

**THE
DUTRA
GROUP**

2520052091695

November 8, 1999

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

RE: Notice of Plan(s) of Deferred Compensation

Gentlemen:

Pursuant to DOL Reg. Sec. 2520.104-233, the undersigned Employer hereby files the following information with respect to its plan(s) of deferred compensation.

1. Name and Address of Employer:

THE DUTRA GROUP
1000 Point San Pedro Road
San Rafael, CA 94901

114

2. Federal Employer Identification No. (EIN):

94-2278920

3. The Employer maintains one deferred compensation plan primarily for the purpose of providing deferred compensation to a select group of management or highly-compensated employees.

4. 4 employees are covered by such plan.

Very truly yours,

Wilson Hackworth

Wilson Hackworth, CFO



1000 Point San Pedro Road
San Rafael, CA 94901-8312

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