

**Markon Cooperative, Inc.**  
**P. O. Box 2630**  
**Salinas, CA 93902-2630**  
**FEIN: 38-2623240**

April 9, 1997

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

This statement is in regard to a Nonqualified Deferred Compensation Plan maintained by the above employer under the requirements of 29 CFR Section 2520.104-23(a).

This corporation currently maintains one plan of nonqualified deferred compensation for employees who are members of a "select group of management" or who are "highly compensated." There is one (1) participant in this plan.

Upon request, the undersigned will provide copies of documentation regarding the above plan to your department.

MARKON COOPERATIVE, INC.

By: 

Paul B. Gordon, President

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