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401(k) Department
8525 East Orchard Road
Englewood, CO 80111 • (303) 737-3000
Mailing Address • PO Box 1400, Denver, CO 80201
www.gwla.com

October 31, 2000

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

U.S. DEPT. OF LABOR
E-FOIA/PUBLIC DISCLOSURE
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Re: Top Hat Plan Exemption
DOL Regulations 2520.104-23

Dear Secretary:

This is to advise you that the Company currently maintains an unfunded Non Qualified Deferred Compensation Plan listed below. This plan is maintained for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

A. PLAN INFORMATION

1. Plan Name: PCL Construction Enterprises, Inc., Top Hat Non Qualified Deferral Compensation Plan
2. Number of Participants: 7

B. EMPLOYER INFORMATION

1. Name: PCL Construction Enterprises, Inc.
2. Address: 2000 South Colorado Boulevard, Tower Two, Suite 2-500, Denver, Colorado 80222
3. Telephone Number: (303) 365-6548
4. Tax Identification Number: 84-1017450
5. Plan Administrator: Shelly Gantenbein

Sincerely,

A handwritten signature in black ink, appearing to read "Cristie Pobuda".

Cristie Pobuda
Senior Account Manager, 401(k) National

Great-West
LIFE & ANNUITY INSURANCE COMPANY
P.O. Box 1400
Denver, Colorado 80201

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