



1329 Taylor St.  
P.O. Box 245  
Elyria, Oh 44036-0245  
Voice (440) 365-7388  
Fax (440) 366-9831

December 17, 2008

2520090770505

VIA CERTIFIED MAIL (7003 1680 0006 4364 7054)

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

DEC 17 2008 11:21

To Whom This May Concern:

This statement is being filed in accordance with DOL Reg. §2520.104-23 with respect to the existence of certain unfunded deferred compensation arrangements for a select group of management or highly compensated employees. Therefore, the following information is submitted:

NAME AND ADDRESS OF EMPLOYER: Rhenium Alloys, Inc.  
1329 Taylor Street  
Elyria, Ohio 44035

EMPLOYER IDENTIFICATION NUMBER (EIN): 34-1779081

DECLARATION: Rhenium Alloys, Inc has established a phantom stock plan primarily for the purpose of providing deferred compensation to an individual who is within a select group of management or highly-compensated employees.

NUMBER OF SUCH PLANS MAINTAINED BY EMPLOYER: One (1)

NUMBER OF EMPLOYEES IN EACH PLAN: Two (2)

DATE AS OF WHICH PLAN BECAME SUBJECT TO PART 1 SUBTITLE B TITLE I OF ERISA: October 1, 2008

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Please direct any questions or comments pertaining to this filing to the undersigned.  
Copies of the plan document will be provided to the Secretary of Labor upon request.

Respectfully submitted,

RHENIUM ALLOYS, INC.

By:   
Michael J Prokop, President

MJP/slb

RETURN RECEIPT REQUESTED

**Re** RHENIUM  
ALLOYS, INC.

Box 245  
Elyria, Ohio 44036-0245

POSTNET



7002 160 0006 4364 7054

PIRELLA GÖTTSCHE LOWE  
\$ 305.00  
MAILED FROM ZIP CODE 41001

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Washington, D.C. 20210

RETURN RECEIPT REQUESTED

