

FRIDAY, ELDREDGE & CLARK

252005332200

A PARTNERSHIP OF INDIVIDUALS AND PROFESSIONAL ASSOCIATIONS

ATTORNEYS AT LAW

2000 FIRST COMMERCIAL BUILDING

400 WEST CAPITOL

LITTLE ROCK, ARKANSAS 72201-3493

TELEPHONE 501-376-2011

FAX NO. 501-376-2147

July 29, 1998

HERSCHEL H. FRIDAY (1922-1994)  
WILLIAM H. SUTTON, P.A.  
JAMES W. MOORE  
BYRON M. EISEMAN, JR., P.A.  
JOE D. BELL, P.A.  
JOHN C. ECHOLS, P.A.  
JAMES A. BUTTRY, P.A.  
FRÉDÉRIK S. URSERY, P.A.  
OSCAR E. DAVIS, JR., P.A.  
JAMES C. CLARK, JR., P.A.  
THOMAS P. LEGGETT, P.A.  
JOHN DEWEY WATSON, P.A.  
PAUL B. BENHAM III, P.A.  
LARRY W. BURKS, P.A.  
A. WYCKLIFF NISBET, JR., P.A.  
JAMES EDWARD HARRIS, P.A.  
J. PHILLIP MALCOM, P.A.  
JAMES M. SIMPSON, P.A.  
JAMES M. SXTON, P.A.  
J. SHEPHERD RUSSELL III, P.A.  
DONALD H. BACON, P.A.  
WILLIAM THOMAS BAXTER, P.A.  
BARRY E. COPLIN, P.A.  
RICHARD D. TAYLOR, P.A.  
JOSEPH B. HURST, JR., P.A.  
ELIZABETH ROBBEN MURRAY, P.A.  
CHRISTOPHER HELLER, P.A.  
LAURA HENSLEY SMITH, P.A.  
ROBERT S. SHAFER, P.A.  
WILLIAM M. GRIFFIN III, P.A.  
MICHAEL S. MOORE, P.A.  
DIANE S. MACKAY, P.A.  
WALTER M. EBEL III, P.A.  
KEVIN A. CRASS, P.A.  
WILLIAM A. WADDELL, JR., P.A.

SCOTT J. LANCASTER, P.  
M. GAYLE CORLEY, P.A.  
ROBERT B. BEACH, JR., P.A.  
J. LEE BROWN, P.A.  
JAMES C. BAKER, JR., P.A.  
HARRY A. LIGHT, P.A.  
SCOTT H. TUCKER, P.A.  
JOHN CLAYTON RANDOLPH, P.A.  
GUY ALTON WADE, P.A.  
PRICE C. GARDNER, P.A.  
TONIA P. JONES, P.A.  
DAVID D. WILSON, P.A.  
JEFFREY H. MOORE, P.A.  
DAVID M. GRAF, P.A.  
CARLA GUNNELS SPAINHOUR, P.A.  
JOHN C. FENDLEY, JR., P.A.  
R. CHRISTOPHER LAWSON  
GREGORY D. TAYLOR  
TONY L. WILCOX  
FRAN C. HICKMAN  
BETTY J. DEMORY  
BARBARA J. RAND  
LYNDA M. JOHNSON  
JAMES W. SMITH  
CLIFFORD W. PLUNKETT  
DANIEL L. HERRINGTON  
ALLISON J. CORNWELL  
TODD A. GREER  
ELLEN M. OWENS  
HELENE N. RAYDER  
JASON B. HENDREN  
SUSAN N. CHILDERS  
BRUCE B. TIDWELL

OF COUNSEL  
WILLIAM J. SMITH  
B. S. CLARK  
WILLIAM L. TERRY  
WILLIAM L. PATTON, JR.  
H.T. LARZELERE, P.A.  
WRITER'S DIRECT NO.  
(501) 370-1544

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

CERTIFIED MAIL NO.P 448 368 584  
RETURN RECEIPT REQUESTED

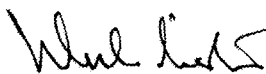
Re: Community Service, Inc. Deferred Compensation Agreement

Dear Sirs:

Enclosed you will find a copy of the requisite statement relating to the above-referenced plan under Department of Labor Regulation §2520.104-23.

If you have any questions, please do not hesitate to give me a call.

Sincerely,



A. Wyckliff Nisbet, Jr.

AWNjr/lh  
Enclosures

98 AUG -5 PM 12:00  
1004-704



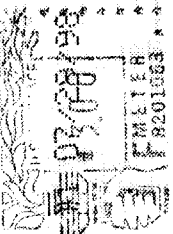
FRIDAY, ELDREDGE & CLARK  
ATTORNEYS AT LAW  
2000 FIRST COMMERCIAL BUILDING  
400 WEST CAPITOL AVENUE  
LITTLE ROCK, ARKANSAS 72201-3493

Fold at the top of the envelope to  
the right of the return address

**CERTIFIED**

P 448 368 584

**MAIL**



LIT ROCK AR 72201 APR 27 1998



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