

2520005096718

LAW OFFICES

**BOYCE E. HAWK**

SUITE 1004  
THREE HUNDRED SPRING BUILDING  
LITTLE ROCK, ARKANSAS 72201

PHONE (501) 376-3418

FAX (501) 376-3410

December 31, 1992

Pension and Welfare Benefits Administration  
P.O. Box 75212  
Washington D.C. 20013-5212

RE: Vratsinas Construction Company

Gentlemen:

The above referenced company adopted an unfunded deferred compensation plan for certain of its employees in 1990. It is questionable whether such plan is covered by your regulations, but rather than run the risk of your annual penalties of Thirty Thousand Dollars (\$30,000.00) per year, the employer has elected to take advantage of your amnesty program. Therefore, the above referenced company's check in the amount of One Thousand Dollars (\$1,000.00) is enclosed herewith.

The name of the plan is Vratsinas Construction Company Deferred Compensation Plan. Gus M. Vratsinas is plan administrator, telephone number (501) 376-0017.

If you have any questions regarding this letter or the plan, please contact the undersigned.

Yours very truly,

*Boyce E. Hawk*  
Boyce E. Hawk

BEH/clg  
Enclosure

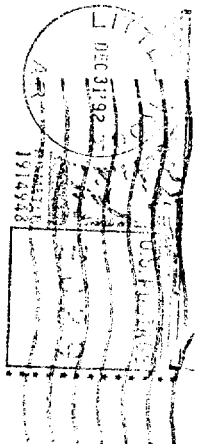
cc: Gus M. Vratsinas

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LAW OFFICES  
**BOYCE E. HAWK**  
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LITTLE ROCK, AR 72201



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