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*Zilber Ltd.*

Stephan J. Chevalier  
Treasurer  
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December 18, 2000

U.S. DEPT. OF LABOR  
PUBLIC DISCLOSURE  
00 DEC 28 AM 11:39

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. 20216

Re: Top Hat Plan Exemption

Dar Sir/Madam:

Pursuant to the provisions of Department of Labor regulations at 29 C.F.R. Section 2520.104-23, you are hereby notified that the employer named below has entered into deferred compensation agreements with 13 employees:

Zilber Ltd.  
710 N. Plankinton Avenue, Suite 1200  
Milwaukee, WI 53203  
(EIN: 39-1472959)

The agreements are maintained primarily for the purpose of providing deferred compensation to a select group of management or highly compensated employees. Please contact the undersigned if you have any questions or requests.

Very truly yours,

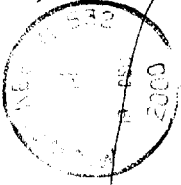
*Stephan J. Chevalier*  
Stephan J. Chevalier  
Treasurer

SJC/kt

Cc: James F. Janz  
Ann Kramer-Haag  
Robert Braun

**Zilber Ltd.**

710 N. Plankinton Ave. • Milwaukee, Wisconsin 53203



N-1513

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