

Telephone (213) 321-8373—Los Angeles
(213) 327-8660—Carson (Gardena)
FAX (213) 329-4180

2520032033294

Established 1921
Contractors License 249706

Washington Iron Works

Artisans in all Metals

17926 SO. BROADWAY
POST OFFICE BOX 460
GARDENA, CALIFORNIA 90247

December 31, 1991

Top-Hat Plan Exemption
Pensions & Welfare Benefits Administration
Room N-564
U.S. Department of Labor
200 Constitution Avenue N.W.
Washington D.C. 20210

RE: Adoption of Top-Hat Plan

Employer : Washington Ornamental Iron Works, Inc.
17926 S. Broadway
Gardena, CA 90248

EIN: 95-2475388

Dear Sir:

This is to inform you that Washington Ornamental Ironworks Inc. maintains a plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees (a "top-hat plan"). Washington Iron Works currently maintains this plan for seven employees.

Sincerely yours,



Chris J. Powell

Controller