

RICOR, INC. EXECUTIVE WAGE CONTINUATION AGREEMENT

ERISA MEMORANDUM STATEMENT

2520032065743

DATE: September 30, 1990

TO: Office of Pension and Welfare Programs  
Labor Management - Services Administration  
U.S. Department of Labor  
Washington, D.C. 20216

FROM: RICOR, INC.  
Employer Identification Number 86-0326632  
3430 S. 38th Street, Phoenix, AZ 85040

This statement is being made with respect to Non-Qualified Deferred Compensation Plans maintained by Employers under the requirements of 29 CFR Section 2520.104-23(a).

Employer currently maintains one non-qualified wage continuation plan for executives who are members of a "select group of management" or who are "highly compensated".

The number of participants are:

Plan 1: One (1)

Plan Administrator: Wayne E. Rawlings

Title: President

Employer: Ricor, Inc.

