

METCAM

Advanced Metal Working

April 21, 1997

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

RE: Alternative Method of Reporting and Disclosure

Dear Sirs:

Pursuant to Department of Labor ("DOL") regulation Title 20 C.F.R. §2520.104-23 (the "Regulation"), this is to advise you that Metcam, Inc., Employer Identification Number 58-1860781, 305 Tidwell Circle, Alpharetta, GA 30201, has adopted the following plan, which constitutes a non-qualified, unfunded, deferred compensation plan. The plan is maintained primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees of the company and its affiliates.

<u>PLAN</u>	<u>Current Participants</u>
Metcam, Inc. Deferred Compensation Plan	2

Sincerely,



Karen E. DuBois
Chief Financial Officer

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Enclosures

305 Tidwell Circle
Alpharetta, Georgia 30201
Phone: 404/475-9633
Fax: 404/442-3425

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