

ORTHOPAEDIC ASSOCIATES OF GRAND RAPIDS, P.C.

251 Michigan Av. NE, Suite 200
Grand Rapids, Michigan 49503

Fractures and Orthopaedic Surgery
Telephone (616) 459-7101
Fax (616) 459-9560

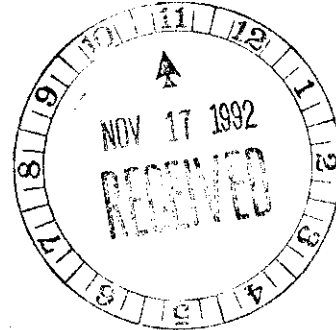


Thomas G. Schwaderer, M.D. F.A.C.S.
Paul G. Schutt, M.D. F.A.C.S.
Charles D. Bukrey, M.D.
Dayle L. Maples, M.D.
James E. Bakeman, M.D.
William W. Schwab, M.D. F.A.C.S.

2520032540927

November 9, 1992

Department of Labor
Pension and Welfare Benefits Administration
P.O. Box 75212
Washington, DC 20013-5212



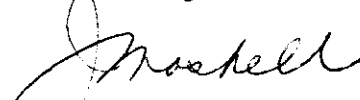
Dear Sirs,

In lieu of filing a 5500 report, this letter is to constitute notice to you of a Deferred Compensation Plan as follows:

1. Orthopedic Associates of Grand Rapids, P.C.
251 Michigan N.E. Suite 200
Grand Rapids, Michigan 49503
2. EIN 38-1971253
3. This employer maintains a Plan to provide deferred compensation for a select group of highly compensated employees.
4. There is one such Plan covering six (6) employees. With the growth of our Corporation the number of highly compensated employees participating in this Plan also will grow.
5. Enclosed please find our check #1984 in the amount of \$1,000 as a filing fee

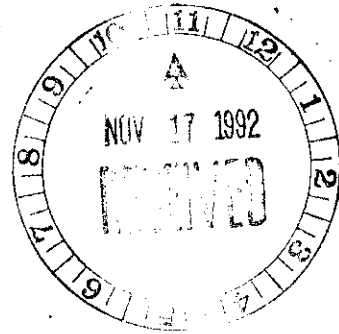
Thank you for your attention to the notice.

Sincerely,

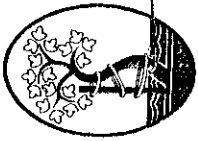

Jan Maskell
Administrator

121775

encl: Check #1984



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OF GRAND RAPIDS, P.C.

251 Michigan Ave. NE, Suite 200
Grand Rapids, Michigan 49503

*** GRAND RAPIDS MI *** *1705*11092*ML#3

Address Correction Requested

*Dept. of Labor
P.O. Box 75212
Pension & Welfare Benefits Admin.
Washington, DC 20013-5212*