

2520032540328

To:

Top Hat Plan Exemption
Pension and Welfare Benefits Administration
Room N-5638
U.S. Department of Labor
200 Constitution Avenue N.W.
Washington, D.C. 20210

From:

Employer: Elma Electronics, Inc.
Employer Identification Number: 13-3276071
Address: 44350 Grimmer Blvd.
Fremont, CA 94538

December 5, 19 96

This document constitutes the statement required by 29 C.F.R. §2520.104-23(a)(1) to be filed with the Secretary of Labor in respect to nonqualified deferred compensation plans maintained by the above employer.

The employer currently maintains one nonqualified deferred compensation plan(s) for employees who are members of a select group of management or who are highly compensated.

The number of participants in each plan is as follows:

Plan 1 2
Plan 2 _____
Plan 3 _____

Signed: Harriet Menon
Administrator: Harriet R. Menon
Title: Human Resources Manager

Employer: Elma Electronics, Inc.