

Heraeus

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Heraeus Inc.
540 Madison Avenue
New York, NY 10022
Telephone: 212-752-2705
Telefax: 212-752-4686

July 14, 1995

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

Re: Heraeus Incorporated
Supplemental Executive Retirement Plan
Alternative Method for Compliance with ERISA Reporting
Requirements

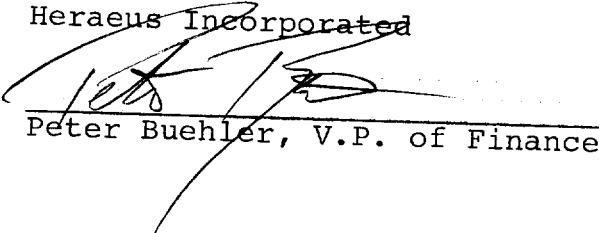
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DOL-EMBA
PENSION

Dear Sirs,

As provided in Department of Labor Regulations Sec. 2520.104-23, Heraeus Incorporated hereby makes the following statements for the purpose of complying with the ERISA reporting and disclosure requirements for non-qualified deferred compensation arrangements.

1. The name of the employer is
Heraeus Incorporated
540 Madison Avenue
New York, N.Y. 10022
2. The EIN of Heraeus Incorporated is 22-2209713.
3. Heraeus Incorporated hereby declares that it maintains a plan primarily for the purpose of deferred compensation for a select group of management or highly compensated individuals.
4. Heraeus Incorporated maintains one such plan, called the Supplemental Executive Retirement Plan. There is one employee in this plan.

Heraeus Incorporated


Peter Buehler, V.P. of Finance