

ABHE & SVOBODA INC.

May 7, 1997

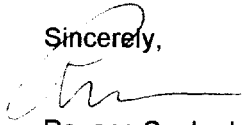
SMM
Pension and Welfare Benefits Administration
Room N-5644
U.S. Department of Labor
200 Constitution Avenue N.W.
Washington, D.C. 20210

Reference: SUMMARY PLAN DESCRIPTION -
SUMMARY OF MATERIAL MODIFICATIONS
for the Abhe & Svoboda, Inc.
401(k) Profit Sharing Plan
Employer ID # 41-1224817
Plan No. 001

Dear Sir:

On April 3, 1997 a modification was made to Schedule A of our 401(k) Profit Sharing Plan. Enclosed is a copy of modifications to our Schedule A.

Sincerely,



Roxane Svoboda
Secretary

2520190031460

SENT CERTIFIED MAIL NO. P 248 125 107
RETURN RECEIPT REQUESTED

cc: James E. Bowlus
Faegre & Benson
2200 Norwest Center
90 South Seventh Street
Minneapolis, Minnesota 55402-3901

Charles Schwab Trust Company
1 Montgomery Street, 7th Floor
San Francisco, CA 94104
ATTN: Ms. Reem Nasra, Account Administrator

Don Mongeon
Larson, Allen, Weishair & Co.
Suite 1000
220 South Sixth Street
Minneapolis, Minnesota 55402-4505

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**ABHE & SVOBODA, INC. 401(k) PROFIT SHARING PLAN
SCHEDULE A**

(Effective April 3 , 1997)

Prevailing Wage Qualified Employee: All hourly paid employees with the Company and Affiliates are Prevailing Wage Qualified Employees for the purposes of this Plan. Notwithstanding the previous sentence, the following categories of employees are excluded from coverage under the plan:

- Hourly paid employees working on Prevailing Wage projects not identified below.
- Hourly paid employees not working on Prevailing Wage projects.
- Leased Employees.

Note: In addition, employees who are not hourly paid employees, employees under collective bargaining agreements (unless the agreement provides for the inclusion of such employees), nonresident aliens, Highly Compensated Employees, and Key Employees are automatically excluded from coverage under this Plan.

Prevailing Wage Contribution Schedule: For each hour a Participant works, the Company's contribution to the Plan will be the amount designated in the following schedule, corresponding to the Participant's job classification and the construction project where the work was performed; provided that the total contributions for any Participant for any Plan Year will not exceed 25 % of that Participant's Certified Earning for that Plan Year:

Hourly Contribution Rates for Prevailing Wage Projects

Project Name:

**ASI JOB NO. 9607, Repair and Paint North
Helix House and Ice Shields, Cutler, Maine**

<u>Job Category</u>	<u>Class</u>	<u>Contribution Rate</u>
<u>Supervisor</u>	<u>101</u>	<u>\$3.26</u>
<u>Ironworker</u>	<u>102</u>	<u>\$2.54</u>
<u>Equipment Operator, Crane</u>	<u>103</u>	<u>\$1.43</u>
<u>Painter</u>	<u>104</u>	<u>\$.047</u>
<u>Laborer</u>	<u>105</u>	<u>\$1.31</u>