

**Urenco**

Urenco, Inc.  
Suite 610  
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December 21, 1999

Top-Hat Plan Exemption  
Pension and Welfare Benefits Administration  
Room N-5644  
U.S. Department of Labor  
2000 Constitution Avenue, N.W.  
Washington, D.C. 20210

Gentlemen:

In accordance with Department of Labor Reg. Sec. 2520.104-23, Urenco Inc., located at 2600 Virginia Avenue, Suite 610, Washington, D.C. 20036 and assigned EIN 52-1382705 by the Internal Revenue Service, hereby declares that it maintains one plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. The number of employees covered by the plan is one (1).

**The filing of this statement is intended solely to comply with Reg. Sec. 2520.104-23 to the extent it applies and may not, by itself, be treated as an admission by Urenco Inc. that the arrangements described herein are "employee pension benefit plans" subject to the Employee Retirement Income Security Act of 1974 (ERISA), as amended.**

Respectfully submitted,



Maurice Lenders  
Director

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