



Avedis Zildjian Company Cymbal Makers Since 1623
22 Longwater Drive
Norwell, MA 02061 USA
Telephone: 617 871-2200
Fax: 617 871-3984
<http://www.zildjian.com>

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February 18, 1997

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

Dear Sir/Madam:

This letter will serve to inform you that we have established a non-qualified plan effective January 1, 1997. The pertinent information is as follows:

1. Avedis Zildjian Company
22 Longwater Drive
Norwell, MA 02061
2. EIN - 04-1999190
3. The plan has been established for the purpose of providing deferred compensation for our Chief Executive Officer.
4. This is the only non-qualified plan that we maintain.

I trust that the structure of the plan is such that an annual filing of form 5500 will not be required. If you have any questions, please call me at (617) 871-2200 ext. 134.

Sincerely,

Armand J. Almeida
Chief Financial Officer

AJA/djh

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DRL-PWBA