

Department of Labor Notification Letter

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DEPT OF LABOR  
Public Disclosure  
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TO: Top Hat Plan Exemption  
Pension and Welfare Benefits Administration Room N-5638  
U. S. Department of Labor  
200 Constitution Avenue N.W.  
Washington, D. C. 20210

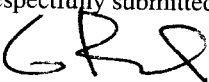
10/23/00  
DATE

FROM: *Ard Contracting, Inc.*  
*Employer Identification Number: 63-1007282*  
*2129 Montgomery Highway*  
*Birmingham, AL 35209*

This document constitutes the statement required by 29 C. F. R. Sec. 2520 104-23 (a) (1) to be filed with the Secretary of Labor in respect to a Non-Qualified Deferred Compensation Plan maintained by the above employer.

The employer currently maintains one Non-Qualified Deferred Compensation Plan for employees who are members of a select group of management or who are highly compensated. There are currently two participants in the plan. A copy of the plan document will be furnished upon request.

Respectfully submitted,

  
Garry Ard, President

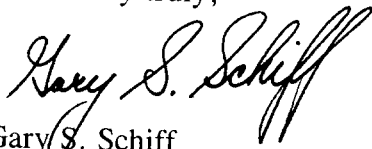
Washington, D.C. 20540

Re: Ard Contracting, Inc.  
C/M No. 036145-1  
File No. 42126-A

Gentlemen:

Enclosed, please find a statutory notification of a Non-Qualified Deferred Compensation Plan maintained by Ard Contracting, Inc. Could you please file-stamp your receipt of the second letter and return it to me in the enclosed envelope. Thank you for your time and consideration.

Yours very truly,



Gary S. Schiff  
FOR THE FIRM

GSS:ma

Enclosures

LAW OFFICES AND MEDIATION CENTERS

2311 HIGHLAND AVENUE BIRMINGHAM, ALABAMA 35205

POST OFFICE BOX 55727 BIRMINGHAM, ALABAMA 35255-5727

TELEPHONE | 205.930.5100 FAX | 205.930.5101 URL | <http://www.sirote.com>

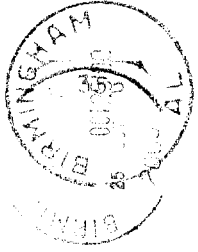
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S I R O T E  
— & —  
P E R M U T T  
A PROFESSIONAL CORPORATION

2311 Highland Avenue South

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