



CARBO FORGE, INC.

150 STATE ROUTE 523

• FREMONT, OHIO 43420

January 25, 2008

CERTIFIED MAIL – RETURN RECEIPT REQUESTED

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

00 FEB 26 PM 3:22

Re: Carbo Forge, Inc.
 150 State Route 523
 Fremont, OH 43420

Dear Sir or Madam:

Pursuant to Section 2520.104-23 of Title 29, Chapter XXV, Subchapter C, Part 2520, Subpart D of the Code of Federal Regulations, the above referenced employer, an Ohio tax-exempt organization, hereby declares that it has in existence the following plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees:

34-0892386

1. Carbo Forge, Inc. Supplemental Executive Retirement Plan

The Carbo Forge, Inc. Supplemental Executive Retirement Plan currently benefits four individuals, all of whom are employees of the employer. The plan was effective as of July 1, 2007.

Respectfully submitted,

CARBO FORGE, INC.

By: _____

Jeffrey E. Worth

Its: _____

PRESIDENT



SINCE 1961

CARBO FORGE, INC.

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MAILED FROM ZIP CODE 43420

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