

MOLIN

Since 1897

CONCRETE PRODUCTS COMPANY

2520040153688

March 28, 1995

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

CERTIFIED MAIL
RETURN RECEIPT REQUESTED

RE: Amended Plan
Molin Concrete Products Company
415 Lilac Street
Lino Lakes, Minnesota 55014
EIN: 41-0657420

Dear Sir/Madam:

This statement is provided with respect to certain nonqualified deferred compensation plans maintained by Molin Concrete Products Company, a Minnesota corporation (the "Corporation") pursuant to the requirements of 29 CFR Section 2520.104-23.

The Corporation currently maintains one nonqualified salary continuation plan (the "Plan") primarily for the purpose of providing deferred compensation for members of a select group of management or highly compensated employees. The Plan as amended now includes eight participants. The Corporation's address and employer identification number is set forth above.

A copy of the Plan documents will be provided upon request.

Very truly yours,

MOLIN CONCRETE PRODUCTS COMPANY

By: *On Wang*
It's: Plan Administrator

