FORM DC 00016-R1

DANA CORPORATION

General Office - Toledo

INTRA-COMPANY COMMUNICATION

SUBJECT: ESTIMATED PENSION COSTS FOR SALARIED EMPLOYEES AT SMITH AND KANZLER

DATE: June 5, 1968

TO: Stan Gustafson

We have estimated the annual pension expense to provide Smith and Kanzler salaried employees with the various portions of the Dana Salary Pension Plan as follows:

(1)	Estimated cost to include Smith and Kanzler salaried employees in the Dana Plan effective January 1, 1968, including the $6.00 non-contributory benefit and assuming 100 per cent participation in the contributory portion disregarding present ages of employees. Also includes credited service for all past service.	
	(a) Annual normal cost for the non-contributory benefits -	$ 5,244.00
	(b) Annual past service cost (30 year funding)	3,996.00
	Total estimated non-contributory expense (annual expense)	$ 9,240.00
	(c) Estimated annual Company cost for the contributory portion of the Plan	4,824.00
	Total estimated annual cost	$14,064.00
(2)	Same Plan as above except that past service is not recognized, parts a and c above	$10,068.00
(3)	A Non-contributory Plan, excluding the contributory portion of the Plan, otherwise equal to the Dana Plan. Includes past service credits, part a and b above	$ 9,240.00
(4)	A Non-contributory Plan providing same benefits as item 3 above, but without past service credits, item a above	$ 5,244.00

The above pension cost estimates were determined from a schedule of salaried employees provided by John A. Martino on April 23, 1968 as follows: