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Benefit Equalization Plan
of
Teepak, Inc.

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CERTIFIED

This Statement is submitted to the Secretary of Labor, U. S. Department of Labor, in compliance with the reporting and disclosure requirements of Part 1 of Title 1 of the Employee Retirement Income Security Act of 1974, as amended, applicable to the Benefit Equalization Plan of Teepak, Inc., as prescribed under DOL Regulations Section: 2520. 104-23.

1. Employer Name: Teepak, Inc.
2. Employer Address: Teepak, Inc.
Three Westbrook Corporate
Center, Suite 1000
Westchester, Illinois 60154
3. Employer Identification
Number: 36-2704043

4. Teepak, Inc. hereby declares that it maintains the Benefit Equalization Plan of Teepak, Inc. primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. Teepak, Inc. maintains only one such top - hat plan and 29 employees are eligible to participate in the plan.