

2520043381014

**J.H. McCORMICK, INC.**  
**2507 EMPIRE AVENUE**  
**BURBANK, CALIFORNIA 91504**

May 21, 2004

**CERTIFIED MAIL**  
**Return Receipt Requested**

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

Re: J.H. McCORMICK, INC.  
**Retirement Benefit Plan**

Gentlemen/Ladies:

This statement is being filed by J.H. McCORMICK, INC., (the "Employer"), pursuant to Section 110 of the Employee Retirement Income Security Act of 1974, as amended ("ERISA"), and Department of Labor Regulations §2520.104-23(b), with respect to one (1) deferred compensation plan maintained by the Employer for a select group of management and highly-compensated employees, as follows:

1. Name and Address of Employer:

J.H. McCORMICK, INC.  
2507 Empire Avenue  
Burbank, California 91504

2. Employer Identification Number: 95-2464690

RECEIVED  
J.H. McCORMICK, INC.

U.S. DEPARTMENT OF LABOR  
200 CONSTITUTION AVENUE, N.W.  
WASHINGTON, D.C. 20210

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May 21, 2004  
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3. Employer maintains the following plan primarily for the purpose of providing deferred compensation for a select group of management and highly compensated employees:

<u>Plan</u>	<u>No. of Participating Employees</u>	<u>Effective Date</u>
Retirement Compensation Plan	5	2/14/04

If you have any questions concerning the foregoing, please communicate with the undersigned at the address and telephone number listed on the letterhead.

Sincerely,

J.H. McCORMICK, INC.

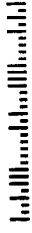
By: 

Steven McCormick, President

MICHAEL



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Pension and Welfare Benefits Administration  
U.S. Department of Labor  
200 Constitution Avenue, NW  
Washington, DC 20210



McCormick Construction Co.  
GENERAL BUILDING & ENGINEERING CONTRACTORS  
2507 EMPIRE AVENUE, BURBANK, CA, 91504