

MOLINS

Richmond, Inc.

3900 Carolina Avenue
P.O. Box 6159
Richmond, Virginia 23222-0159

Telephone: (804) 329-9081
Fax: (804) 321-5331

December 6, 1999

2520042391560

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

Dear Sir or Madam:

Re: Molins Machine Company, Inc. *EIN: 54-0306840*
Retirement Restoration Plan *# PLAN = 1*
Molins Machine Company, Inc. *# PART = 1*

This is to notify you that Molins Machine Company, Inc. has established the Molins Machine Company, Inc. Retirement Restoration Plan for a select group of management and highly compensated employees. There is only one executive participating in the Plan at this time. Benefits under the plan shall be paid as needed solely from the general assets of Molins Machine Company, Inc.

We will be happy to provide a plan document to the Secretary of Labor on request.

If you have any questions on this notice, please contact the undersigned at (804) 228-2538.

Very truly yours,



A. Edward Parks, III PHR
Personnel Officer

EIN =
Plans
Part.



