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U.S. DEPT. OF LABOR
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December 7, 2000

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: Burton Metal Finishing, Inc. Salary Continuation Plan

Dear Sir/Madam:

Enclosed herewith is a Salary Continuation Plan Statement for the foregoing Plan.

If you have any questions regarding the enclosure, please feel free to contact me at your convenience.

Sincerely,

Dallas J. Burton, Pres

Enclosure

BURTON METAL FINISHING, INC.

Salary Continuation Plan Statement

Please be advised that, effective November 21, 2000, the aforementioned company adopted a Salary Continuation Plan for a select group of management or highly compensated employees. In accordance with the reporting and disclosure rules of Part I of ERISA and Reg. 29 CFR Section 2520.104-23, said company hereby submits this Plan Statement.

Correct Name and Address
of Company:

Burton Metal Finishing, Inc.
1711 Woodland Avenue
Columbus, Ohio 43219

Taxpayer Identification
Number of Company:

31-1219060

Purpose of Company's Salary
Continuation Plan:

The Company maintains its Plan primarily for the purpose of providing salary continuation for a select group of management or highly compensated employees.

The number of Salary
Continuation Plans maintained
by the Company:

One (1).

The number of employees in
each of the Company's
Salary Continuation Plans:

One (1).

Respectfully submitted,

By: Dallas J. Burton President
(Name) (Title)
DALLAS BURTON PRESIDENT

BURTON METAL FINISHING, INC.

1711 Woodland Ave.
Columbus, OH 43219-1137



PENSION AND WELFARE BENEFITS ADM.
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