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Office of Employee Benefits Security
Labor-Management Services Administration
United States Department of Labor
Washington, DC 20216

Re: Thermal Construction Specialist Salary Continuation Plan

To the Secretary of Labor:

In order to comply with the requirements of the alternative reporting and disclosure method under ERISA, Title I, Part I, as provided for an unfunded or insured pension plan for a select group of management or highly compensated employees in D.O.L. Regulation 2520. 104-23 the following information is provided by the undersigned plan administrator:

- 1) The name of employer is:
Thermal Construction Specialist
- 2) The mailing address of the employer is:
2151 106TH AVE NE
- 3) The employer's federal identification number (EIN) is:
41-1780443
- 4) The number of plans and the number of participants in each plan is:
1 (one) plan(s) covering
3 (three) employee(s).

The above-named employer maintains this plan primarily for the purpose of providing deferred compensation in the form of salary continuation benefits to a select group of management or highly compensated employees.

The employer will send a copy of all plan documents and agreement to the Secretary, upon request.

Dated: 11/20/96

By: [Signature]

Plan Administrator