



ESTERLE Mold and Machine Co., Inc.
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June 25, 2001

Top Hat Plan Exemption

Pension and Welfare Benefits Administration, Room N-5644, U.S. Department of Labor
200 Constitution Avenue NW
Washington, DC 20210

Reference: Alternative Method of Reporting and Disclosure

Dear Sirs:

Pursuant to Department of Labor regulation Title c.f.r. 2520-104-23, this is to advise you that Esterle Mold and Machine Company, Inc. EIN# 34-1241727, 1539 Commerce Drive, Stow, Ohio 44224, has adopted the following plans, which constitute non-qualified, unfunded, deferred compensation plans. The plans are maintained primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees of the Company. The plans are as follows: Esterle Mold and Machine Deferred Compensation plan, 2 current participants and Esterle Mold and Machine Deferred Comp Plan, 6 current participants.

Sincerely,

Esterle Mold and Machine Company, Inc.

Kathleen Sawyer

Executive Vice President