

SALARY CONTINUATION
FIXED AND FLEXIBLE PREMIUM LIFE INSURANCE
SPECIMEN ERISA MEMORANDUM STATEMENT

DATE: August 3, 1999

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

FROM: Corporation
Employer Identification Number 35-1636689
Address

This statement is with respect to Non-Qualified Deferred Compensation Plans maintained by Employers under the requirements of 29 CFR Section 2520.104-23(a).

Employer currently maintains one non-qualified salary continuation plan for Executives who are members of a "select group of management" or who are "highly compensated".

The number of participants are:

Plan 1: 8

Plan Administrator: JAMES G. SPAIN

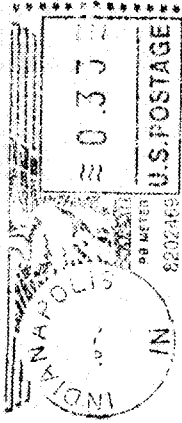
Title: PRESIDENT

Employer: EHOB INC



250 N. Belmont Avenue
Indianapolis, IN 46222

Phone Number = 317 972 . 4600
FAX = 317 972 . 4625



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