

2520053321838



FIBER PAD, INC.

(918) 438-7430

(918) 438-4513 FAX

U.S. DEPT. OF LABOR
PWEA/PUBLIC DISCLOSURE

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P.O. BOX 690660

TULSA, OK 74169-0660

December 12, 2001

Top Hat Plan Exemption
Pension and Welfare Benefits Administration
Room N-5644
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, D.C. 20216

Re: Fiber Pad, Inc. Salary Continuation Agreement; Fiber Pad, Inc. Salary
Reduction Deferred Compensation Resolution

73-1017363

Dear Sir/Madam:

Pursuant to the provisions of Department of Labor regulations at 29 C.F.R. §2520.104-23, you are hereby notified that the employer named in item (1) below maintains a plan or plans (as identified in item (2) below) primarily for the purpose of providing deferred compensation to a select group of management or highly compensated employees. Item (3) below sets forth the approximate number of participants in each plan as of the date of this letter.

Item (1): Fiber Pad, Inc., 17260 E. Young St, Tulsa, Oklahoma, 74116

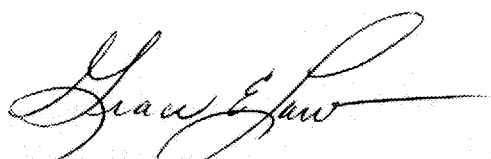
Item (2): Fiber Pad, Inc. Salary Continuation Agreement for Ronal L. McAbee, Plan number 003; Fiber Pad, Inc. Salary Reduction Deferred Compensation Plan for Donald Law II, Plan number 004.

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Item (3):

<u>Plan Number</u>	<u>Number of Participants</u>
003	<u>One</u>
004	<u>One</u>

Very Truly Yours,



Plan Administrator

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Exp: 20216+0001

