

BRYAN CAVE LLP

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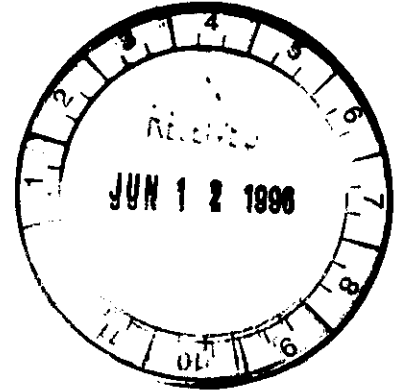
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(816) 391-7690

June 6, 1996

CERTIFIED MAIL RETURN RECEIPT REQUESTED

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



Re: DeMarche Associates, Inc. Nonqualified Deferred Compensation Agreement

Ladies and Gentlemen:

This statement is filed on behalf of DeMarche Associates, Inc. (the "Company") to satisfy the requirements of 29 C.F.R. § 2520.104-23. The Company's E.I.N. is 43-1493130, and its address is 6320 Lamar, Overland Park, Kansas 66202.

The Company maintains the referenced Agreement to provide deferred compensation for a single highly compensated employee. The Agreement became effective May 28, 1994. Copies of the Agreement will be provided upon request.

Very truly yours,

BRYAN CAVE LLP

A handwritten signature in cursive script that reads "Bruce C. Davison".

Bruce C. Davison

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BCD/cs/226906

cc: Ms. Pamela Pappas