

January 29, 2000

OFFICE OF EMPLOYEE BENEFITS SECURITY
Labor Management Services Administration
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20216

Attention: The Secretary of Labor

RE: ALL BAY CONTRACTORS, INC.
303 Convention Way, Suite 2
Redwood City, CA 94063
EIN: 94-3329971

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In compliance with the requirements of the alternate method of reporting and disclosure under Part 1 of Title I of the Employee Retirement Income Security Act of 1974 for unfunded or insured pension plans for a select group of management of highly compensated employees, specified in Department of Labor Regulations, 29 C.F.R. paragraph 2520.104-23, the following information is provided by the undersigned employer.

The employer has entered into a non-qualified deferred compensation agreement for select management employees who are highly compensated.

The number of employees covered by such agreements as of this date is two (2).

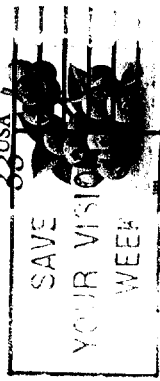
The undersigned employer is willing to furnish copies of such agreements if requested by The Secretary of Labor.

ALL BAY CONTRACTORS, INC.

By: Alan E. A

Title PRESIDENT

ABCi
All Bay
Contractors, Inc.
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