

2520032032932

August 12, 1993

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

CERTIFIED MAIL

RE: 29 CFR §2520.104-23(b) Statement filed on behalf of  
Hersh Packing & Rubber Company

Dear Sirs:

Pursuant to Department of Labor Regulations §2520.104-23(b)(1) we hereby provide you with the following information:

1. Name and address of employer:  

Hersh Packing & Rubber Company  
312 North High Street  
Canal Winchester, Ohio 43110
2. Employer I.D. Number: 31-0743184
3. On August 10, 1993 the employer adopted and will maintain the Hersh Packing & Rubber Company 1993 Deferred Compensation Unit Plan, a plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

August 10, 1993  
Page 2

4. The employer maintains only one unfunded deferred compensation plan, effective August 10, 1993, covering five (5) "management or highly compensated employees".

Sincerely,

HERSH PACKING & RUBBER COMPANY

BY: Verlin R. Hershberger  
Verlin R. Hershberger

ITS: Chairman of the Board