

2520042391338



3
TOP HATS

VIA CERTIFIED MAIL

January 5, 2000

Top Hat Plan Exemption
PWBA, Room N-5644
U.S. Department of Labor
200 Constitution Avenue, NW
Washington, D.C. 20210

HPL&S Inc.
*Pension and Employee
Benefit Consultants*

*125 South Wilke Road
Suite 300
Arlington Heights, IL
60005-1584
847.392.2999
FAX: 847.392.1053*

Re: McShane Companies Bonus Plan

Dear Madame or Sir:

Enclosed are the statements prepared under the alternative method of compliance pursuant to ERISA Reg. §2520.104-23 for each of the three adopting companies of the above Plan.

Please confirm receipt of the attached documents.

If you have any questions, please call.

Sincerely,

A handwritten signature in cursive script that reads "George F. Castillo".

George F. Castillo, Esq.
Ext. 245

GFC/ps
Enclosures

cc: Mr. Mel Meyer (w/encl.)

ALTERNATIVE METHOD OF COMPLIANCE

UNDER ERISA REG §2520.104-23

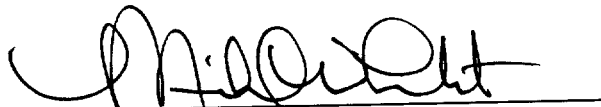
Employer Name and Address: McShane Corporation
6400 Shafer Court
Suite 400
Rosemont, IL 60018

Federal Employer Identification Number: 36-3312803

The Employer has one plan, which is maintained primarily for the purpose of providing deferred compensation for a select group of management and highly compensated employees. The plan and number of participants is as follows:

<u>Plan Name</u>	<u>Participants</u>
McShane Companies Bonus Plan	9

Dated: September 30, 1999



President

ALTERNATIVE METHOD OF COMPLIANCE

UNDER ERISA REG §2520.104-23

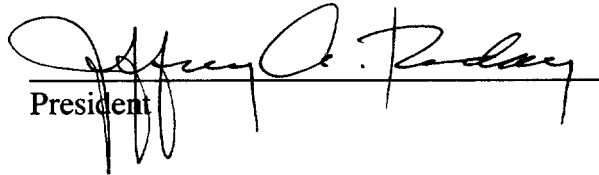
Employer Name and Address: McShane Construction Corporation
6400 Shafer Court
Suite 400
Rosemont, IL 60018

Federal Employer Identification Number: 36-3605728

The Employer has one plan, which is maintained primarily for the purpose of providing deferred compensation for a select group of management and highly compensated employees. The plan and number of participants is as follows:

<u>Plan Name</u>	<u>Participants</u>
McShane Companies Bonus Plan	10

Dated: September 30, 1999



President

ALTERNATIVE METHOD OF COMPLIANCE

UNDER ERISA REG §2520.104-23

Employer Name and Address: Cadence McShane Corporation
14860 Montfort Drive
Suite 270
Dallas, TX 75240

Federal Employer Identification Number: 75-2018521

The Employer has one plan, which is maintained primarily for the purpose of providing deferred compensation for a select group of management and highly compensated employees. The plan and number of participants is as follows:

<u>Plan Name</u>	<u>Participants</u>
McShane Companies Bonus Plan	12

Dated: September 30, 1999



President

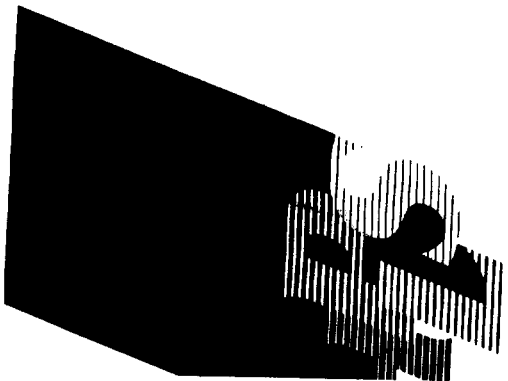
CERTIFIED

Z 332 017 387

MAIL

★ ★ 186
 ★ ★ 9869 #
 ★ ★ 0444

UNITED STATES POSTAGE
 03.200
 PB8565330
 JAN 05 00
 ARLINGTON HEIGHTS IL 60005



Inc.
ilke Road
ghts, IL

Top Hat Plan Exemption
 PWBA, Room N-5644
 U.S. Department of Labor
 200 Constitution Avenue, NW
 Washington, D.C. 20210

Via Certified Mail