



# Houston Bar Association

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July 9, 2004

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Gentlemen:

This is to advise you that the Houston Bar Association, 1001 Fannin, suite 1300, Houston, TX, 77002, has established a Non-Qualified Deferred Compensation Plan for the purpose of providing benefits to a select group of management or highly compensated employees.

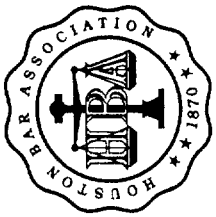
Our organization has 01 Deferred Compensation Plan with one participant. Our Tax Identification Number is 740692895.

Sincerely,

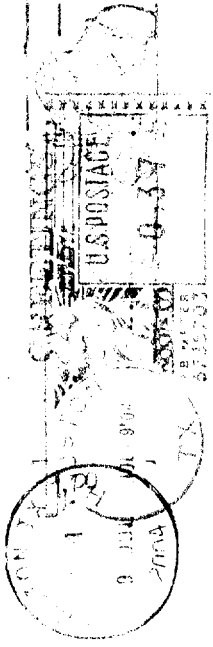
Kay Sim  
Executive Director  
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