



PACIFIC-10 CONFERENCE

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2520040762989

94-1459048

TOP HAT STATEMENT

by Ben Jay, Plan Administrator

The Pacific-10 Conference (the "Employer"), hereby declares that the purpose of the 457(b) Deferred Compensation Plan of the Pacific-10 Conference (the "Plan") is to provide deferred compensation primarily for a select group of management and highly compensated employees. The number of employees covered under the Plan is 1. In addition, the Pacific-10 Conference maintains 1 unfunded top-hat plan described in Department of Labor Regulation Section 2520.104-23(b). The number of employees covered under such plan is 1.

DATE: December 10, 2003

BY: Ben Jay

SIGNED: 

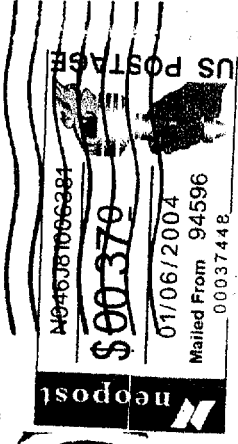
TITLE: Assistant Commissioner, Business and Finance
and Chief Financial Officer

AS FILED WITH: Top Hat Plan Exemption
Pension and Welfare Benefits Administration
Room N-1513
U.S. Department of Labor
200 Constitution Avenue, NW
Washington, D.C. 20210

Thomas C. Hansen, *Commissioner*



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