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# HQ Energy Services US

January 6<sup>th</sup>, 1999

H.Q. Energy Services (U.S.) Inc.  
Airport Office Park Building Five  
345, Rouser Road  
Moon, Township, PA 15108

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

RE : Alternative Method of Reporting and Disclosure

Dear Sirs:


Pursuant to Department of Labor ("DOL") regulation Title 29 C.F.R. & 2520.104-23 (the "Regulation"), this is to advise you that HQ Energy Services (U.S.) Inc., Employer Identification No. 03-0347019 Airport Office Park Building Five, 345, Rouser Road, Moon, Township, PA 15108 (the "Company"), has (in addition to plans previously similarly disclosed pursuant to the Regulation,) adopted the following plan(s), (each of) which constitute(s) a non-qualified, unfunded, deferred compensation plan. The plan(s) (is) (are) maintained primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees of the Company and its (subsidiaries) (affiliates).

Plan : H.Q. Energy Services (U.S.) Inc - Deferred Plan 1

Current participants : 1

Very truly yours,

H.Q. Energy Services (U.S.) Inc.  
Tel : (412) 262-2649  
Fax : (412) 262-2640

  
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Mr. Michel Gourdeau  
Chairman of HQUS