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November 29, 1999

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

Re: UMC Group (USA) Deferred Compensation Plan:

Dear Sir or Madam:

Pursuant to the provisions of Department of Labor Regulations Section 2520.104-23, you are hereby notified that UMC Group (USA), EIN:77-0468157, maintains the following plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees:

NAME OF PLAN: UMC Group (USA) Deferred Compensation Plan

NUMBER OF PARTICIPANTS IN THE PLAN: 8

Pursuant to Section 104(A)(1) of the Employee Retirement Income Security Act of 1974, as amended ("ERISA"), a copy of any plan documents will be provided to you upon request.

Sincerely,

Bellona Chen
Director of Finance
UMC Group (USA)

BC/stw

From: Bellona Chen (408)523-7888
UMC GROUP (USA)
488 DEGUIGNE DRIVE,

SHIPPER'S FEDEX ACCOUNT #



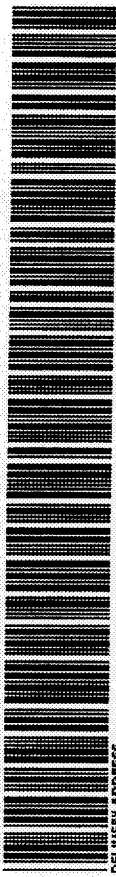
SUNNYVALE CA, CA, 94086

To: Pension & Welfare Benefits ADM (408)523-7888
Top Hat Plan Exemption

200 Constitution Ave, N.W. RM#5644
U.S. Department of Labor
Washington, DC, 20210

SHIP DATE: 15DEC99
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