, NOSE & THROAT, INC.

By: 

Richard C. Mapp, III
Attorney-in-Fact

RCM/cmw
Enclosures

cc: Robert T. Jackson, M.D.
Ms. Carol Fowler
David W. Bowman, CPA

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(804) 624-3285

December 17, 1992

Office of Employee Benefits Security
Labor-Management Services Administration
United States Department of Labor
Washington, DC 20210

**Re: Ear, Nose & Throat, Ltd.
"Top Hat" Deferred Compensation Plans**

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 pension 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 Plan Administrator:

1. The name of the employer is: Ear, Nose & Throat, Ltd.

2. The mailing address of the employer is:

901 Hampton Boulevard
Norfolk, VA 23507

3. The employer's federal identification number (EIN) is:

54-0885119.

4. The number of plans and the number of participants in each plan is:

Five (5) plans, each covering one (1) employee.

Office of Employee Benefits Security
United States Department of Labor
December 17, 1992
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5. Attached are copies of the front pages of the above-referenced plans indicating the date the plans became subject to Title I of ERISA. The employer will send a copy of all plan documents and agreements to the Secretary, upon request.

6. Ear, Nose & Throat, Ltd., maintains these plans primarily for the purpose of providing deferred compensation benefits to a select group of management or highly compensated employees.

EAR, NOSE & THROAT, LTD.

By: Richard C. Mapp, III
Richard C. Mapp, III
Attorney-in-Fact

RCM/cmw
Enclosures

cc: Robert T. Jackson, M.D.
Ms. Carol Fowler
David W. Bowman, CPA

THIS EMPLOYMENT AGREEMENT, made this 30th day of November, 1990, by and between EAR, NOSE AND THROAT, LTD., a professional corporation, duly organized and existing under the laws of the State of Virginia, hereinafter called, "Corporation," and JOHN T. KALAFSKY, M.D., hereinafter called, "Employee."

W I T N E S S E T H:

WHEREAS, the Corporation, having been organized for the purpose of providing the general public with the services of physicians specializing in otolaryngology, desires to employ Employee to assist in its professional capacity in the fulfillment of the aforesaid purpose; and

WHEREAS, Employee, understanding and accepting the conditions of employment set forth herein, desires to be employed by the Corporation to assist in its professional capacity as aforesaid.

NOW, THEREFORE, it is mutually agreed as follows:

1. The Corporation hereby employs Employee and Employee accepts employment from the Corporation beginning November 30, 1990, as a physician specializing in otolaryngology on the understanding that Employee will devote his

THIS EMPLOYMENT AGREEMENT, made this 15th day of January, 1987, by and between EAR, NOSE AND THROAT, LTD., a professional corporation, duly organized and existing under the laws of the State of Virginia, hereinafter called, "Corporation," and CYRUS S. AMIRI, M.D., hereinafter called, "Employee."

W I T N E S S E T H:

WHEREAS, the Corporation, having been organized for the purpose of providing the general public with the services of physicians specializing in otolaryngology, desires to employ Employee to assist in its professional capacity in the fulfillment of the aforesaid purpose; and

WHEREAS, Employee, understanding and accepting the conditions of employment set forth herein, desires to be employed by the Corporation to assist in its professional capacity as aforesaid.

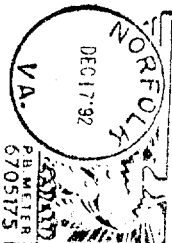
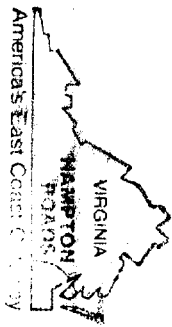
NOW, THEREFORE, it is mutually agreed as follows:

1. The Corporation hereby employs Employee and Employee accepts employment from the Corporation beginning

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