

LAW OFFICES OF  
**MILLER, CANFIELD, PADDOCK AND STONE, P.L.C.**

SIDNEY T. MILLER (1864-1840)  
GEORGE L. CANFIELD (1866-1828)  
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FERRIS D. STONE (1882-1946)

A PROFESSIONAL LIMITED LIABILITY COMPANY  
1200 CAMPAU SQUARE PLAZA  
99 MONROE AVENUE, N.W.  
GRAND RAPIDS, MICHIGAN 49503

ANN ARBOR, MICHIGAN  
BLOOMFIELD HILLS, MICHIGAN  
DETROIT, MICHIGAN  
GRAND RAPIDS, MICHIGAN  
KALAMAZOO, MICHIGAN  
LANSING, MICHIGAN  
MONROE, MICHIGAN  
WASHINGTON, D.C.

**MICHAEL CAMPBELL**  
(616) 776-6304

TELEPHONE (616) 454-8656  
FAX (616) 776-6322

AFFILIATED OFFICES:  
PENSACOLA, FLORIDA  
ST. PETERSBURG, FLORIDA  
GDANSK, POLAND  
WARSAW, POLAND

December 21, 1995

Office of Employee Benefits Security  
Labor-Management Services Administration  
U.S. Department of Labor  
Washington, D.C. 20216

2520032031440

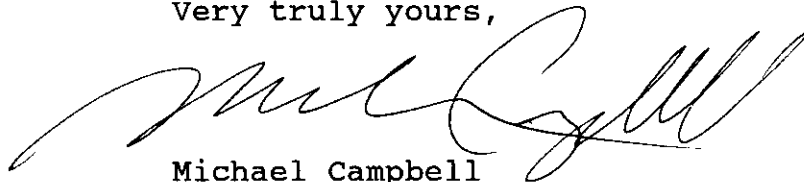
Re: Grand Rapids Rubber Products Company Deferred  
Compensation Plan for Barbara Ann DeVrou

Gentlemen:

Attached is an Alternative Method of Compliance Statement for  
the above-captioned Plan.

Please advise if additional documentation is needed.

Very truly yours,



Michael Campbell

Enclosure

cc: Russel D. DeVrou  
Gary Kaptein

ALTERNATIVE METHOD OF COMPLIANCE STATEMENT

Grand Rapids Rubber Products Company  
Deferred Compensation Plan For Barbara Ann DeVrou

Name and Address of Plan: Grand Rapids Rubber Products  
Company Deferred Compensation Plan  
For Barbara Ann DeVrou  
4181 Roger B. Chaffee Blvd., S.E.  
Grand Rapids, MI 49548

Sponsoring Employer and Federal Employer I.D. No. Grand Rapids Rubber Products Company  
38-1426040

Number of Plans: One

Number of Participants as of December 1, 1995: One

Grand Rapids Rubber Products Company declares that its intent is to maintain a deferred compensation plan primarily for the purpose of providing deferred compensation for a select group of management and highly compensated employees.