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Salt Lake City

April 13, 1998

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

Re: Murdock Madaus Schwabe--Agreement with Gary Hume

Gentlemen:

Pursuant to Department of Labor Regulations Section 2520.104-23, declaration is hereby made that, in April of 1998, Murdock Madaus Schwabe executed an employment agreement which includes a plan primarily for the purpose of providing deferred compensation for a select member of management or highly compensated employee. Pursuant to such declaration, the following information is provided:

- (1) Name of Plan: Employment Agreement with Gary Hume
- (2) Employer Identification Number: 87-0388645
- (3) Number of Plans: 1
- (4) Number of Employees Participating in Plan: 1

If you have any questions regarding any of the foregoing, do not hesitate to contact the undersigned.

Very truly yours,

Bruce E. Babcock

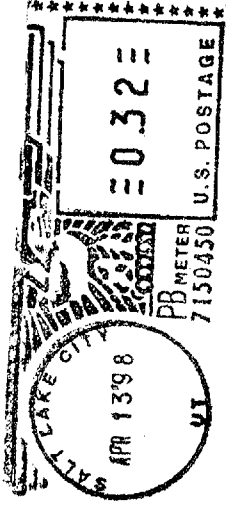
Bruce E. Babcock

cc: Gary Hume

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FORWARDING AND ADDRESS CORRECTION REQUESTED



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