

**ALTERNATIVE METHOD OF COMPLIANCE FOR PENSION PLANS FOR  
CERTAIN SELECTED EMPLOYEES UNDER DOL REG. §2520.104-23**

Employer's Name: Badger Alloys, Inc.

Employer's Address: 5120 W. State Street  
Milwaukee, WI 53208

2520032904221

Employer's Identification Number: 39-1055261

PURPOSE:

The employer maintains a non-qualified plan in order to provide a benefit for a select group of management or highly compensated employees.

PLAN:

The employer maintains one such plan which provides a continuing salary for a select group of employees for one year upon the death or qualified disability of the selected employee.

PLAN

NUMBER of  
EMPLOYEES

Badger Alloys, Inc.  
Salary Continuation Plan

14

ESTABLISHED  
DATE:

October 28, 1992

