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July 14, 1994

**CERTIFIED MAIL
RETURN RECEIPT REQUESTED**

Office of Employee Benefits Section
Labor-Management Services Administration
U.S. Department of Labor
Room N-4633
200 Constitution Avenue, N.W.
Washington, D.C. 20216

Re: Intercon Chemical Company, Inc. Phantom Stock Plan

Dear Sir/Madam:

Pursuant to the provisions of Department of Labor Regulations at 29 C.F.R. §2520.104-23, you are hereby notified that the employer named in item (1) below maintains a plan or plans (as identified in item (2) below) primarily for the purpose of providing deferred compensation to a selected group of management or highly compensated employees. Item (3) below sets forth the approximate number of participants in each plan as of the date of this letter.

Item (1): Intercon Chemical Company
1100 Central Industrial Drive
St. Louis, MO 63110
EIN #: 43-1214057

Item (2): Intercon Chemical Company Phantom Stock Plan
Plan #003

Item (3): Four (4) participants

Kindly acknowledge receipt of this filing by signing and returning to the sender the copy of this letter enclosed herewith for acknowledgement purposes. A stamped, self-addressed envelope is also enclosed for your convenience.

Intercon Chemical Company, Inc.,
Plan Administrator