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ANTHONY & SONS GENERAL CONTRACTORS, INC.

September 30, 2002

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Top Hat Plan Exemption
Pension & Welfare Benefits Administration
Room N-5744, U.S. Department of Labor
200 Constitution Avenue NW
Washington, D.C. 20210

Re: Bonus Incentive Plan
Anthony & Sons General Contractors, Inc.

Dear Sir/Madam:

Pursuant to Department of Labor Regulation Section 2520.104-23, please be advised that ASI-Anthony & Sons General Contractors, Inc., a California corporation, located at 1790 Terminal Street, West Sacramento, CA 95691, Employer Identification Number 94-2386336, has instituted a plan primarily for the purpose of providing deferred compensation for a select group of management of highly compensated employees, known as the "Bonus Incentive Plan", currently covering five employees.

Please direct any inquiries regarding the above-mentioned plan care of the undersigned.

Very truly yours,



J. Scott Slothower
Vice President



ANTHONY & SONS GENERAL CONTRACTORS, INC.
1790 TERMINAL STREET, W. SACRAMENTO, CA 95691-3822



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