

19 APR 14 10:32  
April 5, 1999

CERTIFIED MAIL  
RETURN RECEIPT REQUESTED

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

Re: Deferred Compensation Plan

Dear Sir or Madam:

In accordance with 29 C.F.R. section 2520.104-23, this letter will serve to notify you that Thomas Concrete Industries, Inc. (the "Company"), 2500 Cumberland Parkway, Suite 210, Atlanta, Georgia 30339, has adopted, effective March 26, 1999, the Thomas Concrete Industries, Inc. Non-Qualified Retirement Program (the "Program"). The Company hereby declares that the Program is maintained primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. The initial number of eligible participants is 10. With the addition of the Program, the total number of such plans maintained by the Company is one. The employer identification number of the Company is 59-2820172.

Sincerely,

  
Jan Meijer



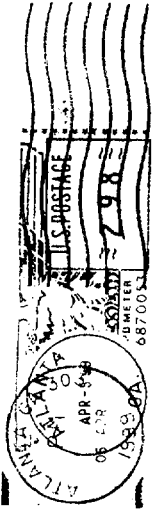
2500 Cumberland Parkway  
Suite 210, Atlanta, GA 30339

www.thomasconcrete.com

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CERTIFIED

MAIL



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