

February 7, 1992

Mr.

Dear :

I am pleased to inform you that effective _____, you will be covered under a special arrangement supplementing your coverage under our regular Extended Disability Plan (EDP).

You must be and continue to be a participant in both the EDP and the Annuity Retirement Plan in order to qualify for the supplementary coverage.

In the event you then become disabled and receive payments as defined under the Extended Disability Plan:

1. Abbott Laboratories will supplement your monthly income as necessary during the first two years of disability so that the EDP definitions and limitations which normally apply only to base salary will, in effect, apply in your case to base salary plus Incentive bonuses, defined as credited earnings under the Annuity Retirement Plan.
2. If you do not continue to qualify for EDP benefits under the more rigorous definition of disability applicable after receiving the first two years of EDP payments, but would qualify under the less severe definitions applicable for initial disability, Abbott Laboratories will supplement your income as if the normal definitions and limitations for initial disability were applicable.

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By way of simplifying the explanation of this special coverage -- payments in the first two years of disability would be higher, and the probability of receiving normal EDP benefits after two years is substantially increased.

The Company may cancel this special coverage at any time prior to commencement of disability by giving you written notice thirty days prior to cancellation. It will automatically terminate when you cease to be a participant in either EDP or the Annuity Retirement Plan. This special coverage will also cease when and if you become eligible for full retirement benefits under the terms of the Annuity Retirement Plan (currently 94 points with 35 years of credited service, subject to change).

This special coverage is extended to only a few people in the Corporation. As such, this supplementary coverage is not an appropriate subject for general discussion. If you have any questions, please call me or David Arena (extension 76460).

Sincerely,

cc: D. A. Arena