

LEFKOFF, DUNCAN, GRIMES & MILLER, P.C.

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August 3, 1999

U. S. Department of Labor  
Labor-Management Services Administration  
Washington, DC 20216

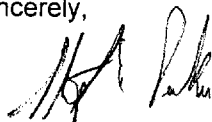
Dear Ladies and Gentlemen:

As required by applicable law and regulations, this is to inform you that the below-named employer has established a non-qualified, unfunded deferred compensation plan for a select group of its executive employees. Accordingly, we submit the following required information:

1. The employer is: INCENTIVE MARKETING, INC.
2. The employer's EIN is: 58-2272920
3. The number of executive employees participating under the plan is 1, consisting of the President. The plan is established to provide benefits only to a select group of executive employees.

Upon your request we will gladly provide the Secretary of Labor with a copy of the plan.

Sincerely,



Stephen/E. Parker

SEP/

cc: INCENTIVE MARKETING, INC.

LEFKOFF, DUNCAN, GRIMES & MILLER

A Professional Corporation

Suite 806, Eleven Piedmont Center  
3495 Piedmont Road, N.E.  
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