

2520053320216

**NOTIFICATION LETTER TO THE DEPARTMENT OF LABOR
FOR NON-QUALIFIED DEFERRED COMPENSATION ARRANGEMENT**

TO: 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

991211 11:55

FROM: Drs. Grady, Drobotij & Gorman, Inc.
29001 Cedar Road, Suite 453
Lyndhurst OH 44124
Employer I.D. No.: 34-1051610

DATE: September 7, 1999

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Dear Sir or Madam:

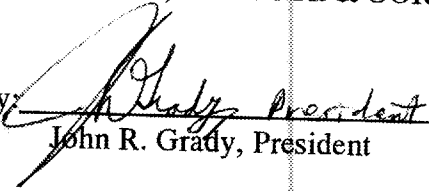
This letter constitutes the statement required by Department of Labor Regulation Section 2520.104-23 to be filed with the Secretary of Labor in respect to non-qualified deferred compensation arrangements maintained by Drs. Grady, Drobotij & Gorman, Inc. (the "Employer").

Employer maintains the non-qualified deferred compensation arrangement for the following employees who are members of a select group of management and/or highly compensated:

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| <u>Dr. Manuel Colaco</u> | |
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Thank you for your attention to this matter.

DRS. GRADY, DROBOTIJ & GORMAN, INC.

By:  President
John R. Grady, President

MJG/tlb
cc: Drs. Grady, Drobotij & Gorman, Inc.

**VIA CERTIFIED MAIL NO. Z 293 802 317
RETURN RECEIPT REQUESTED**

