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MADISON

November 16, 2005

**SENT VIA CERTIFIED MAIL**  
**RETURN RECEIPT REQUESTED**  
**PRIVATE & CONFIDENTIAL**

Top Hat Plan Exemption  
Employee Benefits Security Administration  
Room N-1513  
U.S. Department of Labor  
200 Constitution Avenue NW  
Washington, DC 20210

RE: Alternative Reporting and Disclosure Statement for the MetalTek International, Inc.  
Stock Appreciation and Equity Participation Plan  
EIN: 94-2681019

Dear Sir or Madam:

On behalf of our client, MetalTek International, Inc., the employer that maintains the MetalTek International, Inc. Stock Appreciation and Equity Participation Plan (hereinafter referred to as the "Plan") covered by this Statement, and in compliance with Section 4.02 of the Delinquent Filer Voluntary Compliance (DFVC) Program and the requirements of the alternative method of reporting and disclosure under Part 1 of Title I of the Employee Retirement Income Security Act of 1974, as amended, for unfunded or insured pension plans for a select group of management or highly compensated employees (*i.e.*, "top hat" plans), as specified in Department of Labor Regulations, 29 C.F.R. § 2520.104-23, we hereby provide the following information for the above-named "top hat" Plan:

**Name and Address of Employer:**

MetalTek International, Inc.  
905 E. St. Paul Avenue  
Waukesha, WI 53188

**Employer Identification Number:** 94-2681019

**Number of Unfunded Deferred Compensation  
Plans Maintained by Employer Covered by  
this Statement:** 1

**Number of Employees Initially in Plan:** 8

Top Hat Plan Exemption  
November 16, 2005  
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MetalTek International, Inc. maintains the Plan primarily for the purpose of providing deferred compensation for a select group of key or highly compensated employees. A copy of the Plan will be provided to the Secretary of Labor upon request.

Very truly yours,

GODFREY & KAHN, S.C.

  
Melanie N. Aska Knox

MAK:llk

cc: Mr. Rick Danning (sent via e-mail)

Debra Sadow Koenig, Esq. (sent via e-mail)

Ms. Lynda Zelinski Strehlow, C.E.B.S. (sent via e-mail)

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\* \* \* \* \*

Pursuant to Circular 230 promulgated by the Internal Revenue Service, if this correspondence, or any attachment hereto, contains advice concerning any federal tax issue or submission, please be advised that it was not intended or written to be used, and that it cannot be used, for the purpose of avoiding federal tax penalties unless otherwise expressly indicated.



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**PRIVATE & CONFIDENTIAL**  
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EMPLOYEE BENEFITS SECURITY  
ADMINISTRATION  
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US DEPARTMENT OF LABOR  
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