

# THYBAR CORPORATION

SHEET METAL FABRICATORS

913 SOUTH KAY AVENUE  
ADDISON, ILLINOIS 60101

PHONE 708-543-5300

March 20, 1995

TOP HAT PLAN EXEMPTION  
PENSION AND WELFARE BENEFITS ADMINISTRATION  
Room N-5644  
U S Department of Labor  
200 Constitution Avenue  
Washington, D.C. 20210

2520040153572

RE: Alternative Method of Reporting & Disclosure

Dear Sirs:

Pursuant to Department of Labor regulation Title 29 CFR 2520.104-23, this is to advise you that Thybar Corporation, Employer Identification Number 36-2419790, 913 South Kay Avenue, Addison, Illinois 60101, has adopted the following plan which constitutes a non-qualified, unfunded, deferred compensation plan. The plan is maintained primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees of the Company and its subsidiary.

PLAN

CURRENT PARTICIPANTS

Thybar Corporation Deferred  
Compensation Plan

3

Very truly yours,  
THYBAR CORPORATION

*Marvin C. Ricklefs*

Marvin C. Ricklefs  
President

MCR/pr

DOJ-PRBA  
MAR 20 1995  
AM 9:20