

Harcros Chemicals Inc

5200 Speaker Rd.

P.O. Box 2930, 66110-2930

Kansas City, KS 66106-1095

Tel 913/321-3131

TELEX 477266 FAX 913/621-7818

2520043384706



HARCROS
CHEMICAL GROUP

1/23/93

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December 30, 1992

Pension and Welfare Benefit Administration
P.O. Box 75212
Washington, D.C. 20013-5212

Certified Mail No. P 893 242 775

Re: Notice of Unfunded Top Hat Plan

Dear Sir/Madam:

Pursuant to ERISA Regulation 2520.104-23, please be advised of the following:

Name of Employer: Harcros Chemicals Inc.

Address: 5200 Speaker Road, Kansas City, Kansas 66106

EIN: 51-0259017

The Employer presently maintains one plan, primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. There is currently one employee in this plan.

The Employer will provide the Labor Department with plan documents for any such plans presently or hereafter adopted upon request pursuant to ERISA Section 104(a)(1).

Very truly yours,

Thomas F. Krinke
Harcros Chemicals Inc.

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CHEMICAL GROUP

December 30, 1992

**Pension and Welfare Benefits Administration
P.O. Box 75212**

Washington, D.C. 20013-5212 Certified Mail No. P 893 242 775

Re: Harcros Chemicals Inc.

Dear Sir/Madam:

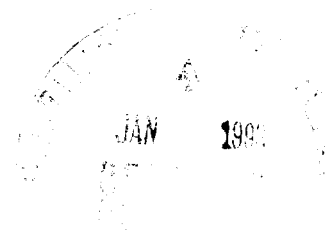
Pursuant to the amnesty provisions of the US Department of Labor's expanded civil penalty assessment program, a statement for an unfunded top hat pension plan maintained by subject corporation and prepared pursuant to 29 CFR Section 2520.104-23(b) is enclosed.

This statement was not timely filed with the Labor Department. Therefore, we enclose a check in the amount of \$1,000 representing the penalty for the late filing of this Statement, in accordance with the amnesty program. We understand that no additional filings will be necessary for this plan.

Very truly yours,

A handwritten signature in dark ink, appearing to read 'Thomas F. Krinke', written over a horizontal line.

**Thomas F. Krinke
Harcros Chemicals Inc.**

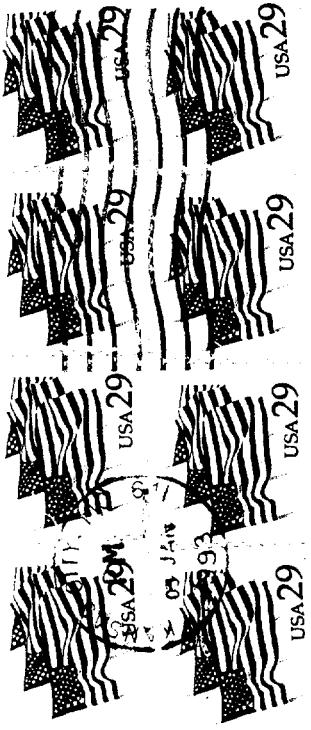


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Harcros Chemicals Inc
P.O. Box 2930
Kansas City, KS 66110-0930

CERTIFIED
P 893 242 775
MAIL



Pension and Welfare Benefits Administration
P.O. Box 75212
Washington, DC 20013-5212

20013-5212

