PETRO-THERMO CORPORATION

P. O. BOX 2069

PHONES (505) 393-2417 - 397-3557

HOBBS. NEW MEXICO 88240

September 28, 1982

MEMORANDUM

To: ALL EMPLOYEES

Petro-Thermo Corporation is governed by the rules and regulations of the State of New Mexico Corporation Commission and of the State of New Mexico Oil Conservation Division.

One condition of your employment is that you comply with the above mentioned rules and regulations. Such compliance has been and will always be our position. All applicable rules and regulations have been made available to you previously.

Should you have any questions about these rules and regulations, or the means of compliance, talk with your supervisor.

Petro-Thermo Corporation

Robert W. Abbott

Operations Manager

RWA/aj