

**ALTERNATIVE REPORTING AND DISCLOSURE STATEMENT  
FOR PENSION PLANS FOR CERTAIN SELECTED EMPLOYEES**

To the Secretary of Labor:

In compliance with the requirements of the alternative method of reporting and disclosure under Part 1 of Title I of the Employee Retirement Income Security Act of 1974 for unfunded or insured pension plans for a select group of management or highly compensated employees, specified in Department of Labor Regulations, 29 C.F.R. Section 2520.104-23, the following information is provided by the undersigned employer.

Name and Address of Employer: Fiskars, Inc.  
636 Science Drive  
Madison, Wisconsin 53711

Employer Identification Number: 39-1500309

Fiskars, Inc. maintains a plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

Number of Plans and Participants in Each Plan:

1 plan covering 20 employees.

Dated: January 4, 1995

FISKARS, INC.

By:   
Gerald J. Erickson