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Oak Hills Country Club

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General Manager

WARREN CHANCELLOR
Golf Professional

GLENN BARTON
Tennis Professional

NEIL THRAILKILL
Golf Course Superintendent

2520005096531

November 20, 1992

Top-Hat Plan Exemption
Pension and Welfare Benefits Administration
P.O. Box 75212
Washington, D.C. 20013-5212

NOV

In accordance with Department of Labor Reg. Sec. 2520.104-23, Oak Hills Country Club located at 5403 Fredericksburg Road, San Antonio, Texas 78229 and assigned EIN 74-1051547 by the Internal Revenue Service hereby declares that it maintains one plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. The number of employees covered under each plan is as follows:

CMAA Deferred Compensation Program for Oak Hills Country Club - 1 Participant

The filing of this statement is intended solely to comply with Reg. Sec. 2520.104-23 to the extent it applies, and may not, by itself, be treated as an admission by Oak Hills Country Club that the arrangement(s) described herein are "employee pension benefit plans" subject to the Employee Retirement Income Security Act of 1974, as amended.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "John J. Marckstein". The signature is written in a cursive, flowing style with a large initial "J".

John J. Marckstein
General Manager

MODEL TOP-HAT PLAN REGISTRATION STATEMENT

November 18, 1992

Top-Hat Plan Exemption
Pension and Welfare Benefits Administration
P.O. Box 75212
Washington, D.C. 20013-5212

WOW

In accordance with Department of Labor Reg. Sec. 2520.104-23, Oakhills Country Club located at 5403 Fredricksburg Road, San Antonio, Texas 78229 and assigned EIN 74-1051547 by the Internal Revenue Service hereby declares that it maintains one plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. The number of employees covered under each plan is as follows:

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The filing of this statement is intended solely to comply with Reg. Sec. 2520.104-23 to the extent it applies, and may not, by itself, be treated as an admission by Oakhills Country Club that the arrangement(s) described herein are "employee pension benefit plans" subject to the Employee Retirement Income Security Act of 1974, as amended.

Respectfully submitted,

■ *[Faint, illegible text]*

■ *[Faint, illegible text]*

November 19, 1992

Jack Marckstein
Oak Hills Country Club
5403 Fredricksburg Road
San Antonio, Texas 78229

DOL AMNESTY PROGRAM

TOP-HAT PLANS

NOV

Dear Jack:

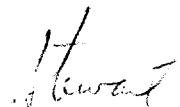
Attached is a Model Top-Hat Registration Statement to be used to report Top-Hat Plans to the Department of Labor. This statement, along with a check in the amount of \$1,000 payable to the U.S. Department of Labor, should be mailed to the following address no later than DECEMBER 31, 1992:

Pension and Welfare Benefits Administration
P.O. Box 75212
Washington, D.C. 20013-5212

If any new Top-Hat Plans are established in the future, a similar Registration Statement should be filed within 120 days of the establishment of the Top-Hat Plan. This timely filed Registration Statement should be mailed to: 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. 20210. If this Registration Statement is not filed, annual Forms 5500 will be required for the Top-Hat Plan.

If you have any questions please give me a call at 554-0340.

Very truly yours,

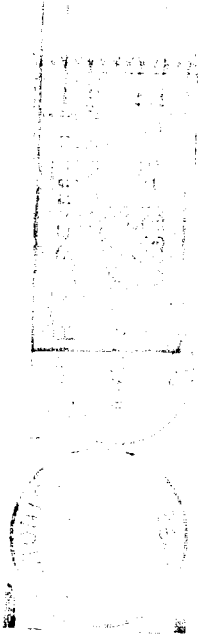


Stewart G. Goodson
Senior Manager

NOV



Oak Hills Country Club
5403 Fredericksburg Rd.
San Antonio, TX 78229



Top-Hat Plan Exemption
Pension and Welfare Benefits Administration
P.O. Box 75212
Washington, D.C. 20013-5212

