

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

2520040150245

Name of Employer: Niobium Products Company, Inc.
Address of Employer: 300 Corporate Center Drive
Pittsburgh, PA 15108

Employer Identification Number: 25-1512409

Declaration: The employer named above maintains one plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

Number of Employees in Plan: Two employees participate in the plan at this time.

Filing Authority: §2520.104-23.

Dated Filed: March 23, 1994.

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