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April 22, 2013

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BERNARD J. LAWLER  
 (1940-1998)

***Certified Mail, Return Receipt Requested  
 No.***

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

**Re: Titanium Industries, Inc.  
 EIN: 22-3832645**

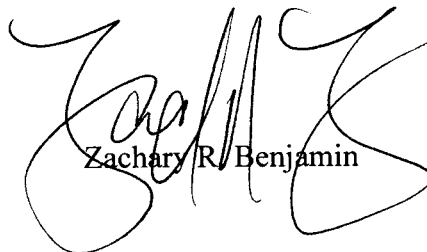
Dear Sir/Madam:

Enclosed please find two (2) copies of the Top Hat Plan Exemption Letter for the above-referenced matter. Please file one copy of the letter, and return a stamped copy to me in the enclosed self-addressed, postage paid envelope.

If you have any questions, please do not hesitate to contact me.

Sincerely,

SCOLARO, SHULMAN, COHEN, FETTER & BURSTEIN, P.C.



Zachary R. Benjamin

ZRB/zrb:626422.1  
 Enclosures

2013 APR 30 PM 1:17

DOCS-#614908-v1-Titanium Industries Inc -  
\_Plan\_of\_Deferred\_Compensation\_(Joe\_Ferment)

**TITANIUM INDUSTRIES, INC.**  
[Address]

December 31, 2012

**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

Dear Sir or Madam:

Pursuant to Labor Regs. Section 2520.104-23, this is to inform you of the existence of a plan of deferred compensation which provides benefits for a select group of management or highly compensated employees. Benefits under the plan are paid solely from the general assets of the undersigned.

The employer maintaining the plan: Titanium Industries, Inc.  
The employer's EIN: 22-3832645  
The plan is described as follows: Elective separate account deferred compensation plan.

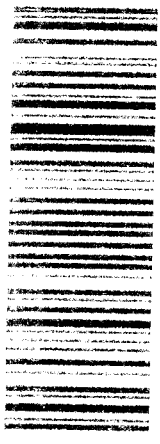
Plan Name	Number of Initial Participants
Titanium Industries, Inc. Deferred Compensation Plan	1

**TITANIUM INDUSTRIES, INC.**

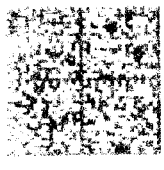


Brett S. Paddock, President

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SYRACUSE, NEW YORK 13201



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**RETURN RECEIPT REQUESTED**

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

