



GOUGEON BROTHERS, INC., 100 PATTERSON AVE., P.O. BOX 908, BAY CITY, MI 48707, USA
517-684-7286 FAX 517-684-1374

May 17, 1994

2520032544610

Office of Employee Benefits Security
Labor-Management Services Administration
U.S. Department of Labor
Washington, D.C. 20216

Re: Supplemental Executive Retirement Plan

Gentlemen:

Pursuant to Department of Labor Regulation S2520.104-23, this statement is filed in compliance with the reporting and disclosure requirements of Part 1 of Title I of the Employee Retirement Income Security Act of 1974. Gougeon Holding Co. maintains a deferred compensation plan for a select group of management or highly compensated employees. The following information is provided in accordance with DOL Reg. S2520.104-23(b)(1):

- (1) Gougeon Holding Co.
P.O. Box 908
Bay City, MI 48707
- (2) Employer Identification Number: 38-2084367
- (3) It is hereby declared that Gougeon Holding Co. maintains a plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.
- (4) One plan is maintained for all covered employees.
- (5) The number of Participants in this Plan is 1 (one).
- (6) The plan was adopted on May 17, 1994.

Sincerely,

GOUGEON HOLDING CO.

Joanne R. Gradowski
Joanne R. Gradowski
Secretary-Treasurer

/jrg