



2520040154411

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Jacksonville, Florida 32256

(904) 296-2020
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April 3, 1996

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

SEARCHED
SERIALIZED
APR 10 11 23 AM '96

Re: Duval Asphalt Products, Inc. Management Savings Plan
EIN 59-2397581

Dear Sir:

Please be advised that on March 31, 1996, Duval Asphalt Products, Inc. created the Duval Asphalt Products, Inc. Management Savings Plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. Upon request, we will provide you with a copy of the plan document.

Very truly yours,

A handwritten signature in black ink, appearing to read "Paul Jurgenson", written over a horizontal line.

Paul Jurgenson

PJ/als