

2520042391412

November 10, 1999

CERTIFIED MAIL - RETURN RECEIPT REQUESTED

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: Joyce Manufacturing Co.
1125 Berea Industrial Parkway
Berea, Ohio 44017
EIN: 34-0790081

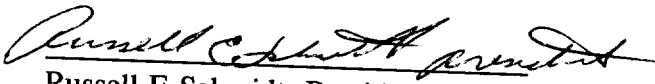
1/3

Dear Sir or Madam:

Pursuant to Section 2520.104-23 of Title 29, Chapter XXV, Subchapter C, Part 2520, Subpart D of the Code of Federal Regulations, the above referenced employer, an Ohio corporation, hereby declares that it has in existence an arrangement primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. The arrangement currently benefits three (3) individuals, all of whom are currently employed by the employer. The arrangement was executed on November 2, 1999.

Respectfully submitted,

JOYCE MANUFACTURING CO.

By: 
Russell E. Schmidt, President

McDonald, Hopkins,
Burke & Haber CO., L.P.A.
ATTORNEYS AT LAW

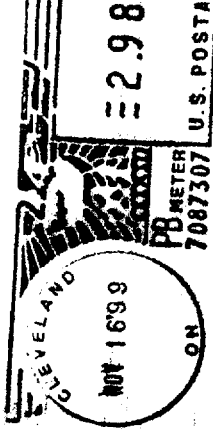
2100 Bank One Center
600 Superior Avenue, E.
Cleveland, OH 44114-2653

CERTIFIED

P 968 673 623

MAIL

RETURN RECEIPT REQUESTED



VIA CERTIFIED MAIL/RRR

TOP HAT PLAN EXEMPTION

PENSION AND WELFARE BENEFITS ADMINISTRATION
ROOM N-5644

U.S. DEPARTMENT OF LABOR
200 CONSTITUTION AVENUE, N.W.
WASHINGTON DC 20210

