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U.S. DEPT. OF LABOR
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December 8, 2000

Top Hat Plan Exemption
Pension and Welfare Benefits Administration
Room N-5638
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

Re: Top Hat Statement; The Kaiser Family Foundation

Dear Sir or Madam:

Pursuant to DOL Regulation § 2520.104-23, The Kaiser Family Foundation declares that it maintains an unfunded pension plan primarily for the purpose of providing deferred compensation for a select group of management and highly compensated employees (a "Top Hat Plan"). Specifically, The Kaiser Family Foundation maintains one Top Hat Plan that covers one employee.

The Kaiser Family Foundation's address is 2400 Sand Hill Rd. Menlo Park, California 94025. Its employer identification number is 94-6064808.

Respectfully Submitted,

Bruce W. Madding

Caplin & Drysdale

A T T O R N E Y S

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