

U.S. Department of Labor

Pension and Welfare Benefits Administration
Washington, D.C. 20210



JOB # _____
RECEIVED

JUN 03 1997

LEE & RO

Dear Sir/Madam:

We have received your Summary Plan description (SPD) / Summary of Material Modification (SMM).
To process this document we need additional information.

Item(s) needed is/are: *EIN 95-3443396*

PN 501

(3 digit Plan Number assigned by the Plan Sponsor to identify various plans, i.e. 001, 002, etc for Pension Plans; 501, 502, etc for Welfare Plans)

The information is needed within 30 days of receipt of this letter. To expedite processing your document, please enter the correct information and Return Document to the address listed below.

U.S. Department of Labor
Pension and Welfare Benefits Administration
Frances Perkins Building, Room N-5638
200 Constitution Avenue, N.W.
Washington, DC 20210
Attn: Records and Examination Unit

Sincerely,

Supervisor, Distribution and Mail
Office of Program Services

2520190031305

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Working for America's Workforce



P.O. Box 93070
 City of Industry, CA 91715-3070
 Tel: (818) 912-3391
 FAX: (818) 912-2015

1199 South Fullerton Road, City of Industry, CA 91748

LETTER OF TRANSMITTAL

NDEIN

TO: SPD Room N-5644
Pension & Welfare Benefits Administration
U.S. Dept of Labor,
200 Constitution Ave. NW
Washington, DC 20210

DATE August 24, 1995	JOB NO. 501
RE LEE & RO Consulting Engineers 401(k) Profit Sharing Plan Summary Plan Description (SPD)	

WE ARE SENDING YOU ATTACHED UNDER SEPARATE COVER VIA _____
 THE FOLLOWING ITEMS:

ITEM NO.	NO. OF COPIES	DESCRIPTION
1	1	Substitute page 8 of the subject SPD that was mailed to you earlier. <i>Ein # 95-3443396</i> <i>PM# 501</i>

55 AUG 28 1995 18

97 JUN 11 PM 1:49
 DOL-PWBA
 PUBLIC DISCLOSURE

THESE ARE TRANSMITTED AS CHECKED BELOW:

- FOR YOUR APPROVAL
 FOR YOUR FILE
 AS REQUESTED
 FOR YOUR USE
 FOR YOUR ACTION
 FOR YOUR INFORMATION
 FOR REVIEW AND COMMENT

REMARKS Ladies and Gentlemen:

Fidelity Institutional Retirement Services Company, the trustees of our plan, have issued the enclosed substitute page 8, since there was an error on the original SPD filed. We regret any inconvenience this may have caused you.

Sincerely,

COPY TO: *F/k.*

BY: Nirmala Dayalan *N.D.*



**Fidelity Institutional
Retirement Services Company**SM

A division of Fidelity Investments Institutional Services Company, Inc.

200 Magellan Way
Covington, KY 41015
(606) 386-4100

August 18, 1995

Dear LEE & RO Consulting Engineers 401(k) Profit Sharing Plan participant,

Enclosed please find a substitute page 8 of the Summary Plan Description for the LEE & RO Consulting Engineers 401(k) Profit Sharing Plan. The method for crediting vesting is now appropriately reflected.

Thank you,

FIDELITY INVESTMENTS

V. Vesting

The term “vesting” refers to your nonforfeitable right to the money in your Account. You receive vesting credit for the number of year(s) that you have worked for the Employer and any other legally related Employer. If you terminate your employment with the Employer, then you may be able to receive a portion or all of your Account based on your vested percentage. You are always 100% vested in your own Employee pretax Account, rollover Account and earnings thereon.

Employer contributions and earnings will be vested in accordance with the following schedule:

Years of Service for Vesting	Percentage
less than 3	0
3	20
4	40
5	60
6	80
7	100

The Plan has changed the methodology used to determine your years of service. Previously you received vesting credit for a year of service under the “general method” if you worked more than 1,000 hours in a Plan Year. Vesting under the Plan is now based upon the “elapsed time” method. Hours under this method are not counted but rather “periods of service” are computed. A period of service is determined by the time you work for your Employer. Only your whole years of service with the Employer will be counted to compute your years of service for vesting purposes. For example, if you work three years and ten months then for vesting purposes you will receive credit for three years of service.

If you were a participant in the plan before August 1, 1994, then you will receive vesting credit for your years of service with the Employer based upon the following:

	<u>Applicable Plan Year(s)</u>	<u>Method</u>	<u>Measurement Period</u>
1.	Plan Year(s) before November 1, 1993	General	November 1 to October 31
2.	November 1, 1993 to October 31, 1994	General or Elapsed Time*	November 1 to October 31
3.	Plan Year(s) after October 31, 1994	Elapsed Time	November 1 to October 31

* You will receive credit for this year based upon whichever method is more favorable to you.

If you became a participant on or after August 1, 1994, then you will receive vesting credit for your years of service with the Employer based only on the “elapsed time” method. In this case, your measurement period for determining your years of service will generally be based upon your date of employment with the Employer.