

2520052093332

ERISA COMPLIANCE STATEMENT

29 CFR 2520.104-23

March 10, 1998

To:

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

From:

Ware and Malcomb Architects, Inc.
18002 Cowan St., Ste. 200
Irvine, CA 92714

Employer Identification Number: 95-2905859

This statement is filed in compliance with the requirements of 29 CFR Section 2520.104-23.


Ware and Malcomb Architects, Inc., the Employer, maintains one (1) Non-Qualified Wage Continuation benefit plan ("Plan") for the purpose of providing deferred compensation for certain employees who are from a "select group of management" or who are "highly compensated."

There are two (2) participants in this Plan.

Please direct any inquiries or requests for information to the Plan Administrator, Ware and Malcomb Architects, Inc., at the above-referenced address.

Very truly yours,

Ware and Malcomb Architects, Inc.

By: 
James E. Williams, President

03/10/98
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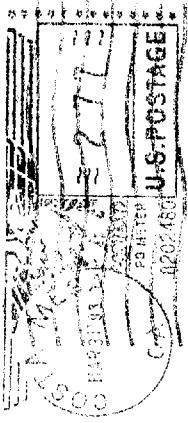
MURTAUGH MILLER MEYER & NELSON LLP
2603 MAIN STREET, 9TH FLOOR
POST OFFICE BOX 19627
IRVINE, CALIFORNIA 92623-9627

CERTIFIED

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MAIL

RETURN RECEIPT REQUESTED



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