



BATAVIA, INC.

2500 Bayport Blvd. / Seabrook, TX 77586 / Telephone (713) 474-2474

RECEIVED
U.S. DEPARTMENT OF LABOR
APR 11 1997 10:00

CERTIFIED MAIL NO. P 529 733 788
RETURN RECEIPT REQUESTED

April 11, 1997

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

RE: Deferred Payment Plan Agreement (the "Plan")

Dear Sir or Madam:

In accordance with the Department of Labor Regulation \$2520.104-23, this letter will serve as the alternative method of compliance with the reporting and disclosure requirements of Part I of Title I of the Employee Retirement Income Security Act of 1974, as amended, for a pension plan for a select group of management or highly compensated employees.

1. The name and address of the employer is Batavia, Inc., 2500 Bayport Blvd., Houston, Texas 77586.
2. The employer identification number assigned by the Internal Revenue Service to the employer is 74-2045677.
3. The employer declares that it maintains this Plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.
4. The number of employees in this Plan is one(1).

Very truly yours,

2520032030125