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Larson & Darby, Inc.
ERISA Reporting and Disclosure Requirements
For a Top-Hat Plan

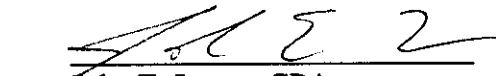
Larson & Darby, Inc., an Illinois Corporation located at 1322 East State Street, Rockford IL 61104 (EIN 36-2667316), hereby notifies the Department of Labor under DOL Reg. Section 2520.104-23 that on December 31, 1995, it implemented a top-hat plan for the primary purpose of providing deferred compensation for a select group of management.

At this time, Larson & Darby maintains only one top-hat plan and that plan covers only one member of the Larson & Darby management team.

This notice is meant to satisfy the alternative method of complying with the reporting and disclosure requirements of Part 1 of Title I of ERISA.

As required by the aforementioned DOL regulations require, Larson & Darby, Inc., is prepared to provide (upon request) the Department with a copy of plan document that is the basis for this deferred compensation program.

Any correspondence relating to this notice should be sent to John E. Lucas, CPA at McGladrey & Pullen, LLP P.O. Box 4539 Rockford, IL 61110.


John E. Lucas, CPA
McGladrey & Pullen, LLP

DOL-PWBA
PUBLIC DISCLOSURE
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