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MEMORANDUM

January 29, 1999

Office of Employee Benefits Security
Labor Management Service Administration
U.S. Department of Labor
Washington, D.C. 20216

2520032904933

RE: Notice of Plan of Deferred Compensation

Gentlemen:

Pursuant to DOL Reg. Sec. 2520.104-23, the undersigned Employer hereby files the following information with respect to its plan of deferred compensation:

Formtech Enterprises, Inc.

EIN # 34-1392863

Formtech Enterprises Inc. maintains a plan of deferred compensation primarily for the purpose of providing deferred compensation to a select group of management. Two employees are covered by such plan.

Very truly yours,

A handwritten signature in black ink that reads 'Jeffrey J. Keil'.

Jeffrey J. Keil
Treasurer and Chief
Financial Officer