

LAW OFFICES OF
MILLER, CANFIELD, PADDOCK AND STONE, P.L.C.

SIDNEY T. MILLER (1884-1940)
GEORGE L. CANFIELD (1886-1928)
LEWIS H. PADDOCK (1886-1935)
FERRIS D. STONE (1882-1945)

A PROFESSIONAL LIMITED LIABILITY COMPANY
444 WEST MICHIGAN AVENUE
KALAMAZOO, MICHIGAN 49007-3751

ANN ARBOR, MICHIGAN
BLOOMFIELD HILLS, MICHIGAN
DETROIT, MICHIGAN
GRAND RAPIDS, MICHIGAN
KALAMAZOO, MICHIGAN
LANSING, MICHIGAN
MONROE, MICHIGAN
WASHINGTON, D.C.

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PENSACOLA, FLORIDA
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GDAŃSK, POLAND
WARSAW, POLAND

October 19, 1995

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

2520032030834

Re: Employer - Consumers Concrete Corporation
Deferred Compensation Plans for Various Employees

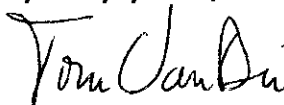
Gentlemen:

Attached is an Alternative Method of Compliance Statement for individual
Deferred Compensation Plans which have been adopted for the following employees:

Jess A. Bumpus
Jerry A. DeBoer
Barry R. Dunn
Donald M. Johnson
Wayne U. O'Bryne
Gary Schripsema
Sandrea Thomas

Please advise if additional documentation is needed.

Very truly yours,



Thomas H. Van Dis

THVD/vkv

Enc.

cc: Mr. Tom W. Thomas (w/enc)
Mr. Dale W. DeHaan (w/enc)

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SEARCHED
SERIALIZED
INDEXED
OCT 20 1995

ALTERNATIVE METHOD OF COMPLIANCE STATEMENT

JESS A. BUMPUS DEFERRED COMPENSATION PLAN

Employer: Consumers Concrete Corporation

Name and Address of Plan: Jess A. Bumpus Deferred
Compensation Plan
Consumers Concrete Corporation
3651 Vanrick
Kalamazoo, Michigan 49002

Attention: President

**Sponsoring Employer and Federal
Employer I.D. No.:** Consumers Concrete Corporation
#38-1282031

Number of Plans: One

**Number of Participants as of
September 30, 1995:** One

Consumers Concrete Corporation declares that it is its intent to maintain individual Deferred Compensation Plans primarily for the purpose of providing Deferred Compensation for select management and highly compensated employees. The plan described above is one such plan.

Date: October 16, 1995

RECEIVED
OCT 16 1995

ALTERNATIVE METHOD OF COMPLIANCE STATEMENT

JERRY A. DeBOER DEFERRED COMPENSATION PLAN

Employer: Consumers Concrete Corporation

Name and Address of Plan: Jerry A. DeBoer Deferred
Compensation Plan
Consumers Concrete Corporation
3651 Vanrick
Kalamazoo, Michigan 49002

Attention: President

**Sponsoring Employer and Federal
Employer I.D. No.:** Consumers Concrete Corporation
#38-1282031

Number of Plans: One

**Number of Participants as of
September 30, 1995:** One

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Date: October 16, 1995

ALTERNATIVE METHOD OF COMPLIANCE STATEMENT

BARRY R. DUNN DEFERRED COMPENSATION PLAN

Employer: Consumers Concrete Corporation

Name and Address of Plan: Barry R. Dunn Deferred Compensation Plan
Consumers Concrete Corporation
3651 Vanrick
Kalamazoo, Michigan 49002
Attention: President

Sponsoring Employer and Federal Employer I.D. No.: Consumers Concrete Corporation
#38-1282031

Number of Plans: One

Number of Participants as of September 30, 1995: One

Consumers Concrete Corporation declares that it is its intent to maintain individual Deferred Compensation Plans primarily for the purpose of providing Deferred Compensation for select management and highly compensated employees. The plan described above is one such plan.

Date: October 16, 1995

10/16/95 11:15

ALTERNATIVE METHOD OF COMPLIANCE STATEMENT

DONALD M. JOHNSON DEFERRED COMPENSATION PLAN

Employer: Consumers Concrete Corporation

Name and Address of Plan: Donald M. Johnson Deferred
Compensation Plan
Consumers Concrete Corporation
3651 Vanrick
Kalamazoo, Michigan 49002

Attention: President

Sponsoring Employer and Federal
Employer I.D. No.: Consumers Concrete Corporation
#38-1282031

Number of Plans: One

Number of Participants as of
September 30, 1995: One

Consumers Concrete Corporation declares that it is its intent to maintain individual Deferred Compensation Plans primarily for the purpose of providing Deferred Compensation for select management and highly compensated employees. The plan described above is one such plan.

Date: October 16, 1995

10/16/95
10:00 AM
10/16/95

ALTERNATIVE METHOD OF COMPLIANCE STATEMENT

WAYNE U. O'BRYNE DEFERRED COMPENSATION PLAN

Employer: Consumers Concrete Corporation

Name and Address of Plan: Wayne U. O'Bryne Deferred
Compensation Plan
Consumers Concrete Corporation
3651 Vanrick
Kalamazoo, Michigan 49002

Attention: President

**Sponsoring Employer and Federal
Employer I.D. No.:** Consumers Concrete Corporation
#38-1282031

Number of Plans: One

**Number of Participants as of
September 30, 1995:** One

Consumers Concrete Corporation declares that it is its intent to maintain individual Deferred Compensation Plans primarily for the purpose of providing Deferred Compensation for select management and highly compensated employees. The plan described above is one such plan.

Date: October 16, 1995

RECEIVED 10/16/95

ALTERNATIVE METHOD OF COMPLIANCE STATEMENT

GARY SCHRIPSEMA DEFERRED COMPENSATION PLAN

Employer: Consumers Concrete Corporation

Name and Address of Plan: Gary Schripsema Deferred
Compensation Plan
Consumers Concrete Corporation
3651 Vanrick
Kalamazoo, Michigan 49002

Attention: President

**Sponsoring Employer and Federal
Employer I.D. No.:** Consumers Concrete Corporation
#38-1282031

Number of Plans: One

**Number of Participants as of
September 30, 1995:** One

Consumers Concrete Corporation declares that it is its intent to maintain individual Deferred Compensation Plans primarily for the purpose of providing Deferred Compensation for select management and highly compensated employees. The plan described above is one such plan.

Date: October 16, 1995

10/16/95 11:01:15

