

DECLARATION OF BUSTER W. FEARCE, JR.

I, Buster W. Fearce, Jr. hereby declare:

1. I am making this declaration in support of a request for Plan information and possible appeal of the level of my monthly pension benefits under the MICA Aircraft Industries, Inc. Retirement Plan (the "Plan"). I have personal knowledge of the following and could testify competently to the following if called at trial.

2. In 1995, when ALPHA Corporation took over MICA Aircraft Industries, Inc., all overtime for salaried/exempt employees was renamed "Extended Workweek" (EWW) time. To be paid for such time, an employee would have to receive prior authorization from his or her manager/supervisor.

3. To perform work on any paid holiday that fell on a weekday, such work time had to be approved in advance as EWW time. A supervisor would fill out the request to work on a paid holiday on the same sheet he would use to permit any other EWW time. If approved, the worker would then receive pay above their ordinary week's pay. The time paid for working on a paid holiday limited the amount of EWW that a worker could be paid for that week because it counted toward the 20 hour EWW cap.

4. For example, assume that a paid holiday falls on a Friday, but a worker will be required to work a full shift (8 hours) that day, as well as on Saturday and Sunday. Assume that the worker had worked his regular shift (8 hours) each day, Monday through Thursday, and that the worker received appropriate advance permission to work the holiday and weekend on the proper EWW form. That worker would receive holiday pay for Friday, as well as 8 hours of straight time pay (off of the 20 hour EWW cap), 8 hours of EWW for Saturday, but only 4 hours of EWW pay for Sunday. Despite working a full 8 hours, that worker already hit the 20 hour cap.

5. In a letter I received from Bob F. Hubbins, Director of Human Resources and Administration, dated November 7, 2002, the Plan accurately set forth the pay I received for working on holidays in 1997, 1998 and 2000. Their "Base Salary Pension Reconciliation" forms referred to this amount as "Holiday Straight Time Pay," though I have never heard or seen this term used before.

6. On every holiday reflected in the "Holiday Straight Time" pay explanations in the above letter, I worked a full shift, and had received proper, advance permission to do so.

7. Despite having worked this Extended Workweek time, this time was not included in any of the calculations of my benefit from the Plan.

I declare under penalty of perjury under the laws of the State of Texas that the above is true and correct to the best of my knowledge and if called upon as a witness, I could and would testify competently to the facts stated in this Declaration.

Executed this _____ day of September 2003, in _____ Texas.

Signature of Buster W. Fearce, Jr.

Notary