

2520040154268

**ALTERNATE REPORTING AND DISCLOSURE STATEMENT  
FOR NONQUALIFIED DEFERRED COMPENSATION PLANS FOR A SELECT  
GROUP OF MANAGEMENT OR HIGHLY COMPENSATED EMPLOYEES**

To the Secretary of Labor:

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

Name and Address of Employer: Zero-Max, Inc.  
13200 Sixth Avenue North  
Minneapolis, Minnesota 55441-5509

Employer Identification Number: 41-0682106

Zero-Max, 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 3 employees

Dated: March 19, 1996

ZERO-MAX, INC.

By *[Signature]*  
Plan Administrator

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