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October 10, 1997

CERTIFIED MAIL, RETURN RECEIPT REQUESTED

Top Hat Plan Exemption
Pension and Welfare Benefits Administration
Room N-5644
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, D.C. 20216

91 OCT 23 11 21 AM
DOL-PUBA
PUBLIC AFFAIRS


Re: Richard D. Hibschan Deferred Compensation Agreement

Dear Ladies and Gentlemen:

On behalf of The Pembroke Hill School and pursuant to the provisions of Department of Labor Regulation Section 2520.104-23, you are hereby notified that The Pembroke Hill School, 400 W. 51st Street, Kansas City, Missouri 64112 (EIN: 43-1326059) maintains the Richard D. Hibschan Deferred Compensation Agreement primarily for the purpose of providing deferred compensation to a select group of management or highly compensated employees.

The agreement was entered into effective as of July 1, 1997. Only one employee participates in the plan.

Very truly yours,


Craig A. Kovarik

CAK/ars

