

# spectris

U.S. DEPT.  
OF LABOR  
03 JUL 17

Spectris, Inc. Tel: 847 588 3632  
7300 N. Natchez Ave. Fax: 847 588 2623  
Niles, IL 60714

Date June 27, 2003

Nonqualified Plan Exemption  
Employee Benefits Security Administration  
U.S. Department of Labor, Room N-5644  
200 Constitution Avenue, N.W.  
Washington, DC 20210

2520040764427

Re: Spectris, Inc. Nonqualified Deferred Compensation Plan

Dear Sir/Madam:

In accordance with 29 CFR 2520.104-23, on behalf of Spectris, Inc. Nonqualified Deferred Compensation Plan, we hereby provide you with the information set forth below:

**Name and Address of Employer**

Spectris, Inc.  
7300 North Natchez  
Niles, IL 60714

**Employer's Taxpayer Identification Number**

51-0363173

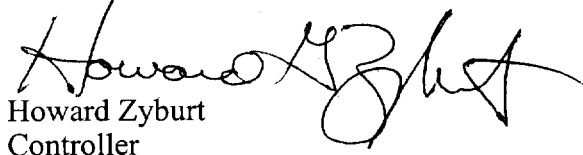
**Required Declaration**

The Employer sponsors the Spectris, Inc. Nonqualified Deferred Compensation Plan ("Plan"), which has the effect of deferring compensation for a select group of management or highly compensated employees. Benefits are paid out of the general assets of the Employer.

Currently, Spectris, Inc. maintains this one (1) nonqualified plan. Specifically, there are 60 employees eligible to participate in this Plan. This Plan's effective date is May 1, 2003.

If you have any questions about this matter, please contact the undersigned.

Sincerely,

  
Howard Zyburt  
Controller

VIA CERTIFIED MAIL

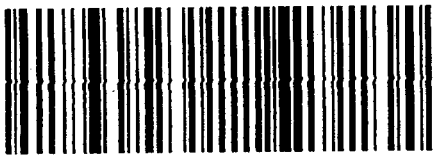
435 North Main Street  
Doylestown, PA 18901



**CHARON ECA**  
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**CERTIFIED MAIL**

PLACE STICKER AT TOP OF ENVELOPE TO THE RIGHT  
OF THE RETURN ADDRESS. FOLD AT DOTTED LINE



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