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2015 Spring Road
Oak Brook, Illinois 60521
(708) 573-9400 • FAX (708) 571-2491

December 11, 1992

Top Hat Plan Exemption
Pension and Welfare Benefits Administration
U. S. Department of Labor
P. O. Box 75212
Washington, DC 20013-5212

Alternative Method of Reporting and
Disclosure Compliance under Title I of ERISA
Pursuant to D.O.L. Reg. Sec. 2520.104-23(b)(1)

1. Name and address of employer:

Lovejoy Industries, Inc.
2015 Spring Road - Suite 200
Oak Brook, IL 60521

2. Employer Identification Number: 36-3536624

3. Purpose of Plan:

The Equity Equivalent Rights Participation Plan has been established to provide deferred compensation in the form of non-stock ownership equity appreciation to a select group of management.

4. Number of Plans and Participants in each:

4 plans:

Lovejoy Industries, Inc. Plan	3 Participants
Acme Die Casting Division Plan	3 Participants
Empire Galvanizing Division Plan	2 Participants
Elkton Die Casting Division Plan	0 Participants

5. Plan Documents:

A copy of the plan document is available on request at the above address of the Employer.

If you have any questions with regard to the above statement, please do not hesitate to contact us.

Very truly yours,

John M. Connolly
Treasurer

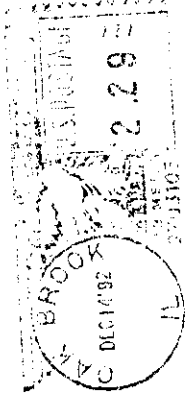
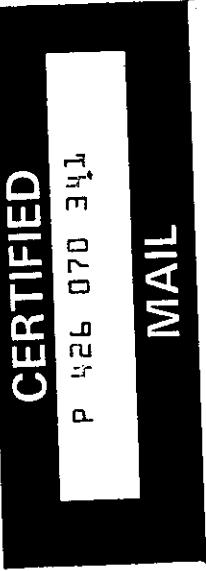
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**LOVEJOY
INDUSTRIES INC.**

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