

Gwynedd Company

1100 Sumneytown Pike
Lansdale, PA 19446
(215) 855 - 1630

October 29, 2003

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10:03

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

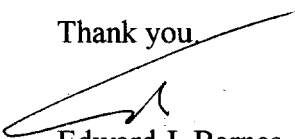
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Re: Notice Filing for The Reybold Group of Companies, Inc. - EIN 23 - 2441414
Excess Benefit Plan

Dear Sir/ Madam:

The following non-qualified deferred compensation plan is being filed with your office as required under 29 CFR 2520.104.23. Please address any questions you may have about the plan or this filing to Mr. Ed Barnes, President, Gwynedd Company at 1100 Sumneytown Pike, Lansdale, PA 19446 (215) 855 - 1630.

Thank you



Edward J. Barnes
President

NON-QUALIFIED PLAN "NOTICE FILING"

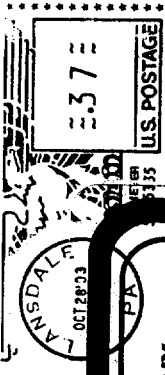
Filing Company Name	The Reybold Group of Companies, Inc.
Filing Company Address	116 East Scotland Drive Bear, DE 19701 (302) 832 - 7100
Filing Company EIN	23 - 2441414
Plan Name	The Reybold Group of Companies, Inc. Excess Benefit Plan
Plan Type	Excess Benefit / Deferred Compensation Plan
Plan Purpose	The plan has been established, and will be maintained, primarily for the purpose of providing deferred compensation for a select group of company directors, managers and highly-compensated employees.
Number of Eligible Participants	5
Plan Custodian / Trust	Fidelity Investments / Rabbi Trust

Human Resource Consulting & Administration

Mailing Address: PO. Box 1009 North Wales, PA 19454
FAX (215) 855 - 1178 / E-MAIL gwynedd@guynco.com
www.guynco.com

The Gwynedd Company

P.O. BOX 1009 * NORTH WALES, PA. 19454



GWYNEDD COMPANY
P.O. Box 1009
North Wales, PA 19454

TO:

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