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Reliable Constructors Inc.

"Specializing In Foundations"

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SALARY CONTINUATION

SPECIMEN ERISA MEMORANDUM STATEMENT

DATE: February 1, 1995

TO : Office of Pension and Welfare Programs
Labor Management - Services Administration
U.S. Department of Labor
Washington, DC 20216

FROM: Reliable Constructors, Inc.
Employer Identification Number 59-2718663

This statement is with respect to Non-Qualified Deferred Compensation Plans maintained by Employers under the requirements of 29 CFR Section 2520.104-23(a).

Employer currently maintains one non-qualified salary continuation plan for Executives who are members of a "select group of management" or who are "highly compensated".

The number of participants are:

Plan 1: 3

Plan Administrator: Roger Rehfeldt
Title : President
Employer : Reliable Constructors, Inc.

"We Turn The Earth"

Certified General Contractor No. CGC A13888