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VAUGHAN & SONS, INC.
10800 SENTINEL
P.O. BOX 17258
SAN ANTONIO, TEXAS 78217

August 14, 1995

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
Attn: Secretary of Labor

SEP 21 11 54 AM '95

Re: Statement of voluntary compliance with Delinquent Filer Voluntary Compliance (DFVC) Program for: Vaughan & Sons, Inc., 10800 Sentinel, P.O. Box 17258, San Antonio, Texas 78217; EIN: 740963640

Dear Secretary of Labor:

Vaughan & Sons, Inc., a plan sponsor, hereby declares to the United States Department of Labor compliance with the Delinquent Filer Voluntary Compliance (DFVC) Program. In accordance with Treas. Reg. §2520.104-23(a)(1), the plan sponsor makes the following statement:

1. Vaughan & Sons, Inc. Executive Compensation Deferral Plan is a plan maintained primarily for the purpose of providing deferred compensation for a select group of management of highly compensated employees.
2. This is the only "top hat" compensation plan that Vaughan & Sons, Inc. has in effect, so the number of such plans is one (1). The number of employees in this one (1) plan are fourteen (14).
3. The current name and mailing address of the employer offering the plan is:

Vaughan & Sons, Inc.
P.O. Box 17258
San Antonio, Texas 78217
4. The Employer Identification Number (EIN) assigned to Vaughan & Sons, Inc. by the IRS is 740963640.

By separate correspondence to the Pension and Welfare Benefits administration, Vaughan & Sons, Inc. completed the first page of Form 5500 and attached a check for \$2,500 in payment of the applicable penalty.

Thank you for your cooperation in processing this statement meeting the requirements of Treas. Reg. § 2520.104-23.

Very truly yours,

VAUGHAN & SONS, INC.

By: Curtis Vaughan III
Curtis Vaughan III

CV:EAD