



GENERAL ENGINEERING CONTRACTORS
4225 GARNER ROAD - P.O. BOX 1146
RIVERSIDE, CALIFORNIA 92502-1146

November 3, 2015

Top Hat Plan Exemption
Employee Benefits Security Administration
Room N-1513
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, D.C. 20210

2520153420065

Re: Riverside Construction Company, Inc. 2015 Executive Phantom Stock Plan

Dear Sir or Madam:

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 with respect to a nonqualified deferred compensation plan maintained by Riverside Construction Company, Inc. (the "Company"). The Company has adopted and currently maintains a nonqualified deferred compensation plan for members of a select group of management or highly compensated employees, as described below:

The Company: Riverside Construction Company, Inc.
P. O. Box 1146
Riverside, CA 92502
Attention: President

Employer Tax ID Number: 95-2662331

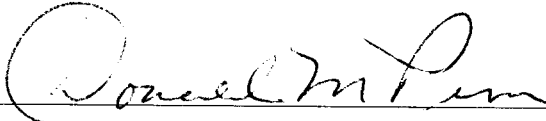
Name of Plan: Riverside Construction Company, Inc.
2015 Executive Phantom Stock Plan

**Number of Plans
Maintained:** 1

Participants in This Plan: 2

**Date Plan Became
Subject to Title I:** October 15, 2015

RIVERSIDE CONSTRUCTION COMPANY, INC..
A California Corporation

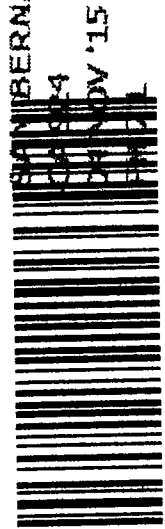
By: 
Title: President



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