

ENMRSH, Inc.

2520040153860

Robert B. Spencer
President and
Chief Executive Officer

April 17, 1996
CERTIFIED MAIL RRR

Corporate Office:
P.O. Box 1989
516 Ash Street
Clovis, NM 88102
(505) 762-3718
Fax (505) 763-4158

TO: Secretary
United States Department of Labor

Field Offices:

ENMRSH
P.O. Box 1302
Tucumcari, NM 88401

NOTICE OF IMPLEMENTATION OF SALARY CONTINUATION PLAN ROBERT B. SPENCER

ENMRSH
P.O. Box 455
Santa Rosa, NM 88435
(505) 472-3111

FROM:

ENMRSH, Inc.
516 Ash
Clovis, New Mexico 88101
(505)762-3718
Federal Taxpayer Identification No. 85-0213360

ENMRSH
P.O. Box 217
Portales, NM 88130
(505) 356-8755

1. Notice is hereby given by ENMRSH, Inc. ("Employer") of the implementation of the Salary Continuation Plan For Robert B. Spencer on April 16, 1996 (the "Plan").
2. The primary purpose of the Plan is to provide unfunded, non-qualified deferred compensation benefits to Robert B. Spencer.
3. The Plan benefits will be paid by Employer solely from its general assets which will remain subject to the general creditors of the Employer throughout the existence of the Plan.
4. The Plan is a single plan with a single participant who is Robert B. Spencer, Chief Executive Officer of Employer.
5. The Plan is written in form with its assets held, invested and distributed by the Sunwest Bank of Albuquerque, N.A. in accordance with a model form "Rabbi Trust", prepared in accordance with Internal Revenue Service Revenue Procedure 92-64, 1992-2 C.B. 422.

Secretary United States Department of Labor
April 17, 1996
Page 2

6. Employer will provide Plan documents upon request of the Secretary of Labor.

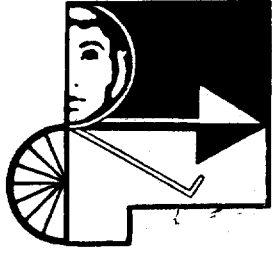
DATE: 4-16-96

ENMRSH, INC.

By:

Frances B. Hall

FRANCES B. HALL,
Chairperson of the Board of Directors



ENMRSH, Inc.

Robert B. Spencer
President and
Chief Executive Officer

April 17, 1996
CERTIFIED MAIL RRR

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516 Ash Street
Clovis, NM 88102
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TO: Secretary
United States Department of Labor

Field Offices:

ENMRSH
P.O. Box 1302
Tucumcari, NM 88401

ENMRSH
P.O. Box 455
Santa Rosa, NM 88435
(505) 472-3111

FROM:

NOTICE OF IMPLEMENTATION OF SALARY CONTINUATION PLAN BARBARA L. Marion

ENMRSH, Inc.
516 Ash
Clovis, New Mexico 88101
(505)762-3718
Federal Taxpayer Identification No. 85-0213360

ENMRSH
P.O. Box 217
Portales, NM 88130
(505) 356-8755

1. Notice is hereby given by ENMRSH, Inc. ("Employer") of the implementation of the Salary Continuation Plan For Barbara L. Marion on April 16, 1996 (the "Plan").
2. The primary purpose of the Plan is to provide unfunded, non-qualified deferred compensation benefits to Barbara L. Marion.
3. The Plan benefits will be paid by Employer solely from its general assets which will remain subject to the general creditors of the Employer throughout the existence of the Plan.
4. The Plan is a single plan with a single participant who is Barbara L. Marion, Vice-President of Employer.
5. The Plan is written in form with its assets held, invested and distributed by the Sunwest Bank of Albuquerque, N.A. in accordance with a model form "Rabbi Trust", prepared in accordance with Internal Revenue Service Revenue Procedure 92-64, 1992-2 C.B. 422.

Secretary United States Department of Labor
April 17, 1996
Page 2

6. Employer will provide Plan documents upon request of the secretary of Labor.

DATE: 4-16-96

ENMRSH, INC.

By: *Frances B. Hall*
FRANCES B. HALL
Chairperson of the Board of Directors

TATUM & MCDOWELL

ATTORNEYS AND COUNSELORS

Sagebrush East Professional Complex

921 East 21st Street

Post Office Box 1270

CLOVIS, NEW MEXICO 88102-1270

960108281

EDWIN B. TATUM, P.C.*

JAMES F. MCDOWELL, III

*Also licensed in Texas and Oklahoma

505/762-7756

TELECOPIER 505/769-1606

Top Hat!

May 8, 1996

Honorable Bob Reich
Secretary United States Department of Labor
200 Constitution Ave NW Rm #S2521
Washington DC 20210

Re: Filing of Notice of Salary Continuation Plan Agreements For Robert B. Spencer and Barbara L. Marion

Dear Sir:

On behalf of ENMRSH, Inc., a New Mexico not for profit corporation, enclosed please find the following notices relative to the above-captioned unfunded, non-qualified salary continuation plan agreements which are filed with you for informational purposes.

Sincerely,

Edwin B. Tatum
Edwin B. Tatum

EBT/dsr
Enclosures

cc: ENMRSH, Inc.

RECEIVED
MAY 14 11 28 AM '96
EXECUTIVE SECRETARIAT
DEPARTMENT OF LABOR
WASHINGTON, D.C. 20210