

2520040183429

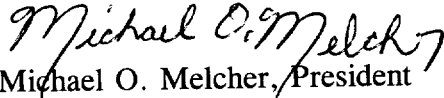
February 13, 1998

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

To Whom It May Concern:

Melcher Logging Company, Inc. has adopted a plan for the purpose of providing deferred compensation for Michael O. Melcher, a management and highly compensated employee. Melcher Logging Company, Inc. maintains one (1) such deferred compensation plan and the number of employees covered by such plan is one.

Sincerely,

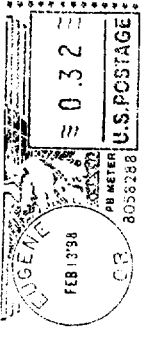

Michael O. Melcher, President

Melcher Logging Company, Inc.
1307 Clark Mill Road
P.O. Box 600
Sweet Home, Oregon 97386

Employer identification Number 93-0576297

CHS
11/13/98

ARNOLD GALLAGHER SAYDACK
PERCELL & ROBERTS
A Professional Corporation
ATTORNEYS AT LAW
P.O. Box 1758
Eugene, Oregon 97440-1758



TOP HAT EXEMPTION
PENSION AND WELFARE BENEFITS ADMINISTRATION
ROOM N-5644
U.S. DEPARTMENT OF LABOR
200 CONSTITUTION AVENUE N.W.
WASHINGTON, D.C. 20210

