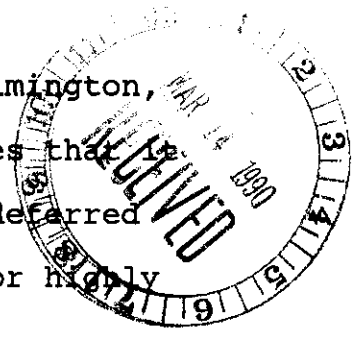


STATEMENT PURSUANT TO
DEPARTMENT OF LABOR
REGULATION §2520.104-23

2520032065731

Horty & Horty P.A., 29 Hill Road, Wilmington,
Delaware 19806, E.I.#51-0218897, hereby declares that it
maintains a plan for the purpose of providing deferred
compensation for a select group of management or highly
compensated employees as follows:



Incentive Compensation Plan - 8 Participants

HORTY & HORTY P.A.

By Paul W. Chandler

Dated: 2/23/90