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8505 East Orchard Road
Englewood, CO 80111 Tel. (303) 689-3000
Address mail to: PO Box 1400, Denver, CO 80201

December 5, 1997

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

RE: Top Hat Plan Exemption
DOL Regulations §2520.104-23

Dear Secretary:

This is to advise you that the Company currently maintains an unfunded nonqualified deferred compensation plan listed below. This plan is maintained for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

A. PLAN INFORMATION

- | | |
|-------------------------|---|
| 1. Plan Name: | JF Neuber Concrete Non-Qualified Deferred Compensation Plan. |
| 2. No. of Participants: | 8 |

B. EMPLOYER INFORMATION

- | | |
|------------------------|---|
| 1. Name: | JF NEUBER |
| 2. Address: | PO Box 745
Kimberton, PA 19942 |
| 3. Phone: | 610-933-6926 |
| 4. Tax ID # | 23-2110355 |
| 5. Plan Administrator: | Donna Dotts |

Cordially,

A handwritten signature in cursive script that reads "Julie Martin".

Julie Martin, Account Manager, 401(k) Operations

cc: Trish Martinez, Associate Manager, 401(k) Operations