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Patrick B. Hurley
Robert E. Jones

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Michael S. Morrison
Patricia Cadagin O'Brien
David D. O'Sullivan
Charlotte Skroch Potucek
Robert L. Renfro
Kathleen R. Ryding
Lawrence A. Stein

July 30, 2001

Top-Hat Plan Exemption
PWBA
Room N-5644
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, D.C. 20210

Re: Harbour Contractors, Inc.
FEIN: 36-3237550
Our File No. 7268-1
**Plan Name: "Harbour Contractors, Inc. Executive Bonus
and Retention Plan for Michael R. Mohr"**

Ladies/Gentlemen:

Enclosed herewith please find a "Top Hat Plan Statement" for the above-captioned Plan. This Top Hat Plan Statement is provided to you pursuant to Department of Labor Regulation Section 2520.104-23(b). The timely submission of this Statement serves to avoid the requirement that this Top Hat Plan file an Annual Report (Form 5500).

If you should have any questions with respect to this matter, please feel free to contact the undersigned.

Cordially,



Patricia C. O'Brien

Enclosure

cc: Thomas R. Seranko

TOP-HAT PLAN STATEMENT

Top-Hat Plan Exemption
PWBA
Room N-5644
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, D.C. 20210

Employer Name: Harbour Contractors, Inc.

Address: 215 W. Main Street, Plainfield, IL 60544-1909

Employer EIN: 36-3237550

Name of Plan: Harbour Contractors, Inc. Executive Bonus and Retention Plan for Michael R. Mohr

The Plan is maintained for select management or highly compensated employees.

Number of plans: 1

Number of employees in plan: 1

HARBOUR CONTRACTORS, INC.

By: 
Its President

Date: May 15, 2001

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July 30, 2001

Top-Hat Plan Exemption
PWBA
Room N-5644
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, D.C. 20210

Re: Harbour Contractors, Inc.
FEIN: 36-3237550
Our File No. 7268-1
**Plan Name: "Harbour Contractors, Inc. Executive Bonus
and Retention Plan for Robert J. Hildebranski"**

Ladies/Gentlemen:

Enclosed herewith please find a "Top Hat Plan Statement" for the above-captioned Plan. This Top Hat Plan Statement is provided to you pursuant to Department of Labor Regulation Section 2520.104-23(b). The timely submission of this Statement serves to avoid the requirement that this Top Hat Plan file an Annual Report (Form 5500).

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200 Constitution Avenue, N.W.
Washington, D.C. 20210


Employer Name: Harbour Contractors, Inc.
Address: 215 W. Main Street, Plainfield, IL 60544-1909
Employer EIN: 36-3237550
Name of Plan: Harbour Contractors, Inc. Executive Bonus and Retention Plan for Robert J. Hildebranski

The Plan is maintained for select management or highly compensated employees.

Number of plans: 1

Number of employees in plan: 1

HARBOUR CONTRACTORS, INC.

By: 
Its President

Date: May 15, 2001

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**Re: Harbour Contractors, Inc.
FEIN: 36-3237550
Our File No. 7268-1
Plan Name: "Harbour Contractors, Inc. Executive Bonus
and Retention Plan for Jonathon F. Harbour"**

Ladies/Gentlemen:

Enclosed herewith please find a "Top Hat Plan Statement" for the above-captioned Plan. This Top Hat Plan Statement is provided to you pursuant to Department of Labor Regulation Section 2520.104-23(b). The timely submission of this Statement serves to avoid the requirement that this Top Hat Plan file an Annual Report (Form 5500).

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Room N-5644
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, D.C. 20210

Employer Name: Harbour Contractors, Inc.

Address: 215 W. Main Street, Plainfield, IL 60544-1909

Employer EIN: 36-3237550


Name of Plan: Harbour Contractors, Inc. Executive Bonus and Retention Plan for
Jonathon F. Harbour

The Plan is maintained for select management or highly compensated employees.

Number of plans: 1

Number of employees in plan: 1

HARBOUR CONTRACTORS, INC.

By: 
Its President

Date: May 15, 2001

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U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, D.C. 20210

Re: Harbour Contractors, Inc.
FEIN: 36-3237550
Our File No. 7268-1
**Plan Name: "Harbour Contractors, Inc. Executive Bonus
and Retention Plan for Robert A. Bush"**

Ladies/Gentlemen:

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Enclosure

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Employer Name: Harbour Contractors, Inc.

Address: 215 W. Main Street, Plainfield, IL 60544-1909

Employer EIN: 36-3237550

Name of Plan: Harbour Contractors, Inc. Executive Bonus and Retention Plan for Robert A. Bush

The Plan is maintained for select management or highly compensated employees.

Number of plans: 1

Number of employees in plan: 1

HARBOUR CONTRACTORS, INC.

By: 
Its President

Date: May 15, 2001

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July 30, 2001

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200 Constitution Avenue, N.W.
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Re: Harbour Contractors, Inc.
FEIN: 36-3237550
Our File No. 7268-1
**Plan Name: "Harbour Contractors, Inc. Executive Bonus
and Retention Plan for William C. Paschen"**

Ladies/Gentlemen:

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Enclosure

cc: Thomas R. Seranko

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Employer Name: Harbour Contractors, Inc.
Address: 215 W. Main Street, Plainfield, IL 60544-1909
Employer EIN: 36-3237550
Name of Plan: Harbour Contractors, Inc. Executive Bonus and Retention Plan for William C. Paschen

The Plan is maintained for select management or highly compensated employees.

Number of plans: 1

Number of employees in plan: 1

HARBOUR CONTRACTORS, INC.

By: 
Its President

Date: May 15, 2001

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Re: Harbour Contractors, Inc.
FEIN: 36-3237550
Our File No. 7268-1
**Plan Name: "Harbour Contractors, Inc. Executive Bonus
and Retention Plan for Robert E. Sackse"**

Ladies/Gentlemen:

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Employer Name: Harbour Contractors, Inc.
Address: 215 W. Main Street, Plainfield, IL 60544-1909
Employer EIN: 36-3237550
Name of Plan: Harbour Contractors, Inc. Executive Bonus and Retention Plan for Robert E. Sackse

The Plan is maintained for select management or highly compensated employees.

Number of plans: 1

Number of employees in plan: 1

HARBOUR CONTRACTORS, INC.

By: 
Its President

Date: May 15, 2001

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Address: 215 W. Main Street, Plainfield, IL 60544-1909
Employer EIN: 36-3237550
Name of Plan: Harbour Contractors, Inc. Executive Bonus and Retention Plan for
Thomas R. Seranko

The Plan is maintained for select management or highly compensated employees.

Number of plans: 1

Number of employees in plan: 1

HARBOUR CONTRACTORS, INC.

By: 
Its President

Date: May 15, 2001

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July 30, 2001

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U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, D.C. 20210

Re: Harbour Contractors, Inc.
FEIN: 36-3237550
Our File No. 7268-1
**Plan Name: "Harbour Contractors, Inc. Executive Bonus
and Retention Plan for Gerald Parham"**

Ladies/Gentlemen:

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Employer Name: Harbour Contractors, Inc.
Address: 215 W. Main Street, Plainfield, IL 60544-1909
Employer EIN: 36-3237550
Name of Plan: Harbour Contractors, Inc. Executive Bonus and Retention Plan for Gerald Parham

The Plan is maintained for select management or highly compensated employees.

Number of plans: 1

Number of employees in plan: 1

HARBOUR CONTRACTORS, INC.

By: 
Its President

Date: May 15, 2001

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TO:

Top-Hat Plan Exemption

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U.S. Department of Labor

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Washington, D.C. 20210

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