

2520040182795

TO: Pension and Welfare Benefits Administration  
Room N-5644  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, D.C. 20210

DOL-PWBA  
PUBLIC DISCLOSURE  
95 JAN 12 AM 8:19

**REPORTING AND DISCLOSURE REPORT**  
Reg. 2520.104-23

Northwest Spring & Manufacturing, Inc. has adopted an unfunded pension plan for a select group of management employees, effective January 1, 1995.

EMPLOYER

I.D. NUMBER

Northwest Spring &  
Manufacturing, Inc.  
5858 SW Willow Lane  
Lake Oswego, OR 97035-5343

93-0694666

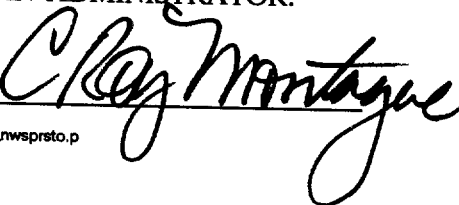
The Plan is known as the Northwest Spring & Manufacturing, Inc. Key Employee Phantom Stock Plan and is maintained primarily for the purpose of providing deferred compensation for a select group of management employees.

One such Plan is maintained and the employees covered under the Plan is 7.

DATED this 16th day of December, 1994.

PLAN ADMINISTRATOR:

By:



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