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**Bank of Ireland
Group**

2520040154372

29 March 1996.

Group Secretary

Head Office
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Office of Employee Benefits Security,
Labor-Management Services Administration,
U.S. Department of Labor,
Room N-5644,
200 Constitution Avenue, N.W.
Washington, D.C. 20216.
USA.


Dear Sir or Madam:

Pursuant to DOL Reg. 2520.104-23, 40 Fed. Reg 24657 (August 15, 1975), Bank of Ireland, Employer Identification Number 13-2687269, hereby declares that as an employer it maintains the following unfunded non-qualified "top hat" plan for the purpose of providing deferred compensation for a select group of its highly compensated management employees:

Bank of Ireland Group U.S. Supplemental Executive Retirement Plan, which became effective January 1, 1995, and which currently covers eight executive participants.

The SERP is maintained pursuant to written plan documents, which will be provided to the Secretary of Labor or his/her delegate upon request as provided under 104(a)(1) of the Employee Retirement Income Security Act of 1974.

Yours sincerely,


Terence H. Forsyth,
Group Secretary.