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July 27, 2000



Secretary of Labor
Top Hat Plan Exemption
Pension and Welfare Benefits Administration
Room N-5644
U.S. Department of Labor
200 Constitution Ave. N.W.
Washington, D.C. 20210

MSAS Global Logistics Inc
4120 Point Eden Way
Suite 200
Hayward, CA 94545, USA
(510) 731 3333 Tel
(510) 731 3434 Corporate Fax
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msas.sfo01@msasglobal.com
www.msasglobal.com

Re: MSAS Global Logistics, Inc.
Nonqualified Deferred Compensation Plan

Dear Secretary:

Pursuant to Section 2520.104-23 of the Department of Labor's Regulations, this letter will serve as notice that, with respect to the MSAS Global Logistics, Inc., Nonqualified Deferred Compensation Plan (the "Plan"), the undersigned intends to utilize the alternative form of compliance with the reporting and disclosure requirement of Part 1 of Title 1 of the Employee Retirement Income Security Act of 1974 ("ERISA") which alternative form of compliance is provided in the aforesaid Regulations Section.

Pursuant to Regulations Section 2520.104-23(b), the following information is provided:

1. Name and Address of Employer - MSAS Global Logistics, Inc., 4120 Point Eden Way #200, Hayward, CA 94545.
2. Employer's Employer Identification - 13-2622043
3. The Employer hereby declares that it maintains the Plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.
4. The Employer hereby states that it maintains only the Plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. The number of employees originally eligible to participate in the Plan will be approximately 25.

Pursuant to Regulations Section 2520.104-23(b)(2), the Employer will provide Plan documents, if any, to the Secretary of Labor upon request as required by Section 104(a)(1) of ERISA.

Very truly yours,

MSAS Global Logistics, Inc.

By: Ronald J. Neach

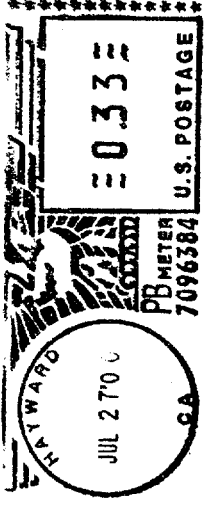
Print Name: RONALD J. NEACH

Print Title: VICE PRESIDENT - HUMAN RESOURCES

Date: 7/27/00

Federal Commission Number 1745R, Licensed Customs Broker Number 4079 International Air Transport Association Number 01-1-5001
Consolidation services are subject to the company's Conditions of Contract as printed on the reverse of the company's
International House Air Waybill if by air or the company's Bill of Lading if by sea.
Any other service is subject to the company's Standard Trading Conditions. Copies are available on request.

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