

2520032544294

**ALTERNATIVE REPORTING AND DISCLOSURE STATEMENT FOR DEFERRED
COMPENSATION PENSION PLAN FOR CERTAIN SELECTED EMPLOYEES**

To the Secretary of Labor:

In compliance with the requirements of the alternative method of reporting and disclosure under Part I of Title I of the Employee Retirement Income Security Act of 1974 for unfunded or insured pension plans for a select group of management or highly compensated employees, as specified in Department of Labor Regulations, 29 C.F.R. §2520.104-23, the following information is provided by the undersigned employer:

Name and Address of Employer:

H-E-S, Inc.
1050 South George Street
York, PA 17403

Employer Identification Number:

23-1613103

H-E-S, Inc., maintains a plan or plans primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

Number of plans and participants in each plan:

1 Plan covering 1 participant

Dated: July 8, 1994

H-E-S, Inc.

By: 
President

RECEIVED
JUL 13 1994

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(1945-1992)

July 9, 1994

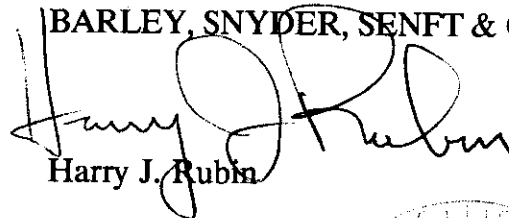
Top Hat Plan Exemption
Pension and Welfare Benefits Administration
Room N-5644
U.S. Department of Labor
200 Constitution Avenue NW
Washington, DC 20210

Dear DOL:

On behalf of our client, H-E-S, Inc., I am enclosing the statement described in Department of Labor Regulations, 29 C.F.R. §2520.104-23 with respect to a deferred compensation plan adopted by that employer on June 30, 1994.

Very truly yours,

BARLEY, SNYDER, SENFT & COHEN


Harry J. Rubin

