

M. SHANKEN COMMUNICATIONS, INC.

387 Park Avenue South, New York, NY 10016

Tel (212) 684-4224 • Fax (212) 684-5424

2520052091666

January 31, 2000

CERTIFIED MAIL
RETURN RECEIPT REQUESTED

Top Hat Plan Exemption
Pension and Welfare Benefits Administration
Room N-5644
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

Ladies and Gentlemen:

Pursuant to Regulation Section 2520.104-23, you are hereby informed that M. Shanken Communications, Inc., 387 Park Avenue South, New York, New York 10016 (the "Company") has adopted an unfunded plan the primary purpose of which is to provide deferred compensation for a select group of 11 management or highly compensated employees.

The Company maintains one additional unfunded plan the primary purpose of which is to provide deferred compensation for one individual of management.

The employer identification number of the Company is 13-3109245.

Sincerely yours,



M. SHANKEN COMMUNICATIONS, INC.

387 Park Avenue South, New York, New York 10016

CERTIFIED

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MAIL



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