

August 21, 2000

U.S. DEPT. OF LABOR
ERISA/PUBLIC DISCLOSURE
00 SEP -7 PM 2:00

Top Hat Plan Exemption
Pension & Welfare Benefits Administration
Room N-5644
U.S. Department of Labor
200 Constitution Avenue, NW
Washington, DC 20210

2520040183835

Ladies and Gentlemen

Re: Herman Miller, Inc. Non-Qualified Deferred Compensation Plan for Expatriate Employees

We maintain a non-qualified deferred compensation plan for a select group of our management employees. This letter is intended to comply with the requirements of DOL Regulations §2520.104-23 which provides an alternate method of compliance with the reporting and disclosure requirements of ERISA for plans of this nature.

The information required by the regulation is as follows:

1. The name, address, and employer ID number of the employer are as follows:

Herman Miller, Inc.
855 East Main Avenue
PO Box 302
Zeeland, MI 49464-0302

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EIN No. 38-0837640

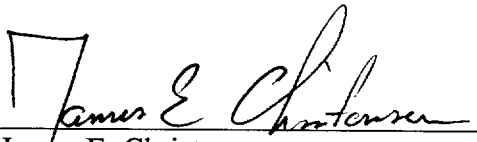
2. We maintain a plan or plans for the purpose of providing deferred compensation for a select group of management employees;
3. We maintain 3 such plans;
4. The plans cover 20 employees as of the date of this letter;

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5. We will provide copies of plan documents to the Secretary of Labor upon request.

Very truly yours

HERMAN MILLER, INC.

By 
James E. Christenson
Its General Counsel

cc
Larry J. Titley
Varnum Riddering Schmidt & Howlett LLP

thltr.doc



Herman Miller Inc
855 East Main Avenue PO Box 302 Zeeland MI

VERIP MAIL



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TOP HAT PLAN EXEMPTION
PENSION & WELFARE BENEFITS
ADMINISTRATION
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