

# HLB *communications, inc.*

875 North Michigan Avenue, Chicago, Illinois 60611 312/649-0371 Fax: 312/649-1119

2520005098495

November 12, 1996

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 or Madam:

Pursuant to 29 CFR Section 2520.104-23, this is to advise you that HLB Communications, Inc. ("Company") maintains the plan named below primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. As of the date of this filing, this is the only such plan maintained by the Company.

Plan Sponsor: HLB Communications, Inc.

E.I.N.:

36-3037806

Plan Name:

HLB Communications, Inc.  
Deferred Compensation Plan


Number of  
Employees in Plan:

2

The Company will provide plan documents upon request as required by ERISA Section 104(a)(1).

Should you need any further information with regard to the foregoing plan, please contact the undersigned.

Very truly yours,

  
Kathy Baughman, President

cc: Larry Shippee  
Paul B. Holmes, Esq.