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STATEMENT AS REQUIRED BY REGULATION §2520.104-23 FOR AN
UNFUNDED PLAN MAINTAINED BY AN EMPLOYER FOR A SELECT
GROUP OF MANAGEMENT OR HIGHLY COMPENSATED EMPLOYEES

SF SERVICES, INC. MEMBER COOPERATIVE
NONQUALIFIED DEFERRED COMPENSATION PLAN AND TRUST

1. Name of Employer: Hempstead Co. James Assoc.
2. Address of Employer: 100 North Walker
Hape, AR 71801
3. Employer I.D. No. 71-0251388
4. Hempstead Co. James Assoc. maintains the plan for the purpose of providing deferred compensation to a select group of management or highly compensated employees.
5. Number of such Plans: One (1)
6. Number of Employees Participating in such Plan: 3