



January 20, 2012

EBSA/PUBLIC DISCLOSURE
2012 JAN 26 AM 11:46

United States Department of Labor
Employee Benefits Security Administration
Top Hat Plan Exemption
200 Constitution Ave., N.W., Ste N-1513
Washington, D.C. 20210

RE: Catamount Constructors, Inc. - Key Employee Incentive Plan

Dear Sir or Madam:

In accordance with Department of Labor Regulation § 2520.104-23, this letter will service as the alternative method of compliance with the reporting and disclosure requirements of Part I of Title I of the Employee Retirement Income Security Act of 1974, as amended, for a pension plan for a select group of management or highly compensated employees.

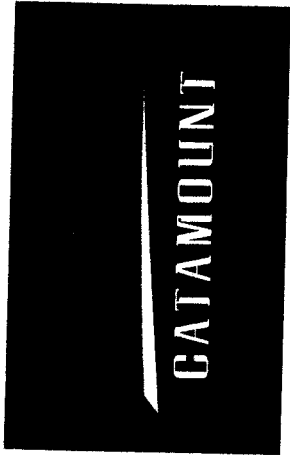
1. Catamount Constructors, Inc., a Colorado corporation, (the "Sponsor") maintains and sponsors the Catamount Constructors, Inc. Key Employee Incentive Plan (the "Plan").
2. The address of the Sponsor is: 1250 Bergen Parkway, Suite B200, Evergreen, CO 80439.
3. The employer identification number assigned by the Internal Revenue Service to the Sponsor is: 58-2288306.
4. The Sponsor declares it maintains the following plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees: the Plan.
5. There are 8 employees participating in the Plan.
6. A copy of the plan document will be furnished upon request.

ATLANTA
20 Mansell Ct. East
Suite 100
Roswell, GA 30076
tel: 770.518.2800
fax: 770.518.2233

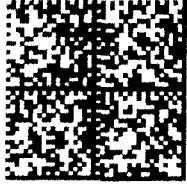
DENVER
1250 Bergen Pkwy
Suite B-200
Evergreen, CO 80439
tel: 303.679.0087
fax: 303.679.1506

Very truly yours,

Geoff W. Ormer, CEO



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Evergreen, CO 80439



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