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WITT/KIEFFER
FORD · HADELMAN · LLOYD

2015 SPRING ROAD · SUITE 510 · OAK BROOK, ILLINOIS 60523
(630) 990-1370 FAX (630) 990-1382

July 30, 1998

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

Dear Sir or Madam:

Witt/Kieffer, Ford, Hadelman, Lloyd Corp. ("Employer") hereby supplies the following information pursuant to Department of Labor Regulations 2520.104-23:

Name and Address of Employer:

Witt/Kieffer, Ford, Hadelman, Lloyd Corp.
2015 Spring Road, Suite 510
Oak Brook, IL 60523

Employer Identification Number: 36-2919320

The Employer maintains the following nonqualified deferred compensation plan for a select group of management or highly compensated employees:

Executive Deferred Compensation Plan Number of Participants: 21

Signature: Kathryn R O'Keefe

Title: Director, Human Resources

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