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# Integrated Crop Management Consultants, Inc.

P.O. Box 3230  
Greenfield, California 93927  
Telephone (408) 674-5102  
Fax (408) 674-3110

2520032031448

December 1, 1995

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

In compliance with the requirements of the alternative method of reporting and disclosure under Part 1 of Title I of the Employee Retirement Income Security Act of 1974 for unfunded or insured pension plans for a select group of management or highly compensated employees, specified in Department of Labor Regulations, 29 C.F.R. Sec. 2520.104-23, the following information is provided by the undersigned employer.

Name and Address of Employer: Integrated Crop  
Management Consultants  
PO Box 3230  
Greenfield, CA 93927  
Employer Identification Number: 77-0154548

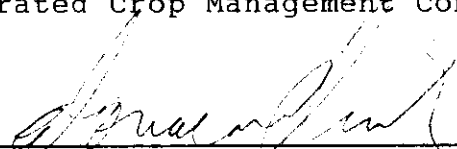
Integrated Crop Management Consultants, Inc. maintains a plan (or plans) primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

Number of Plans and Participants in Each Plan:

1 Plan covering 1 employee covering Edmond Benech

Dated: December 1, 1995

Integrated Crop Management Consultants, Inc.

By:   
Plan Administrator