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HAYNES

International

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Haynes International, Inc.

1020 West Park Avenue
P.O. Box 9013
Kokomo, Indiana 46904-9013
765-456-6000
FAX 765-456-6905

Top Hat Plan Exemption
Pension & Welfare Benefits
Administration

Room N-5644

U.S. DEPARTMENT OF LABOR

200 Constitution Avenue, N.W.

Washington, DC 20210

October 25, 2000

Ladies and Gentlemen:

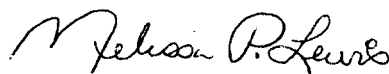
In accordance with the Department's regulation § 29 CFR §2520.104-23, Haynes International, Inc. hereby elects to comply with the alternative method of compliance for pension plans for certain selected employees under Section 104 of ERISA. In accordance with the cited regulation:

1. The name and address of the employer are Haynes International, Inc., 1020 West Park Avenue, P.O. Box 9013, Kokomo, Indiana 46904-9013.
2. The employer identification number (EIN) of Haynes International, Inc. assigned by the Internal Revenue Service is 06-1185400.
3. Haynes International, Inc. maintains non-qualified, unfunded plans solely for the purpose of providing deferred compensation, life insurance, and disability insurance to a select group of its management and highly compensated employees. Benefits under the plans are paid from the general assets of the Company, which assets are subject to the claims of the Company's general creditors in the event of the Company's insolvency.
4. The plans currently cover 57 employees.

In accordance with said regulation 2520.104-23, Haynes International, Inc. will provide copies of the plan documents if requested by the Secretary of the Department. If you have any questions regarding these matters, please contact the undersigned.

Very truly yours,

HAYNES INTERNATIONAL, INC.



Melissa P. Lewis, PHR

Employee Benefits Planning Analyst

Cc: E. S. Washington

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1020 West Park Avenue
P.O. Box 9013
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