



LIGNOTECH
USA

MEMBER OF THE BORREGAARD GROUP

2520042391017

May 20, 1996

**CERTIFIED MAIL - RETURN
RECEIPT REQUESTED**

Top Hat Plan Exemption
Pension and Welfare Benefits Administration
Room N-5644
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20001
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. 2520.104-23, the following information is provided by the undersigned employer:

Name and Address of Employer:

LignoTech USA, Inc.
100 Highway 51 South
Rothschild, WI 54474-1198

Employer Identification No.:

39-1420133

On March 28, 1996, the Board of Directors of LignoTech USA, Inc. approved three deferred compensation plans, each covering one employee. The Company may adopt further plans for the purpose of providing deferred compensation for a select group of management or highly compensated employees; at this time, it is not expected that more than ten employees would participate in such arrangements.

LIGNOTECH USA, INC.

Kim J. Stone
President & CEO