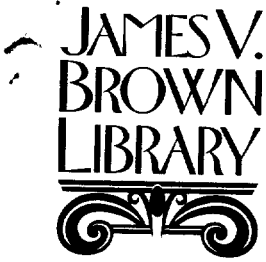


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January 17<sup>th</sup>, 2005

Secretary of Labor  
Top Hat Plan Exemption  
Employee Benefits Security Administration  
Room N-5644U.S.  
Department of Labor  
200 Constitution Avenue NW  
Washington, DC 20210

James V. Brown Library  
EIN: 24-0799180  
Top-Hat Plan Declaration  
By James V. Brown Library

James V. Brown Library, being a plan administrator for the Plan, does hereby declare that the Plan is maintained primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. In addition, James V. Brown Library, the employer, maintains only ONE plan described in Department of Labor Regulations Section 2520.104-23(d). Furthermore, 1 employee will be covered under the Plan and upon request copies of the Plan Documents will be provided to the Department of Labor.

**Trustees**

*President*

Harold D. Hershberger, Jr.

*Vice-President*

William E. Nichols

*Treasurer*

John M. Confer

*Secretary*

Mrs. Grace Page

*Director*

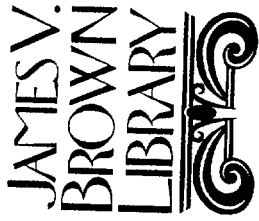
Janice Trapp

On behalf of Plan Administrator

A handwritten signature in black ink that reads 'Lynn M. Morrow'.

Lynn M. Morrow  
Business Manager

Dr. Kenneth L. Cooper  
Mrs. Ann Marie Phillips  
Hon. Mary B. Wolf  
Dr. Patricia A. Lowery  
C. Edward Mitchell



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