

## ERISA LABOR DEPARTMENT STATEMENT

**TO:** Office of Pension and Welfare Benefit Program  
Labor Management-Services Administration  
U.S. Department of Labor  
Washington, DC 20216

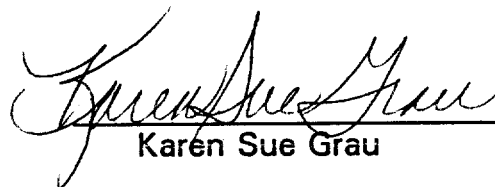
**FROM:** Employer: Micnan Inc.  
Employer I.D. Number: 38-2030730  
Address: 1946 S. Arlington Street  
Akron, Ohio April 8, 1994

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 Benefit Plans maintained by the above employer.

The employer currently maintains one (1) Nonqualified Benefit Plan for managerial and highly compensated employees. Copy of the plan will be provided to the Department upon the receipt of a written request.

There are currently two(2) participants in the plan.

- (1) Edmond Gazdacko
- (2) Jeffery E. Mraz

  
Karen Sue Grau

Plan Administrator: Karen Sue Grau

Title Secretary of Micnan Inc.

Employer: Micnan Inc.