

Juniper Construction Company, Inc.

**4932-C Eisenhower Avenue
Alexandria, Virginia 22304
(703) 370-5081
fax: (703) 370-0766
e-mail: juniper@erols.com**

June 15, 1999

2520042394002

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

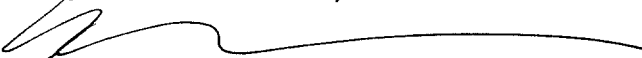
To Whom It May Concern:

Effective as of the date provided below, the following corporation became a party to an employee benefit plan primarily established and maintained for the purpose of providing a plan of deferred compensation and salary continuation to a select group of highly compensated employees.

Employer:	Juniper Construction
Address:	4932-C Eisenhower Avenue Alexandria, Virginia 22304
Phone No.:	(703) 370-5081
Employer Identification No.:	54-1417993
Employee Participants:	28 (Twenty eight)
Effective Date of Plan:	July 1, 1999

This statement is filed under authority of Labor Regulations Section 2520.104-23

Sincerely,
Juniper Construction Co., Inc.



**Kevin M. Howe
President**

**4932-C Eisenhower Avenue
Alexandria, VA 22304**

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