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**THE INSTITUTE FOR**

**INTERCONNECTING**

**AND PACKAGING**

**ELECTRONIC CIRCUITS**

December 27, 1995

2520032031676

Top Hat Plan Exemption  
Pension & Welfare Benefits Administration  
Room N-5644  
U.S. Department of Labor  
200 Constitution Avenue  
Washington, D.C. 20210

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Printed Circuit Corp.  
Woburn, MA

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Hibbing Electronics Corp.  
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Immediate Past Chairman  
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Altron Incorporated  
Wilmington, MA

President  
Thomas J. Dammrich

Director, Technology Transfer  
Dieter W. Bergman

Dear Sir or Madam:

In compliance with 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, specified in Department of Labor Regulations 29 C.F.R. Section 2520.104-23, the following information is provided by the undersigned employer: Employer Identification No. 23-7091810

The undersigned employer maintains the following unfunded plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees:

**Name of Plan:** Deferred Compensation Agreement (for Thomas J. Dammrich)

**Number of Participants:** one

**Institute for Interconnecting and Packaging of  
Electronic Circuits**

By:   
Caterina Varvaro, Controller

Dated: December 27, 1995