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modern welding company  
INCORPORATED

BOX 1450 • OWENSBORO, KENTUCKY 42302-1450  
FABRICATORS OF METAL PRODUCTS  
(502) 685-4400 • FAX (502) 684-6972

December 30, 1996

Top Hat Plan Exemption  
Pension and Welfare Benefits Administration  
U. S. Department of Labor  
200 Constitution Avenue, NW  
Room N-5644  
Washington, DC 20210

To the Secretary of Labor:

In order to comply with the requirements of the alternative reporting and disclosure method under ERISA, Part I, as provided for an unfunded or insured plan for a select group of management or highly compensated employees in Department of Labor regulation 2520.104-23, the following information is provided by the undersigned plan administrator:

1. The name of the employer plan sponsor is Modern Welding Company, Inc. .

2. The mailing address of the employer is:

Modern Welding Company, Inc.  
2880 New Hartford Road  
Owensboro, KY 42303

3. The employer's EIN is 61-1229111.

4. There is one plan, effective December 28, 1995, and there are three participants as of the effective date. The plan permits the Board of Directors to name additional employees to become members.

The plan is maintained primarily for the purpose of providing deferred compensation for a select group of management or highly-compensated employees.

Yours truly,

Modern Welding Company, Inc.

CORPORATE OFFICE: Owensboro, Kentucky (502) 685-4400

SUBSIDIARIES:

Augusta, GA / Bowling Green, KY / Burlington, IA / Elizabethtown, KY / Fresno, CA / Houston, TX / Madisonville, KY / Newark, OH / Orlando, FL / Owensboro, KY / Rhomb, TX  
(706) 722-3411 / (502) 781-6905 / (319) 754-6577 / (502) 769-1368 / (209) 275-9353 / (713) 675-4811 / (502) 821-3575 / (614) 344-9425 / (407) 843-1270 / (502) 683-5323 / (817) 636-2215