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LASER, GUEST, HENDRIX & GUEST, INC.
DEFERRED COMPENSATION AGREEMENT

ERISA NOTIFICATION

To: Office of Employee Benefits Security
Room N-4633
Labor Management Services Administration
U.S. Department of Labor
Washington, D.C. 20216

From: Laser, Guest, Hendrix & Reddick, Inc.
800 First National Bank Building
Sixth and Garrison
Fort Smith, Arkansas 72901

Employer Identification No. 71-0415342

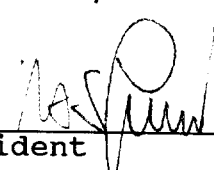
Nov. 10, 1992

This document constitutes the statement required by 29 C.F.R. Sec. 2520, 104-23(a)(1) to be filed with the Secretary of Labor in respect to nonqualified deferred compensation plans maintained by the above employer.

The employer currently maintains one nonqualified deferred compensation plan for employees who are members of a select group of management or who are highly compensated. The primary purpose of the plan is to provide deferred compensation to the select group. The employer will provide a copy of the plan to the Department of Labor upon request.

The number of participants in such plan is one (1).

LASER, GUEST, HENDRIX & REDDICK,
INC.

By: 
President

