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*Roger G. Doughty, MA  
President and  
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IEC Group*

*Robert K. Lechot, CLU  
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Administrators*

*T. Andrew Fujimoto  
Chief Operations  
Officer,  
IEC Group*

*Michael Youngberg, CPA  
Chief Financial  
Officer.  
IEC Group*

*Tom Kelley  
Regional Director,  
Sloan Silver Kelley  
Martyn Inc.*

March 5, 1996

SMM U.S. Department of Labor  
200 Constitution Avenue N.W.  
Washington D.C. 20216

To whom it may concern:

Enclosed are copies of amendments 1 & 2 for Hansen-Rice, Inc. Golden Empire Mfg., Inc. The identification number is 82-0374917 and the plan number is 501.

Sincerely,

A handwritten signature in cursive script that reads "Michael J. Youngberg".

Michael J. Youngberg, CPA  
Chief Financial Officer

enclosures

**HANSEN-RICE, INC./GOLDEN EMPIRE MFG., INC**  
**Amendment No. 2**

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Effective October 1, 1995, Hansen-Rice, Inc./Golden Empire Mfg., Inc. hereby amend their Master Plan Document as follows:

- *To the Plan the following is added:*

The Plan will provide benefits for a hysterectomy as a pre-existing condition during a covered participants first year of coverage under this Plan where there is a risk to the life of the covered person if the hysterectomy is not performed.

All other terms and conditions of this plan which are not affected by this amendment remain unchanged.

  
\_\_\_\_\_  
Accepted

PRESIDENT  
\_\_\_\_\_  
Title (Officer of the Company)

2-9-96  
\_\_\_\_\_  
Date

(6/19) cc File  
Bob  
NL  
Barb.  
LDG

**HANSEN-RICE, INC./GOLDEN EMPIRE MFG., INC**  
**Amendment No. 1**

Effective May 1, 1995, Hansen-Rice, Inc./Golden Empire Mfg., Inc. hereby amend their Master Plan Document as follows:

- Sections 9.2 Deductible and 9.3 Authorized Pharmacy are deleted in their entirety and replaced with the following:

**9.2 DEDUCTIBLE**

**9.2.1 DRUGS DISPENSED THROUGH EPO**

Eligible Prescription Drug Expense for drugs dispensed through an EPO Authorized Pharmacy:

- a. Generic Drugs -- \$7 per prescription per Participant.
- b. Brand Name Drugs -- \$12 per prescription per Participant.

**9.2.2 DRUGS DISPENSED THROUGH PPO**

Eligible Prescription Drug Expense for drugs dispensed through a PPO Authorized Pharmacy:

- a. Generic Drugs -- \$9 per prescription per Participant.
- b. Brand Name Drugs -- \$15 per prescription per Participant.

**9.2.3 DRUGS DISPENSED THROUGH OTHER PROVIDERS**


Eligible Prescription Drug Expense for drugs dispensed other than through an EPO or PPO Authorized Pharmacy:

- a. Generic Drugs -- \$12 per prescription per Participant.
- b. Brand Name Drugs -- \$19 per prescription per Participant.

**9.3 Authorized Pharmacy**

An Authorized Pharmacy is a pharmacy that has contracted with the Plan and is designated in such contract as an Authorized Pharmacy. An EPO Authorized Pharmacy is an Authorized Pharmacy that is also an Exclusive Provider Organization. A PPO Authorized Pharmacy is an Authorized Pharmacy that is also a Preferred Provider Organization.

All other terms and conditions of this plan which are not affected by this amendment remain unchanged.

  
\_\_\_\_\_  
Accepted

VICE PRES  
\_\_\_\_\_  
Title (Officer of the Company)

4-26-95  
\_\_\_\_\_  
Date