

REPORTING AND DISCLOSURE ALTERNATIVE COMPLIANCE FORM
Under 104(a) and DOL Reg. 2520.104-23(a) and (b)

1. Name and address of the Employer: James M. Hoak & Co., 13355 Noel Road, Suite 1350, One Galleria Tower, Dallas, Texas 75240.
2. Employer Identification Number: 75-2574026.
3. The Employer, James M. Hoak & Co., maintains the James M. Hoak & Co. Deferred Compensation Plan for Key Employees for the purpose of providing deferred compensation for members of a select group of management or highly compensated employees.

JAMES M. HOAK & CO

By: 

Its: PRESIDENT

Date: Feb 16, 1995