



Tri-North Builders Inc.

717 Post Road
P.O. Box 259568
Madison, WI 53725-9568

TEL (608) 271-8717
FAX (608) 271-3354

April 6, 2000

2520042390558

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

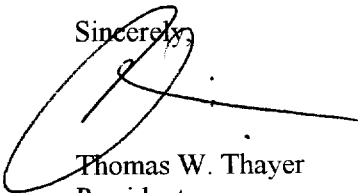
Re: Supplemental Executive Retirement Plan

Ladies and Gentlemen:

Pursuant to Department of Labor Regulation § 2520.104-23, this statement is filed in compliance with the reporting and disclosure requirements of Part 1 of Title I of the Employee Retirement Income Security Act of 1974. Tri-North Builders, Inc. maintains a deferred compensation plan for a select group of management or highly compensated employees. The following information is provided in accordance with DOL Reg. § 2520.104-23(b)(1):

- 1) Tri-North Builders, Inc.
717 Post Road
Madison, Wisconsin 53713-4640
- 2) Employer Identification Number: 39-1381552
- 3) It is hereby declared that Tri-North Builders, Inc. maintains a plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.
- 4) One plan is maintained for all covered employees.
- 5) The number of participants in this Plan is 4.
- 6) The Plan was adopted effective October 26, 1996.

Sincerely,



Thomas W. Thayer
President

TWT:klw

Building on our experience.

Milwaukee Office: (262) 549-1300

tophat0406



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