



March 14, 1994

Mr. Andre Houser  
Personnel Director  
City of Jonesboro  
Post Office Box 1845  
Jonesboro, Arkansas 72403

Dear Mr. Houser:

RE: City of Jonesboro Retirement Plan

Based on my letter dated September 7, 1993, HH Corporation of Arkansas, along with Steve Osborn, F.S.A., will furnish the City of Jonesboro the actuarial work needed for its Defined Benefit Retirement Plan at a flat fee with a minimum guarantee of two years at that fee. We are willing to furnish all the necessary work on an annual basis of \$6,500.00. The City will receive the annual actuarial valuation for funding of the Plan. We will also furnish the calculations when a person terminates or retires. There will not be any set-up fee or rate per person to maintain the Retirement Plan. We feel this is one way we can help the City's budget.

If the Plan has to be amended to comply with TRA-86, then this will be done on a cost only basis. In other words, if the Federal Government makes you change your Plan for whatever reason, we will furnish this for the City at cost price. The cost will be quoted before the work is performed.

It is my understanding that the City would like to look at various options of retirement plans with the possibility of changing the type of plan the City currently has.

After we get the City's plan current, we would be more than happy to come up with options that are available. Normally we would charge around \$2,500.00 for a study; however, we want to help the City as much as possible from a financial standpoint. Therefore, we will not charge any fees for this study, with the understanding that if the City does change plans, we will be considered to handle the administration of such plan.

*P.O. Box 7006 Jonesboro, Arkansas 72403 (501) 932-9841*

Mr. Andre Houser  
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If you have any questions, please feel free to contact me.

Warmest regards,

A handwritten signature in black ink, appearing to read "Harvey Huffstetler". The signature is written in a cursive style with a large initial "H".

Harvey Huffstetler  
President