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LLOYD/FLANDERS INDUSTRIES, INC.  
SALARY CONTINUATION AGREEMENT

ERISA NOTIFICATION

TO: Office of Employee Benefits Security  
Room N-4633  
Labor Management Services Administration  
U.S. Department of Labor  
Washington, D.C. 20216

FROM: Lloyd/Flanders Industries, Inc.  
Attention: Jeffrey Starks  
3010 Tenth Street  
P.O. Box 550  
Menominee, MI 49858-0550  
Employer Identification No. 38-2437902 (former)  
Employer Identification No. 71-0417619 (present)

August 28, 1996

This document constitutes the statement required by 29 C.F.R. Sec. 2520, 104-23(a)(1) to be filled with the Secretary of Labor in respect to non-qualified deferred compensation plans discontinued by the above employer.

The employer currently has discontinued one non-qualified deferred compensation plan for employees who are members of a select group of management or who are highly compensated.

The number of participants in such plan was one.

LLOYD/FLANDERS INDUSTRIES, INC.

  
Dudley Flanders, President

11-6-96 10:11 AM

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