

TOP HAT PLAN STATEMENT

DEPARTMENT OF LABOR
WALSH/PAUBLIC DISCLOSURE
02 MAY 13 AM 10:32

TAX-EXEMPT EMPLOYER NAME AND ADDRESS

Southwest Research Institute
6220 Culebra Road
P.O. Drawer 28510
San Antonio, Texas 78228-0510

2520032900972

EIN: 74-1070544

TOP HAT PLAN NAME AND EFFECTIVE DATE

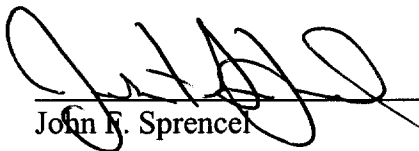
Southwest Research Institute
457(b) Deferred Compensation Plan
January 28, 2002

TOP HAT PLAN STATEMENT

Southwest Research Institute (the "Employer"), hereby declares that the purpose of the Southwest Research Institute 457(b) Deferred Compensation Plan (the "Plan") is to provide deferred compensation primarily for a select group of management and highly compensated employees. The number of employees covered under the Plan is approximately 20. The Employer maintains no other unfounded top-hat plans described in Department of Labor Regulation Section 2520.104-24(b).

Date: April 25, 2002

By:


John N. Sprencel

Title: Plan Administrator, CFO and Vice President-Finance

TOP HAT PLAN STATEMENT

TAX-EXEMPT EMPLOYER NAME AND ADDRESS

Southwest Research Institute
6220 Culebra Road
P.O. Drawer 28510
San Antonio, Texas 78228-0510

EIN: 74-1070544

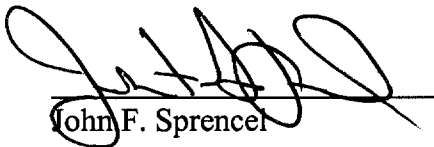
TOP HAT PLAN NAME AND EFFECTIVE DATE

Southwest Research Institute
457(b) Deferred Compensation Plan
January 28, 2002

TOP HAT PLAN STATEMENT

Southwest Research Institute (the "Employer"), hereby declares that the purpose of the Southwest Research Institute 457(b) Deferred Compensation Plan (the "Plan") is to provide deferred compensation primarily for a select group of management and highly compensated employees. The number of employees covered under the Plan is approximately 20. The Employer maintains no other unfounded top-hat plans described in Department of Labor Regulation Section 2520.104-24(b).

Date: April 25, 2002

By: 
John F. Sprencel

Title: Plan Administrator, CFO and Vice President-Finance

TOP HAT PLAN STATEMENT

TAX-EXEMPT EMPLOYER NAME AND ADDRESS

Southwest Research Institute
6220 Culebra Road
P.O. Drawer 28510
San Antonio, Texas 78228-0510

EIN: 74-1070544

TOP HAT PLAN NAME AND EFFECTIVE DATE

Southwest Research Institute
457(b) Deferred Compensation Plan
January 28, 2002

TOP HAT PLAN STATEMENT

Southwest Research Institute (the "Employer"), hereby declares that the purpose of the Southwest Research Institute 457(b) Deferred Compensation Plan (the "Plan") is to provide deferred compensation primarily for a select group of management and highly compensated employees. The number of employees covered under the Plan is approximately 20. The Employer maintains no other unfounded top-hat plans described in Department of Labor Regulation Section 2520.104-24(b).

Date: April 25, 2002

By: _____
John F. Sprencel

Title: Plan Administrator, CFO and Vice President-Finance

SOUTHWEST RESEARCH INSTITUTE



POST OFFICE DRAWER 28510
SAN ANTONIO, TEXAS 78228-0510

CERTIFIED MAIL



7099 3220 0005 5115 1523

RETURN RECEIPT REQUESTED

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

20210+0002

