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Top Hat Plan Exemption  
Pension and Welfare Benefits Administration  
Room N-5644  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

Re: Name of Employer: Youritan Construction Company  
Address of Employer: c/o The Tan Group  
3630 El Camino Real  
Palo Alto, CA 94306  
EIN #: 94-1260733  
Name of Plan: Youritan Construction Company  
Deferred Compensation Arrangement  
for Mark Plumley ("Plan")

Ladies and Gentlemen:

Youritan Construction Company ("Employer"), a California corporation, maintains an unfunded deferred compensation plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. The Employer maintains one Plan, with one employee as a current participant in the Plan.

The Employer will provide Plan documents to the Secretary of Labor on request as required by Section 104(a)(1) of the Employee Retirement Income Security Act of 1974.

Youritan Construction Company

Dated Sept 23, 1993

By:   
FABER TAN, President

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