

**SPECIMEN****REPORTING AND DISCLOSURE STATEMENT\***  
**(For Unfunded Nonqualified Deferred Compensation Plans)**

To the Secretary of Labor:

In order to comply with the requirements of the alternative reporting and disclosure method under ERISA, Title 1, Part 1, as provided for an unfunded plan of deferred compensation for a select group of management or highly compensated employees in D.O.L. Reg. Section 2520.104-23, the following information is provided by the undersigned Plan Administrator:

1. The name of the employer is:

Equiflor Corporation

2. The mailing address of the employer is:

1715 N.W. 79th Avenue, Miami, FL 33126

3. The employer's federal identification number (EIN) is:

592703775

4. The number of plans and the number of participants in each plan is:

One - Anthony A. Sarandes

The above-named employer maintains this plan primarily for the purpose of providing deferred compensation to a select group of management or highly compensated employees. The employer will provide a copy of the agreement(s) to the Secretary of Labor upon request.

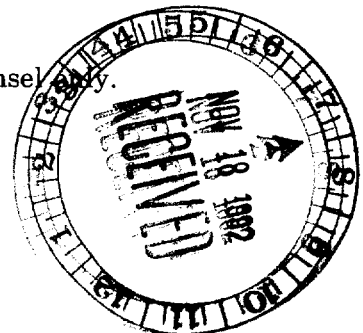
(Name of Employer)

By: Anthony A. Sarandes, President & C.E.O.  
Plan Administrator

Dated: November 4, 1992

\*NOTE: This statement must be filed within 120 days after the plan is adopted (D.O.L. Reg. Section 29 CFR 2520.104-23(b)(2)). If the employer fails to comply with this requirement, the plan administrator must distribute and file a Summary Plan Description and meet other applicable reporting and disclosure requirements. The Statement should be mailed to: Office of Executive Benefits Security, Labor-Management Services Administration, U.S. Department of Labor, Washington DC 20216.

Specimen Agreement for consideration of legal counsel



# SAMPLE VOTE OF BOARD OF DIRECTORS AUTHORIZING THE EXECUTION OF A DEFERRED COMPENSATION AGREEMENT

At a meeting of the Board of Directors of Equiflor Corp., a Corporation organized and existing under the laws of the state of Florida, held at the principal office of the Corporation on November 4, 1989, at which meeting a quorum of the Directors was present, a discussion was held concerning the adoption of a nonqualified deferred compensation plan for the benefit of Anthony A. Sarandes, a key executive of the Corporation. A deferred compensation agreement was reviewed. Upon completion of the discussion it was

VOTED: That the President and C.E.O. of this Corporation be and he hereby is authorized and directed to enter into an agreement with Anthony A. Sarandes, the President and C.E.O. of this Corporation, wherein it will be agreed that Anthony A. Sarandes will be entitled to a retirement benefit commencing at age 65 or his actual retirement date, and in the event of his death prior to actual retirement or while receiving payments hereunder, retirement benefits will be made to his widow or other designated beneficiary, all as further provided for in said agreement and in accordance with the provisions authorized at this meeting and pertaining to said agreement.

Any copy of a vote furnished the insurance company should be attested by the Secretary of the Corporation. The vote should be drawn by the attorney for the Corporation.