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MAYNE TREE EXPERT CO., INC.
23 South Railroad Avenue, San Mateo, CA 94401

June 30, 1995

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

RE: Mayne Tree Expert Co., Inc.
Supplemental Retirement and
Deferred Compensation Plan

Dear Secretary:

Pursuant to Section 25.20.104-23 of the Department of Labor's Regulations, this letter will serve as notice that, with respect to the Mayne Tree Expert Co., Inc. Supplemental Retirement and Deferred Compensation Plan (the "Plan"), the undersigned intends to utilize the alternative form of compliance with the reporting and disclosure requirements of Part 1 of Title I of the Employee Retirement Income Security Act of 1974 ("ERISA"), which alternative form of compliance is provided in the aforesaid Regulations Section.

Pursuant to Regulations Section 2520.104-23(b), the following information is provided:

1. Mayne Tree Expert Co., Inc., 23 South Railroad Avenue, San Mateo, CA 94401.
2. Employer's Employer Identification Number: 94-1699737.
3. The Employer hereby declares that it maintains the Plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

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4. The Employer hereby states that it maintains only the Plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees, and the number of employees in such Plan is as follows:

- (a) Mayne Tree Expert Co., Inc. Supplemental Retirement and Deferred Compensation Plan. Number of employees: Two (2)

Pursuant to Regulations Section 2520.104-23(b)(2), the Employer will provide Plan documents, if any, to the Secretary of Labor upon request as required by Section 104(a)(1) of ERISA.

Very truly yours,

MAYNE TREE EXPERT CO., INC.

By Kenneth D. Meyer
president