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October 1, 2002

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

Re: Employee Benefits Leasing, Inc. Deferred Compensation Plan

Dear Gentlemen:

Enclosed is a Top Hat Exemption Notification for the above referenced deferred compensation plan. This Notification is being submitted in order to exempt the plans from ERISA reporting and disclosure requirements. Please contact the undersigned if you have any questions about this Notification or require any further information.

Sincerely,

CALLISTER NEBEKER & MCCULLOUGH

*Waldan Lloyd*  
W. Waldan Lloyd

Enclosures  
cc:

**"TOP-HAT" PLAN  
EXEMPTION FROM  
ERISA REPORTING AND  
DISCLOSURE REQUIREMENTS**

**NOTIFICATION**

NOTICE TO:

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

EMPLOYER:

Employee Benefits Leasing, Inc.  
1271 South Industrial Parkway  
Provo, Utah 84606

EIN:

27-0016253

PLAN NAME:

Employee Benefits Leasing Inc. Deferred Compensation  
Plan

NUMBER OF EMPLOYEES IN THE PLAN:

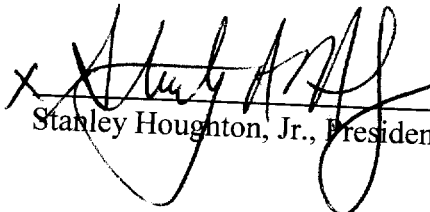
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**STATEMENT:**

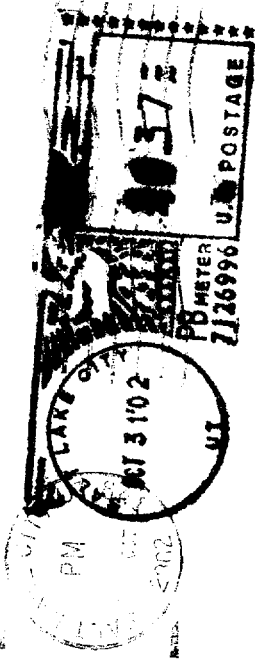
The Employer hereby declares that the above referenced plan is being maintained primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. This plan will be made available for production to the U.S. Department of Labor on request.

DATED: 7/20/02

EMPLOYEE BENEFITS LEASING, INC.

  
Stanley Houghton, Jr., President

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