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NOTICE OF PENSION PLAN FOR
SELECT GROUP OF MANAGEMENT EMPLOYEES

December 30, 1992

TO: Office of Pension and Welfare Programs
Labor Management - Services Administration
U. S. Department of Labor
Washington, D. C. 20216

JAN - 5 1993

Gentlemen:

This notice is given pursuant to Department of Labor
Regulation § 2520.104-23.

The following employer maintains pension plan for a select group of management employees, the benefits for which are either (i) paid as needed solely from the general assets of the employer and/or (ii) provided through insurance contracts or policies, the premiums for which are paid directly by the employer from its general assets, issued by an insurance company or similar organization which is qualified to do business in any State. In accordance therewith, the following information is provided:

Name of Employer: Charles Zuckerman & Son, Inc.
Address of Employer: Post Office Box 2037
Winchester, Virginia 22601
E.I.N.: 54-0995008
Number of Plans Maintained: 1
Number of Employees in Each: 1
Date Plan Became Subject
to ERISA Part I: September 30, 1989

If you desire additional information or plan documents,
please contact the undersigned at the employer's address.

Very truly yours,

Charles M. Zuckerman & Son, Inc.

By: 
Stephen M. Zuckerman
President

LAW OFFICES

Hazel & Thomas

A PROFESSIONAL CORPORATION

ALEXANDRIA OFFICE
510 KING STREET, SUITE 200
P.O. BOX 820
ALEXANDRIA, VIRGINIA 22313
(703) 836-8400

FAIRFAX OFFICE
3110 FAIRVIEW PARK DRIVE, SUITE 1400
P.O. BOX 12001
FALLS CHURCH, VIRGINIA 22042
(703) 641-4200

LEESBURG OFFICE
SUITE 300
44084 RIVERSIDE PARKWAY
LEESBURG, VIRGINIA 22075
(703) 729-8500

WINCHESTER OFFICE
107 NORTH KENT STREET, FOURTH FLOOR
P.O. BOX 2740
WINCHESTER, VIRGINIA 22604
(703) 665-0050
FAX (703) 722-4051

MANASSAS OFFICE
THE OLD PIEDMONT BUILDING
THIRD FLOOR
9324 WEST STREET
MANASSAS, VIRGINIA 22110
(703) 330-7400

RICHMOND OFFICE
411 EAST FRANKLIN STREET, SUITE 600
P.O. BOX 788
RICHMOND, VIRGINIA 23206
(804) 344-3400

MARYLAND OFFICE
SUITE 2100
120 EAST BALTIMORE STREET
BALTIMORE, MARYLAND 21202
(410) 783-3500

WASHINGTON OFFICE
SUITE 400
2001 PENNSYLVANIA AVENUE, N.W.
WASHINGTON, D.C. 20006
(202) 659-7000

December 30, 1992

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VIA FEDERAL EXPRESS

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

Re: Charles Zuckerman & Son, Inc.
E.I.N. 54-0995008

Gentlemen:

18,759

Enclosed with this letter you will find a one-page Department of Labor statement required for top-hat plans along with a check in the amount of \$1,000, which information is provided to you in order to qualify under your special "amnesty" program for nonqualified deferred compensation plans. It is our understanding that under this program, the Department of Labor has stated an employer can avoid having to file annual reports for deferred compensation and salary continuation plans if such one-page statement is filed along with the \$1,000 check on or before December 31, 1992. Unless we hear from you to the contrary, we will assume you have received all information necessary in order for the above referenced corporation to qualify under your "amnesty" program.

Thank you for your attention to this matter.

Sincerely,

HAZEL & THOMAS, P.C.


Dennis J. McLoughlin

DJM/lkt

Enclosures

cc: Stephen M. Zuckerman, President (w enclosures)

JAN - 5 1993

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CUSTOMER:
PLEASE REMOVE ONE OF THESE LABELS AND
PLACE IT ABOVE THE AIRBILL POUCH.

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12/30/92

Dennis J. McLoughlin, Esq 703 665-0050

HAZEL & THOMAS P C

107 N KENT ST 4TH FL

WINCHESTER

VA

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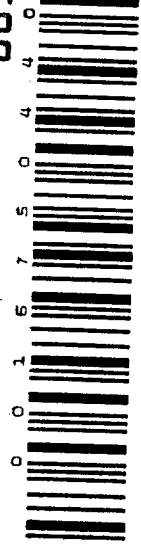
Office of Pension &
Welfare Programs
Labor Management Services Admin.

US Department of Labor

Washington, D.C.

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REVISION DATE 8/90

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