



2520060620017

**COOPER TIRE & RUBBER COMPANY**

FINDLAY, OHIO 45840

PHILIP G. WEAVER  
VICE PRESIDENT  
CHIEF FINANCIAL OFFICER

(419) 424-4320  
FAX: (419) 424-4212

U.S. DEPT. OF LABOR  
DWSA/PUBLIC DISCLOSURE  
NOV -3 PM 12:19

October 24, 2000

BY CERTIFIED MAIL - R.R.R.

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

Re: Deferred Compensation Plan for Management  
or Highly Compensated Employees -  
ERISA Reporting and Disclosure Compliance  
Pursuant to Reg. § 2520.104-23 (8/15/75; 3/1/89)

Dear Sir or Madam:

Cooper Tire & Rubber Company, a Delaware corporation (the "Company" or the "Employer"), has established the Cooper Tire & Rubber Company Executive Deferred Compensation Plan (the "Plan"), for the purpose of providing to a select group of highly compensated management employees of the Company an opportunity to defer a portion of their compensation. Benefits under the Plan are paid as needed from the general assets of the Company.

Pursuant to Regulation § 2520.104-23 (8/15/75; 3/1/89), which sets forth an alternative method of compliance with the reporting and disclosure requirements of ERISA, this statement is provided by the Plan Administrator of the Plan.

1. Employer: Cooper Tire & Rubber Company
2. Address of Employer: Cooper Tire & Rubber Company  
701 Lima Avenue  
Findlay, Ohio 45840  
Attention: General Counsel
3. Employer Identification No.: 34-4297750

4. Declaration: Cooper Tire & Rubber Company maintains a Nonqualified Supplementary Benefit Plan and an Executive Deferred Compensation Plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.
5. Number of Plans: 2
6. Number of Employees Participating in each Plan:
- |  |    |   |    |
|--|----|---|----|
| Nonqualified<br>Supplementary<br><u>Benefit Plan</u> | 33 | Executive Deferred<br>Compensation<br><u>Plan</u> | 25 |
|--|----|---|----|

Plan documents will be provided to you promptly upon request. If you have any questions, please contact me at (419) 424-4320.

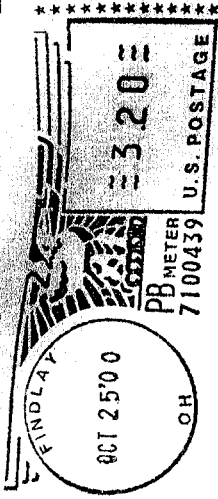
Very truly yours,

COOPER TIRE & RUBBER COMPANY

BY: PHWeaver  
 Philip G. Weaver  
 Vice President and Chief Financial Officer  
 For the Plan Administrator



**COOPER TIRE & RUBBER COMPANY**  
LAY, OHIO 45840



# First Class Mail

*10/28*

**CERTIFIED**

P 972 264 498

**MAIL**

RETURN RECEIPT REQUESTED

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