

2520032065902

SALARY CONTINUATION

SPECIMEN ERISA MEMORANDUM STATEMENT

DATE: February 18, 1991 ~~xxxx1990xxx~~

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

FROM: William H. Lane Incorporated
P. O. Box 777
Binghamton, NY 13902

Employer Identification Number: 16-0925555

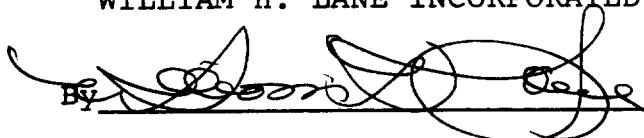
This statement is with respect to Non-Qualified Deferred Compensation Plan maintained by Employers under the requirements of 29 CFR Section 2520.104-23(a).

Employer currently maintains non-qualified salary continuation plans for Executives who are members of a "select group of management" or who are "highly compensated".

The number of participants are:

Plan 1: 1
Plan 2: 1

WILLIAM H. LANE INCORPORATED

By  _____

Plan Administrator