

Blade Communications, Inc.**STATEMENT REGARDING
EMPLOYEE PENSION PLAN**

Filed in Accordance with 29 C.F.R. Section 2520.104-23

This statement is made by the undersigned and filed with the Secretary of Labor as of the 27th day of December, 1999, in compliance with the reporting and disclosure requirements of Part 1 of Title I of the Employee Retirement Income Security Act of 1974, as amended, in accordance with 29 C.F.R. Section 2520.104-23.

1. The name and address of the Employer:

Blade Communications, Inc.
541 N. Superior Street
Toledo, OH 43660

2. The employer Identification Number assigned Blade Communications, Inc. the Internal Revenue Service is: 34-4374555

3. The Board of Directors of Blade Communications, Inc. had adopted and approved, effective September 1, 1999, an employee pension plan which will be maintained primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees, thereby creating an incentive for such employees to remain in the employ of the Employer and to promote its continued growth. The name of the plan is:

Blade Communications Deferred Compensation Plan

4. As of December 27, 1999, the number of employees participating in the Plan is as follows:

| <u>Plan</u> | <u>Number of Employees</u> |
|----------------------------|----------------------------|
| Deferred Compensation Plan | Eight |

5. Blade Communications will provide to the Secretary of labor upon request all relevant Plan documents as required by Section 104(a)(1) of the Employee Retirement Income Security Act of 1974, as amended.

Blade Communications

By: *Tary Blair*

Title: *Vice President Treasurer*

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Blade Communications Inc.

541 N. Superior Street Toledo, OH 43660



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Top Hat Plan Exemption
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