

2520042394499

**STATEMENT OF ALTERNATE METHOD OF COMPLIANCE WITH THE REPORTING  
AND DISCLOSURE REQUIREMENTS OF PART 1 OF TITLE 1 OF ERISA.**

Employer Name: Durham & Bates Agencies, Inc.

Employer Address: 330 SW Sixth Avenue, Portland, OR 97204-1798

Employer Identification Number: 93-0463663

Durham & Bates Agencies, Inc. maintains a plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees: Durham & Bates Agencies, Inc. Deferred Compensation Agreement adopted on October 3, 1997.

One employee of Durham & Bates Agencies, Inc. participates in this plan.

DURHAM & BATES AGENCIES, INC.

By Richard L. Seeman  
Title President

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11/01/97 10:00 AM  
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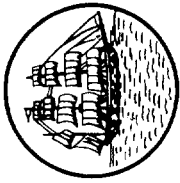
Durham & Bates Agencies, Inc. maintains a plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees: Durham & Bates Agencies, Inc. Nonqualified Stock Option adopted on October 3, 1997.

One employee of Durham & Bates Agencies, Inc. participates in this plan.

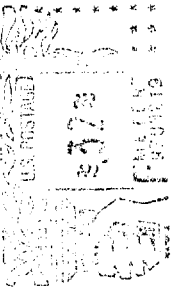
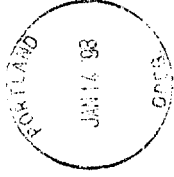
DURHAM & BATES AGENCIES, INC.

By Richard L. Seckert  
Title PRESIDENT

11/15/97 10:00 AM  
RICHARD L. SECKERT  
PRESIDENT



**DURHAM AND BATES** AGENCIES, INC.  
INSURANCE BROKERS & AGENTS  
330 S. W. SIXTH AVENUE  
PORTLAND, OREGON 97204-1798



Top Hat Plan Exemption  
Pension and Welfare Benefits  
Administration  
Room N- 5644, U.S. Dept of Labor  
200 Constitution Ave NW  
Washington DC 20210

