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**SALARY CONTINUATION  
ERISA MEMORANDUM STATEMENT**

**DATE:** December 3, 1999

**TO:** Office Of Pension and Welfare Programs  
Labor Management – Services Administration  
U. S. Department Of Labor  
Washington, D.C. 20216

**FROM:** Miller Environmental, Inc.  
23-2762159  
6008 Farming Ridge Boulevard  
Reading, PA 19606

This statement is with respect to Non-Qualified Deferred Compensation Plans maintained by Employers under the requirements of 29 CFR Section 2520.104-23(a).

Employer currently maintains one non-qualified salary continuation plan for Executives who are members of a "select group of management" or who are "highly compensated".

The number of participants are:

Plan 1: 2

Plan Administrator: G. Michael Poyner

Title: Chief Executive Office

Employer: Miller Environmental, Inc.

MILLER ENVIRONMENTAL, INC.  
G. Michael Poyner  
6008 Farming Ridge Boulevard  
Reading, PA 19606

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