

American Building Maintenance Industries, Inc.

2520040761538

Corporate Headquarters
50 Fremont Street, Suite 2600
San Francisco, CA 94105-2230
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January 7, 1994

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

Gentlemen:

Re: Notice of the Maintenance of a Plan of Deferred Compensation
for a Select Group of Management or Highly Compensated Employees

This Notice is provided in accordance with ERISA DOL Reg 2520.104-23.

Name of Plan Sponsor - American Building Maintenance Industries, Inc.

Address - 50 Fremont Street, 26th floor
San Francisco, CA 94105

Sponsor's EIN - 94-1369354

The Plan Sponsor maintains the ABM Deferred Compensation Plan for the purpose of allowing a select group of highly compensated executive, management, administrative and sales employees to defer a portion of their income. The plan is unfunded.

There are 39 highly compensated employees eligible to participate in the Plan.

Sincerely,

A handwritten signature in cursive script that reads 'Douglas B. Bowlus'.

Douglas B. Bowlus
Treasurer

DBB/kch

