

February 4, 2003

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Pension and Welfare Benefits Administration
Top Hat Plan Exemption
200 Constitution Avenue, NW, Suite N-1513
Washington, DC 20210

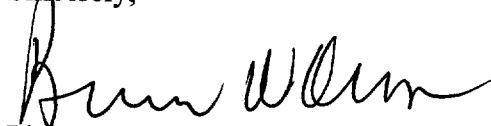
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RE: Tahoe Construction Mgmt & Sales Ltd.
Deferred Compensation Plan
Employee Split Dollar Collateral Assignment Life Insurance Agreement

To Whom It May Concern:

1. Employer Tahoe Construction Mgmt & Sales Ltd.
PO Box 1518
Tahoe City, CA 96145-1518
2. Taxpayer Identification Number: 68-0366666
3. Top Hat Declaration: This plan is maintained to benefit a select group of highly compensated employees.
4. Number of Plans: 1 Deferred Compensation Plan
1 Employee Split Dollar Plan
5. Number of Participants: 1 Deferred Compensation Participant
1 Employee Split Dollar Participant

Sincerely,

 2-10-03
Plan Administrator

Tahoe Construction Mgmt & Sales Ltd.
PO Box 1518
Tahoe City, CA 96145-1518

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