

**ALTERNATIVE REPORTING AND DISCLOSURE STATEMENT  
FOR NON-QUALIFIED DEFERRED COMPENSATION PLANS FOR A SELECT  
GROUP OF MANAGEMENT OR HIGHLY COMPENSATED EMPLOYEES**

2520032905010

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

To the Secretary of Labor:

In compliance with the requirements of the alternative method of reporting and disclosure under Part 1 of Title I of the Employee Retirement Income Security Act of 1974 for unfunded pension plans for a select group of management or highly compensated employees, specified in Department of Labor Regulations, 29 C.F.R. Sec. 2520.104-23, the following information is provided by the undersigned employer.

Name and Address of Employer: FOSTER FOUNDATION  
1 Bradley Foster Rd.  
Huntington, WV 25701

Employer Identification No: 55- 0359756

FOSTER FOUNDATION maintains a plan 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 employee.

Dated: 2/17/99

FOSTER FOUNDATION

By Paul P. Capen  
Plan Administrator