

J. F MADDOX FOUNDATION

October 2, 2003

Top Hat Plan Exemption
Pension and Welfare Benefits Administration
Room N-1513
U.S. Department of Labor
200 Constitution Ave. N.W.
Washington, D.C. 20210

220 West Broadway, Suite 200
Post Office Box 2588
Hobbs, New Mexico 88241-2588
Phone: (505) 393-6338
Fax: (505) 397-7266
www.jfmaddox.org

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Re: J. F Maddox Foundation – Alternative Method of Compliance with Reporting and Disclosure Requirements per Section 2520.104-23 of the Department of Labor Regulations.

Dear Sir or Madam:

This statement is being filed in accordance with the requirements of the above-captioned regulations:

I. **EMPLOYER NAME, ADDRESS, AND EMPLOYER IDENTIFICATION NUMBER (“EIN”).**

J. F Maddox Foundation
220 W. Broadway
Suite 200
P.O. Box 2588
Hobbs, NM 88241
EIN: 75-6023767

II. **STATEMENT CONCERNING THE PLAN.**

The Foundation has established a deferred compensation arrangement. The arrangement is unfunded and has been established primarily for the purpose of providing deferred compensation to a select group of management or highly compensated employees. The arrangement currently covers one employee.

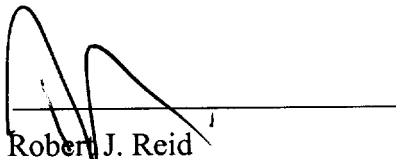
III. **COPY OF PLAN.**

A copy of the plan documents will be provided to the Department of Labor upon the request.

Sincerely,

J. F Maddox Foundation

By:


Robert J. Reid

Title: Executive Director

J. F MADDOX FOUNDATION
P. O. BOX 2588
HOBBBS, NEW MEXICO 88241-2588

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