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AMELIA PEABODY FOUNDATION

Margaret N. St. Clair  
Co-Managing Trustee  
One Hollis Street  
Wellesley, MA 02482  
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Bayard Waring  
Co-Managing Trustee  
30 Western Avenue  
Suite 211  
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August 3, 1998

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

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U.S. DEPT. OF LABOR  
PWA/PUBLIC DISCLOSURE  
98 AUG 11 PM 12:01

Re: Amelia Peabody Foundation Supplemental Plan

Dear Madam Secretary:

Pursuant to 29 CFR §2520.104-23, this letter will serve as notice that, with respect to the Amelia Peabody Foundation Supplemental Plan (the "Plan"), the Amelia Peabody Foundation intends to utilize the alternative form of compliance with the reporting and disclosure requirements of part 1 of Title I of the Employee Retirement Income Security Act of 1974 ("ERISA") provided in 29 CFR §2520.104-23.

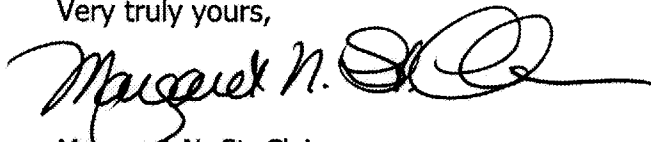
Pursuant to 29 CFR §2520.104-23(b), the following information is provided:

1. Name and Address of Employer: Amelia Peabody Foundation, One Hollis Street, Wellesley, MA 02482
2. Employer's Employer Identification Number: 04-6036558 04-6036558
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, and the number of employees currently in the Plan is as follows:

Amelia Peabody Foundation Supplemental Plan: 1

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,

A handwritten signature in black ink, appearing to read "Margaret N. St. Clair". The signature is fluid and cursive, with a long horizontal flourish extending to the right.

Margaret N. St. Clair  
Co-Managing Trustee

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