

SAMPLE PROPOSED DEPARTMENT OF LABOR NOTICE LETTER

Alternative Reporting and Disclosure Statement
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

The following corporation hereby supplies the following information pursuant to Department of Labor Regulations Section 2520.104-23:

Name and Address of Employer:

Duncan Bolt Company
8535 Dice Road
Sante Fe Springs, CA 90670

Employer Identification Number: 330304515

The Employer identified above maintains the following plan(s) for a select group of management or highly compensated employees:

Duncan Bolt Company 409A Plan

Number of Participants: three

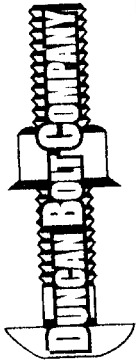
Very truly yours,
Duncan Bolt Company

By 

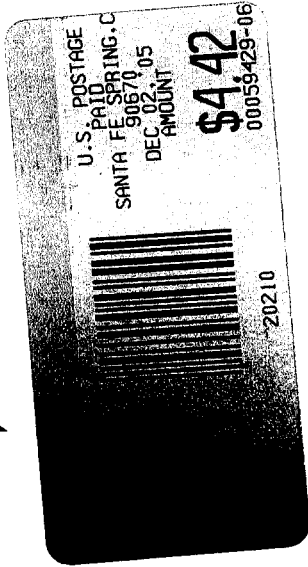
Title PRESIDENT

Date: Dec. 1, 2005

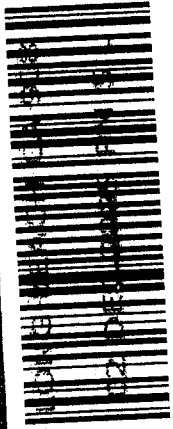
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Duncan Bolt Company
 D.B. Building Fasteners, Inc
 P.O. Box 2826
 Santa Fe Springs, CA 90670



CERTIFIED MAIL



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 Washington, DC 20210