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December 29, 1999

VIA REGISTERED MAIL
RETURN RECEIPT REQUESTED

Top-Hat Plan Exemption
Room N-5638
U. S. Department of Labor
200 Constitution Avenue, N.W.
Washington, D.C. 20210

Re: Universal Weather and Aviation, Inc. Deferred Compensation Plan as Evidenced by the 1984 Employment Agreement and the 1999 Employment and Supplemental Retirement Agreement Covering Ms. Majorie Evans (the "DCP"), the Universal Weather and Aviation, Inc. Defined Benefit Supplemental Executive Retirement Plan (the "Defined Benefit SERP") and the Universal Weather and Aviation, Inc. Individual Account SERP (the "Individual Account SERP")

Ladies and Gentlemen:

To comply with any applicable requirements of the alternative reporting and disclosure method under Section 110 of the Employee Retirement Income Security Act of 1974, as amended, applicable to certain pension plans for a select group of management or highly compensated employees, as set forth in Section 2520.104-23 of the Department of Labor Regulations, the following information is provided by the undersigned:

1. The name of the employer is Universal Weather and Aviation, Inc. (the "Employer"). The Employer is the sponsor of the captioned plans.
2. The mailing address of the Employer is:

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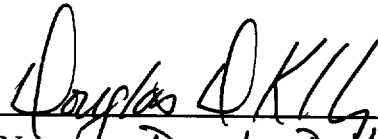
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3. The employer identification number (EIN) of the Employer is 75-1039736.
4. The purpose of the captioned Plan is to encourage and reward the long-term commitment of certain selected key employees by permitting Employer derived accruals to provide retirement, disability, and death benefits to such employees.

5. The employer maintains only three (3) such plans.
6. It is estimated that as of the date of this letter, one (1) key employee (of a total of approximately 390 employees) is currently eligible to participate in the DCP. In addition, it is estimated that as of the date of this letter, approximately five (5) key employees (of a total of approximately 390 employees) are currently eligible to participate in the Defined Benefit SERP. Also, it is estimated that as of the date of this letter, approximately two (2) key employees (of a total of approximately 390 employees) are currently eligible to participate in the Individual Account SERP.

The Employer will provide a copy of the captioned plans to your office upon request. Please contact the undersigned if you have questions or desire anything further at this time.

Very truly yours,

UNIVERSAL WEATHER AND AVIATION, INC.

By: 
Printed Name: Douglas D. Kelbey
Title: Vice President-Finance

cc: Mr. J. Gerald Martin

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8787 Tallyho
Houston, Texas 77061-3420

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the right of the return address

CERTIFIED

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MAIL

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