

2520032541949



**INDUSTRIES
INC.**

**200 ELLIS STREET
P.O. BOX 2470
NEW BRITAIN, CT 06050**

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

**STATEMENT TO ADOPT THE ALTERNATIVE
FOR COMPLIANCE AS PROVIDED UNDER ERISA
REGULATIONS SECTION 2520.104-23**

Okay Industries, Inc.
EIN: 06-1290195
200 Ellis Street
P.O. Box 2470
New Britain, CT 06050

Pursuant to ERISA Regulations Section 2520.104(23)(b), the above referenced employer (Employer) hereby declares that it maintains a plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees, or select consultants.

The Employer currently maintains two plans as described above. As of the date of this declaration, the following number of participants are in each plan:

Plan Name: (1) Okay Industries, Inc. Voluntary Deferred Compensation Plan for Directors and Key Employees

Participants: 0 (not yet determined)

Plan Name: (2) Okay Industries, Inc. Voluntary Deferred Compensation Plan for Select Consultants

Participants: 0 (not yet determined)

The Employer will provide the Secretary of Labor with a copy of the plan document(s) upon request.

8/19/92

Date

Gregory B. Howey
Gregory B. Howey, President