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\* CERTIFIED SPECIALIST IN  
TAXATION, CALIFORNIA BOARD OF  
LEGAL SPECIALIZATION

BUFFINGTON & AARON  
A LAW CORPORATION  
SUITE 820  
388 MARKET STREET  
SAN FRANCISCO CA 94111

U.S. DEPT. OF LABOR  
PUBLIC DISCLOSURE  
00 NOV 22 PM 12:29  
TELEPHONE (415) 391-9000  
FAX (415) 391-9611

2520060620168

November 10, 2000

**CERTIFIED MAIL**  
**RETURN RECEIPT REQUESTED**

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

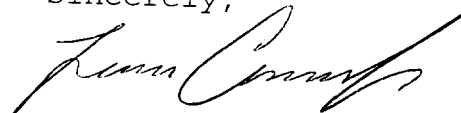
Re: Deferred Compensation Agreement for Officers of James  
Leary Architecture and Planning

Dear Sir/Madam:

Enclosed is a Statement of Compliance with 29 CFR  
2520.104-23 that is being filed on behalf of the above Deferred  
Compensation Agreement, which includes a promise of deferred  
compensation for officers of James Leary Architecture and  
Planning.

While we do not believe the Employment Agreement is an  
employee benefit plan under ERISA, we are filing this Notice as a  
protective matter to avoid ERISA requirements for filing annual  
return/reports for nonqualified deferred compensation  
arrangements.

Sincerely,



Laura Cavanaugh

LDC:lc

Enclosure: 2052.Q01

cc: James Leary, AIA

2052.L10

STATEMENT OF COMPLIANCE WITH  
29 CFR 2520.104-23

Re: Name of Employer: James Leary Architecture and  
Planning, Inc.  
Address of Employer: 9845 Erma Road, Suite 205 A  
San Diego, CA 92131  
EIN #: 33-0933821  
Name of Plan: Deferred Compensation Agreement for  
James Leary Architecture and  
Planning, Inc.

James Leary Architecture and Planning, Inc. ("Employer"), a California corporation, maintains one unfunded deferred compensation plan, effective November 1, 2000, primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. The Employer maintains its unfunded deferred compensation plan with four employees as current participants in that plan.

The Employer will provide plan documents to the Secretary of Labor on request as required by Section 104(a)(1) of the Employee Retirement Income Security Act of 1974.

DATED: November 10, 2000

BUFFINGTON & AARON  
A LAW CORPORATION  
SUITE 820  
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SAN FRANCISCO CA 94111

the right of the return address

**CERTIFIED**

Z 202 777 719

**MAIL**

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