(Mark one)
[ X ] Annual Report Pursuant to Section 15(d) of the Securities Exchange Act of 1934 [Fee Required]

For the fiscal year ended December 31, 1993
or
[ ] Transition Report Pursuant to Section 15(d) of the Securities Exchange Act of 1934 [No Fee Required]

For the transition period from $\qquad$ to $\qquad$

Commission File Number 1-5057
A. Full title of the plan and the address of the plan, if different from that of the issuer named below:

BOISE CASCADE CORPORATION
RETIREMENT SAVINGS PLAN (RSP)
B. Name of the issuer of the securities held pursuant to the plan and the address of its principal executive office:

BOISE CASCADE CORPORATION
One Jefferson Square
Boise, Idaho 83728-0001

REPORT OF INDEPENDENT PUBLIC ACCOUNTANTS

To the Board of Directors of Boise Cascade Corporation:

We have audited the accompanying combined statements of participants' equity and net assets available for plan benefits of the Boise Cascade Corporation Retirement Savings Plan (RSP) as of December 31, 1993, 1992, and 1991, and the related combined statements of changes in participants' equity and net assets available for plan benefits for the years then ended. These financial statements and the schedules referred to below are the responsibility of Boise Cascade Corporation. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the combined financial position of the Boise Cascade Corporation Retirement Savings Plan (RSP) as of December 31, 1993, 1992, and 1991, and the combined changes in participants' equity and net assets available for plan benefits for the years then ended in conformity with generally accepted accounting principles.

Our audits were made for the purpose of forming an opinion on the basic financial statements taken as a whole. The supplemental schedules I, II, III, IV, and $V$ are presented for purposes of additional analysis and are not a required part of the basic financial statements but are supplementary information required by the Department of Labor Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 and/or the Securities and Exchange Commission rules and regulations under the Securities Exchange Act of 1934. Such schedules have been subjected to the auditing procedures applied in the audits of the basic financial statements and, in our opinion, are fairly stated, in all material respects, in relation to the basic financial statements taken as a whole.

RETIREMENT SAVINGS PLAN (RSP)
COMBINED STATEMENTS OF PARTICIPANTS' EQUITY AND
NET ASSETS AVAILABLE FOR PLAN BENEFITS (Note 2)

|  | December 31 |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  | 1993 | 1992 |  | 1991 |
| Assets |  |  |  |  |
| Investments, at current value (Note 1) | \$28,098,355 | \$17,091,900 | \$ | 9,068,516 |
| Cash | 10,359 | 10,247 |  | 2,285 |
| Short-term securities at cost, which approximates market | 186,093 | 160,449 |  | 50,000 |
| Interest and dividends receivable | 18,977 | 12,949 |  | 4,648 |
| Due from participants | 2,737 | 397 |  | 54 |
| Company contributions receivable | 148 | 241 |  | - |
| Due from other of the Plan's funds | - | 14,561 |  | 197 |
| Other | 571 | - |  | - |
|  | 28,317,240 | 17,290,744 |  | 9,125,700 |
| Liabilities |  |  |  |  |
| Due to participants | 83 | 65 |  | 7 |
| Due to Company | - | 22,803 |  | - |
| Due to other of the Plan's funds | - | 14,561 |  | 197 |
| Accounts payable | - | - |  | 35,100 |
| Other | 5,399 | 3,179 |  | 1,638 |
|  | 5,482 | 40,608 |  | 36,942 |
| Participants' equity and net assets |  |  |  |  |
| available for plan benefits at end of the year | \$28, 311, 758 | \$17, 250, 136 | \$ | 9, 088, 758 |


|  | December 31 |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  | 1993 | 1992 |  | 1991 |
| Participants' equity and net assets provided by (used for) |  |  |  |  |
| Investment income |  |  |  |  |
| Interest income | \$ 986,453 | \$ 627,605 | \$ | 337,230 |
| Dividend income and mutual fund distributions | 894,377 | 162,482 |  | 87,264 |
| Contributions |  |  |  |  |
| Participants' contributions | 8,450,002 | 6,675,622 |  | 4,436,755 |
| Company contributions | 1,179,592 | 1,007,507 |  | 836,513 |
| Forfeitures (Note 1) | $(7,633)$ | $(6,031)$ |  | $(4,207)$ |
| Appreciation (depreciation) of investments, net (Note 1) | $(68,071)$ | $(127,261)$ |  | 389,085 |
| Amounts transferred from other plans (Note 1) | 90,501 | $65,409$ |  | 43,279 |
| Payments to participants (Note 1) | $(463,599)$ | $(243,955)$ |  | $(124,848)$ |
| Increase in participants' equity and net assets | 11,061,622 | 8,161,378 |  | 6,001, 071 |
| Participants' equity and net assets available for plan benefits at |  |  |  |  |
| Beginning of the year | 17,250,136 | 9,088,758 |  | 3,087,687 |
| End of the year | \$28,311,758 | \$17,250,136 | \$ | 9,088,758 |

The accompanying notes are an integral part of these Financial Statements.

## 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

PLAN DESCRIPTION. The Boise Cascade Corporation Retirement Savings Plan (RSP) (the "Plan") is a defined contribution plan and is administered by Boise Cascade Corporation. At December 31, 1993, 3,672 U.S. hourly employees who are covered by collective bargaining agreements and 69 former employees at selected locations of Boise Cascade Corporation, its U.S. subsidiaries, and certain affiliates (collectively the "Company") were participating in the Plan.

Participants who are employees of the Company may contribute to the Plan in whole percentages of their compensation for each pay period. The Company's contributions to the Plan and amounts that may be contributed by participants vary by covered locations. In addition, amounts that participants may contribute to the Plan are subject to limitations set forth in the Internal Revenue Code (the "Code").

The Plan provides that participants may contribute to the Plan in accordance with Section $401(k)$ of the Code. These participants defer income taxes by reducing their current taxable income for federal and most state income tax purposes by the amount of their contributions. The contributions, including associated net earnings on investments, become subject to taxation at the time the participant withdraws them from the Plan (see Note 3). Participants may also elect to contribute to the Plan without deferring income taxes on amounts contributed. Taxation of net earnings on such contributions is deferred until the earnings are distributed from the Plan. Participants may make pretax and after-tax contributions. Participants' contributions are recorded in either a "Before-Tax Contribution Account" or an "After-Tax Contribution Account" as appropriate.

INVESTMENTS. At December 31, 1993, the Plan had investment funds consisting of: a Fixed Income Fund that invests primarily in bank and insurance investment contracts that provide a fixed interest rate; a Diversified Common Stock Fund that invests primarily in mutual funds that invest in common stocks or securities that are convertible into common stocks; and a Boise Cascade Corporation Common Stock Fund that invests primarily in the Company's $\$ 2.50$ par value common stock. Investments in these funds are made in accordance with guidelines in the Master Trust Agreement for Defined Contribution Plans between State Street Bank and Trust Company, as trustee, and the Company (the "Trust") and are apportioned among the funds as directed by each participant. The Plan also had a Participants' Loan Fund (see Note 2).

The following table sets forth rates of return experienced by each of the Plan's funds for the periods indicated:

|  | Year Ended December |  |  |
| :--- | :---: | :---: | :---: |
|  | 1993 | 1992 | 1991 |
|  |  |  | $8.93 \%$ |
| Fixed Income Fund <br> Diversified Common Stock Fund | $7.41 \%$ | $8.30 \%$ | 49.91 |
| Boise Cascade Corporation <br> Common Stock Fund | 9.12 | $(4.35)$ | $(9.59)$ |

The detail of the investments of each fund is as follows:
Shares Held $\quad$ Current
at the End
at the End Cost of $\quad$ Value at End
of the Period Each Item of the Period

1993
Fixed Income Fund
State Street Bank and Trust Company (Pooled Investments)
$\$ 16,434,948 \quad \$ 16,434,948$
Diversified Common Stock Fund
Twentieth Century Investors, Inc. Growth Fund
172,143
\$ 3, 913, 220
\$ 3, 856, 008
4,000,919 3,919,167
$\overline{\$ 7,914,139} \quad \overline{\$ 7,775,175}$

Boise Cascade Corporation Common Stock Fund

124,608
\$ 2,737, 859
\$ 2, 928, 288

Participants' Loan Fund
\$ 959,944 \$ 959,944

1992
Fixed Income Fund
State Street Bank and Trust Company (Pooled Investments) \$10,450,589 \$10,450,589

Diversified Common Stock Fund
Twentieth Century Investors, Inc. Growth Fund Select Fund
Boise Cascade CorporationCommon Stock Fund
1991
Fixed Income Fund
State Street Bank and TrustCompany (Pooled Investments)
Diversified Common Stock FundTwentieth Century Investors, Inc.Growth Fund84,776
Participants' Loan Fund
Select Fund26,84631,409
Boise Cascade CorporationCommon Stock Fund
Participants' Loan Fund

\$ 4,249,463 \$ 4,459,308

\$ 4,249,463 \$ 4,459,308

\$ 4,249,463 \$ 4,459,308
\$ 1, 839, 748
\$ 1, 839, 748
\$ 1, 839, 748 ..... \$ 1,790, 893 ..... \$ 1,790, 893 ..... \$ 1,790, 893
\$ 391,110 \$ 391,110
\$ 391,110 \$ 391,110
\$ 391,110 \$ 391,110
\$ 5,941,905 ..... \$ 5,941,905
\$ 5,941,905
\$ 903,987 \$ 1,231,256
1,027, 411\$ 1,931, 398 \$ 2,369,531.\$ 798,835 \$ 698,850\$ 58,230 \$ 58,230

The following schedule sets forth the number of employee participants making contributions to the Plan's investment funds:

## Title of Fund

| Number of Employee Participants |  |  |
| :---: | :---: | :---: |
| Making | Contributions | at December 31 |
| 1993 | 1992 | 1991 |
| 1,614 | 1,460 | 1,125 |
| 606 | 469 | 227 |
| 144 | 135 | 61 |
| 1,070 | 844 | 499 |
| 3,434 | 2,908 | 1,912 |

FORFEITURES. Contributions that are made by participants are fully vested at the time they are made. Participants' interest in contributions that the Company has made on their behalf become vested at the earlier of the time the participant reaches age 65, or (pursuant to definitions in the Plan) the participant has made contributions to the Plan for 36 months, or has five years of credited service with the Company. Vesting also occurs upon the death of the participant, if termination of employment occurs due to total disability, or if the Company terminates the Plan. Unvested amounts that have been forfeited will generally be restored to the participant if reemployment occurs within a five-year period, as defined by the Plan. Forfeited Company contributions are used to offset amounts that the Company will contribute to the Plan in the future.

PAYMENTS TO PARTICIPANTS. The Plan pays amounts due to participants who are withdrawing part or all of their interest in the Plan approximately 25 days after the end of the month during which the participant informs the Plan's administrator of his or her intention to make the withdrawal.

APPRECIATION (DEPRECIATION) OF INVESTMENTS. Appreciation (depreciation) of investments in the Diversified Common Stock Fund and the Boise Cascade Corporation Common Stock Fund are recognized based on quoted market prices. The cost of investments sold or distributed is based on average cost. The following table sets forth that portion of the total net appreciation (depreciation) that was realized through sale or distribution in each of these funds during the years ended December 31, 1993, 1992, and 1991:


| Current value | \$137,669 | \$ | - | \$137,669 |
| :---: | :---: | :---: | :---: | :---: |
| Average cost | 127, 097 |  | - | 127, 097 |
| Net appreciation realized | \$ 10, 572 | \$ | - | \$ 10, 572 |

The changes in the unrealized portion of the net appreciation (depreciation) of investments during the years were as follows:

|  | Diversified Common Stock Fund | Boise Cascade Corporation Common Stock Fund | Combined |
| :---: | :---: | :---: | :---: |
| Balance at December 31, 1990 | \$ $(34,887)$ | \$ $(5,478)$ | \$ 40,365 ) |
| Unrealized net appreciation (depreciation) | 473,020 | $(94,507)$ | 378,513 |
| Balance at December 31, 1991 | 438,133 | $(99,985)$ | 338,148 |
| Unrealized net appreciation (depreciation) | $(228,288)$ | 51,130 | $(177,158)$ |
| Balance at December 31, 1992 | 209,845 | $(48,855)$ | 160,990 |
| Unrealized net appreciation (depreciation) | $(348,809)$ | 239,284 | $(109,525)$ |
| Balance at December 31, 1993 | $\overline{\$(138,964)}$ | $\overline{\$ 190,429}$ | $\overline{\$ 51,465}$ |

EXPENSES. The Plan provides that all expenses of administration of the Plan may be paid out of the assets of the Plan. Expenses not paid by the Plan will be paid by the Company. In 1993, the Company paid all administration expenses of the Plan, except for brokerage fees and related taxes on security transactions. Investment management fees incurred by the investment funds of the Plan are paid from the assets of the fund to which they relate.

TRANSFERS FROM OTHER PLANS. During the years ended December 31, 1993, 1992, and 1991, certain participants transferred their account balances from other tax-qualified profit sharing/401(k) benefit plans sponsored by previous employers into the Plan.

## 2. LOANS TO PARTICIPANTS

Participants who have made contributions to the Plan pursuant to Code Section 401(k) may, subject to the terms of the Plan, apply for loans from the Plan secured by such contributions. Such loans do not constitute withdrawals from the Plan. The "Investments, at current value" account in the Combined Statements of Participants' Equity and Net Assets Available for Plan Benefits at December 31, 1993, 1992, and 1991, included \$959,944, $\$ 391,110$, and $\$ 58,230$ of outstanding loans to Plan participants. The interest rate charged on these loans was $7.5 \%$ for $1993,8 \%$ for 1992 , and $9 \%$ for 1991. Participant loans are reflected in the Combined Statements of Changes in Participants' Equity and Net Assets Available for Plan Benefits as follows:

3. FEDERAL INCOME TAXES

The Plan obtained its latest determination letter on May 1, 1991, in which the Internal Revenue Service stated that the Plan, as then designed, was in compliance with the applicable requirements of the Internal Revenue Code. As so qualified, the Company is entitled, for federal income tax purposes, to deduct its contributions to the trust fund up to the maximum amount permitted by the Code. The Plan has been amended since receiving the determination letter. The Company believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the Internal Revenue Code. Therefore, the Company believes that the Plan was qualified and the related trust was tax exempt as of the financial statement date.

Under the Plan, as so qualified, the Company understands that a participant is not subject to federal income tax on his or her share of employer contributions, the appreciation thereon, or the appreciation on the participant's contributions until these amounts are paid to the participant.

BOISE CASCADE CORPORATION RETIREMENT SAVINGS PLAN (RSP)
SCHEDULE OF ASSETS HELD FOR INVESTMENT PURPOSES DECEMBER 31, 1993

Name of Issue, Borrower, Lessor, or Similar Party

Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value

Pooled Investments

Growth Fund, 172,143 shares Select Fund, 99,320 shares

Boise Cascade Corporation Common Stock, 124,608 shares

Short-Term Investment Fund, due dates and interest rates variable
$\$ 2,737,859$
\$ 2, 928, 288
\$ 186,093
\$ 186,093

PARTICIPANTS' LOAN FUND
Boise Cascade Corporation(1)
Loans to plan participants, due dates variable, 7.5\% interest rate
(1)Known party-in-interest.

RETIREMENT SAVINGS PLAN (RSP)
FIXED INCOME FUND

SCHEDULE II -- STATEMENTS OF PARTICIPANTS' EQUITY AND
NET ASSETS AVAILABLE FOR PLAN BENEFITS

|  | 1993 | $\begin{gathered} \text { December } 31 \\ 1992 \end{gathered}$ |  | 1991 |
| :---: | :---: | :---: | :---: | :---: |
| Assets |  |  |  |  |
| Investments, at current value | \$16,434,948 | \$10, 450, 589 |  | 5,941,905 |
| Cash | 8,936 | 5,228 |  | 2,245 |
| Due from participants | 594 | 368 |  | 54 |
| Company contributions receivable | 44 | - |  | - |
| Due from other of the Plan's funds | - | 115 |  | 197 |
| Other | 571 | - |  | - |
|  | 16,445, 093 | 10,456, 300 |  | 5,944,401 |
| Liabilities |  |  |  |  |
| Due to participants | 83 | 65 |  | 7 |
| Due to other of the Plan's funds | - | 14,442 |  | - |
| Due to Company |  | $13,323$ |  | - |
| Other | 5,049 | $3,074$ |  | 1,638 |
|  | 5,132 | 30,904 |  | 1,645 |
| Participants' equity and net assets |  |  |  |  |
| available for plan benefits at end of the year | \$16,439,961 | \$10, 425,396 |  | 5,942,756 |

SCHEDULE III -- STATEMENTS OF CHANGES IN PARTICIPANTS' EQUITY AND NET ASSETS AVAILABLE FOR PLAN BENEFITS

|  |  | 1993 |  | $\begin{gathered} \text { cember } 31 \\ 1992 \end{gathered}$ |  | 1991 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| ```Participants' equity and net assets provided by (used for)``` |  |  |  |  |  |  |
| Investment income |  |  |  |  |  |  |
| Interest income | \$ | 932,984 | \$ | 607,681 | \$ | 332,685 |
| Contributions |  |  |  |  |  |  |
| Participants' contributions |  | 4,884, 328 |  | 3, 903,760 |  | 3,040,999 |
| Company contributions |  | 780, 021 |  | 672,592 |  | 613, 005 |
| Forfeitures |  | $(5,385)$ |  | $(4,151)$ |  | $(2,092)$ |
| Transfers between funds |  | 49, 071 |  | $(341,401)$ |  | $(149,911)$ |
| Amounts transferred from other plans |  | 63,131 |  | 21,628 |  | 35,129 |
| Loans initiated, net of repayments and interest |  | $(368,871)$ |  | $(210,513)$ |  | $(35,285)$ |
| Payments to participants |  | $(320,714)$ |  | $(166,956)$ |  | $(99,899)$ |
| Increase in participants' equity and net assets $6,014,565 \quad 4,482,640$ <br> 3,734,631 |  |  |  |  |  |  |
| Participants' equity and net assets available for plan benefits at |  |  |  |  |  |  |
| Beginning of the year |  | 10,425,396 |  | 5,942,756 |  | 2,208,125 |
| End of the year |  | 16,439,961 |  | 0,425,396 | \$ | 5,942,756 |
| BOISE CASCADE CORPORATION |  |  |  | E |  | 2-01009 |

RETIREMENT SAVINGS PLAN (RSP)
DIVERSIFIED COMMON STOCK FUND
SCHEDULE II -- STATEMENTS OF PARTICIPANTS' EQUITY AND NET ASSETS AVAILABLE FOR PLAN BENEFITS

|  | 1993 | $\begin{gathered} \text { December } 31 \\ 1992 \end{gathered}$ | 1991 |
| :---: | :---: | :---: | :---: |
| Assets |  |  |  |
| Investments, at current value | \$7,775,175 | \$4, 459, 308 | \$2, 369, 531 |
| Cash | 1,368 | 2,509 | - |
| Due from participants | 1,637 | 4 | - |
| Company contributions receivable | 98 | 202 | - |
| Due from other of the Plan's funds | - | 14,446 | - |
|  | 7,778,278 | 4,476,469 | 2,369,531 |
| Liabilities |  |  |  |
| Due to Company | - | 7,393 | - |
| Due to other of the Plan's funds | - | - | 197 |
| Other | - | 72 | - |
|  | - | 7,465 | 197 |

```
SCHEDULE III -- STATEMENTS OF CHANGES IN PARTICIPANTS' EQUITY AND
```

    NET ASSETS AVAILABLE FOR PLAN BENEFITS
    Year Ended December 31
199319921991
$\left.\begin{array}{rrrr}\$ 828,199 & \$ 126,182 \\ 2,691,538 \\ 309,760 \\ (1,308)\end{array} \quad \begin{array}{r}2,180,569 \\ 266,556 \\ (1,798) \\ (312,392) \\ (21,790) \\ 27,057\end{array}\right)$

RETIREMENT SAVINGS PLAN (RSP)
BOISE CASCADE CORPORATION COMMON STOCK FUND
SCHEDULE II -- STATEMENTS OF PARTICIPANTS' EQUITY AND NET ASSETS AVAILABLE FOR PLAN BENEFITS

|  | 1993 | $\text { December } 31$ $1992$ |  | 1991 |
| :---: | :---: | :---: | :---: | :---: |
| Assets |  |  |  |  |
| Investments, at current value | \$2,928, 288 | \$1, 790, 893 | \$ | 698,850 |
| Cash | 55 | 2,510 |  | 40 |
| Short-term securities at cost, which approximates market | 186,093 | 160,449 |  | 50,000 |
| Interest and dividends receivable | 18,977 | 12,949 |  | 4,648 |
| Due from participants | 506 | 25 |  | - |
| Company contributions receivable | 6 | 39 |  | - |
|  | 3,133,925 | 1,966,865 |  | 753,538 |
| Liabilities |  |  |  |  |
| Due to Company | - | 2,087 |  | - |
| Due to other of the Plan's funds | - | 119 |  | - |
| Accounts payable | - | - |  | 35,100 |
| Other | 350 | 33 |  | - |
|  | 350 | 2,239 |  | 35,100 |
| Participants' equity and net assets |  |  |  |  |
| available for plan benefits at end of the year | \$3, 133, 575 | \$1, 964, 626 | \$ | 718,438 |

SCHEDULE III -- STATEMENTS OF CHANGES IN PARTICIPANTS' EQUITY AND
NET ASSETS AVAILABLE FOR PLAN BENEFITS

Participants' equity and net assets provided by (used for)
Investment income Dividend income Interest income
Contributions Participants' contributions Company contributions Forfeitures
Appreciation (depreciation) of investments, net
Transfers between funds
Amounts transferred from other plans
Loans initiated, net of repayments and interest
Payments to participants

Increase in participants' equity
and net assets
Participants' equity and net assets
available for plan benefits at Beginning of the year End of the year
$1,246,188$
468, 790

1,964,626
718,438
249, 648
$\overline{\$ 3,133,575}$
$\overline{\$ 1,964,626}$
$\overline{\$ 718,438}$


SCHEDULE OF THE PLAN'S ACTIVITY IN
THE STATE STREET BANK AND TRUST COMPANY (POOLED INVESTMENTS)


The following is a summary of the assets and liabilities of the State Street Bank and Trust Company (Pooled Investments) and the Plan's proportionate share in the net assets available:

December 31, 1993

Cash and cash equivalents
Fixed income securities
Accrued interest

Plan's proportionate share in net assets available
\$ 11,383,916
304, 503, 974
1,891,890
$\overline{\$ 317,779,780}$
\$ $16,434,948$

# Changes in assets and liabilities of the State Street Bank and Trust Company 

(Pooled Investments) are as follows:
Year Ended
December 31, 1993

Balance at beginning of the year

Amounts purchased by participating plans
Amounts withdrawn by participating plans

Net amounts purchased by participating plans
Interest income
\$236, 810, 280

82,998, 114
$(23,893,523)$

59, 104, 591
21, 864, 909
\$317,779, 780

## SIGNATURES

The Plan. Pursuant to the requirements of the Securities Exchange Act of 1934, the trustees (or other persons who administer the employee benefit plan) have duly caused this annual report to be signed on its behalf by the undersigned hereunto duly authorized.

BOISE CASCADE CORPORATION
RETIREMENT SAVINGS PLAN (RSP)

By /s/ J.M. Gwartney
J.M. Gwartney

Chairman of the
Retirement Committee

# BOISE CASCADE CORPORATION 

> INDEX TO EXHIBIT
> Filed with the Report
> on Form 11-K for the
> Year Ended December 31, 1993
Reference Description Page Number (1)

Consent of Independent Public 16 Accountants Dated June 15, 1994
(1) This material appears only in the manually signed original of the report on Form 11-K

As independent public accountants, we hereby consent to the incorporation of our report dated April 15, 1994, included in this Form $11-\mathrm{K}$ for the year ended December 31, 1993, into the Company's previously filed registration statement on Form S-8 (File No. 33-31642).

ARTHUR ANDERSEN \& CO.
Boise, Idaho
June 15, 1994

