

**KENNEDY COVINGTON LOBDELL & HICKMAN, L.L.P.**  
ATTORNEYS AT LAW

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PUBLIC D.  
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August 3, 2000

**VIA CERTIFIED MAIL**  
**RETURN RECEIPT REQUESTED**

2520040183713

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

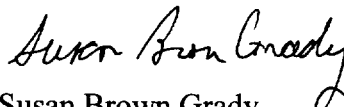
In re: MiTek Industries Inc.

Dear Sir or Madam:

On behalf of MiTek Industries Inc. (EIN 43-1531931), enclosed is a Declaration of Plan Maintained for a Select Group of Management or Highly Compensated Employees under Department of Labor Regulation §2520.104-23.

If any further information is needed, please contact me.

Very truly yours,

  
Susan Brown Grady  
For the Firm

SBG/dam  
Enclosure

cc: Ms. Charlotte J. Vincini (w/ enclosure)  
Mr. William M. Watson (w/ enclosure)

**DECLARATION OF PLANS MAINTAINED BY MITEK INDUSTRIES INC.  
FOR A SELECT GROUP OF MANAGEMENT  
OR HIGHLY COMPENSATED EMPLOYEES**

The undersigned administrator of the unfunded pension plans listed in Paragraph 3 below (referred to herein collectively as the "Plans"), hereby makes the following declaration pursuant to the Department of Labor Regulation § 2520.104-23:

1. The name, address and employer identification number of the employer sponsoring the Plans is:

MITEK INDUSTRIES INC.  
14515 North Outer Forty  
Suite 300  
Chesterfield, Missouri 63017  
EIN: 43-1531931

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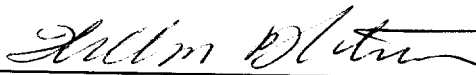
2. The sponsor maintains the Plans primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

3. The sponsor maintains two (2) such Plans and the name and number of participants in each is:

<u>Name of Plan</u>	<u>Number of Participants</u>
MiTek, Inc. 401(k) Restoration Plan	4
MiTek Senior Executive Retirement Plan	1

IN WITNESS WHEREOF, the undersigned administrator of the Plans has caused this Declaration to be executed by its duly authorized representative as of the 27<sup>th</sup> day of July, 2000.

MITEK INDUSTRIES INC.

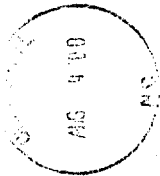
By:   
Name: William M. Watson  
Title: Corporate Director of  
Human Resources &  
Plan Administrator

**CERTIFIED**

Z 300 515 333

**MAIL**

**First Class Mail**



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POSTER  
6074359

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**To:**

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