

FILE NOW: FILING FEE AFTER MAY 1ST IS \$550.00

FILED  
May 14 1998 8:00am  
Secretary of State

PROFIT  
CORPORATION  
ANNUAL REPORT  
1998



FLORIDA DEPARTMENT OF STATE  
Sandra B. Mortham  
Secretary of State  
DIVISION OF CORPORATIONS

DOCUMENT # P28634 (4)  
1. Corporation Name  
NORTH AMERICAN SALT COMPANY



Principal Place of Business  
8300 COLLEGE BLVD  
OVERLAND PARK KS 66210

Mailing Address  
8300 COLLEGE BLVD  
OVERLAND PARK KS 66210

DO NOT WRITE IN THIS SPACE

|                                |                     |                     |                     |                                                                                                                                                              |  |
|--------------------------------|---------------------|---------------------|---------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| 2. Principal Place of Business |                     | 2a. Mailing Address |                     | 3. Date Incorporated or Qualified<br>03/27/1990                                                                                                              |  |
| 21                             | Suite, Apt. #, etc. | 26                  | Suite, Apt. #, etc. | 4. FEI Number<br>48-1047632                                                                                                                                  |  |
| 22                             | City & State        | 27                  | City & State        | 5. Certificate of Status Desired <input checked="" type="checkbox"/> \$8.75 Additional Fee Required                                                          |  |
| 23                             | Zip                 | 28                  | Zip                 | 6. Election Campaign Financing Trust Fund Contribution <input type="checkbox"/> \$5.00 May Be Added to Fees                                                  |  |
| 24                             | Country             | 29                  | Country             | 8. This corporation owes or has paid the current year intangible Personal Property Tax due June 30. <input type="checkbox"/> Yes <input type="checkbox"/> No |  |

|                                                                                                                                 |  |                                                       |  |
|---------------------------------------------------------------------------------------------------------------------------------|--|-------------------------------------------------------|--|
| 9. Name and Address of Current Registered Agent<br>C T CORPORATION SYSTEM<br>1200 SOUTH PINE ISLAND ROAD<br>PLANTATION FL 33324 |  | 10. Name and Address of New Registered Agent          |  |
| 81 Name                                                                                                                         |  | 82 Street Address (P.O. Box Number is Not Acceptable) |  |
| 83                                                                                                                              |  | 84 City                                               |  |
| 85 Zip Code                                                                                                                     |  | FL                                                    |  |

11. Pursuant to the provisions of Sections 607.0502 and 607.1508, Florida Statutes, the above-named corporation submits this statement for the purpose of changing its registered office or registered agent, or both, in the State of Florida. Such change was authorized by the corporation's board of directors. I hereby accept the appointment as registered agent. I am familiar with, and accept the obligations of, Section 607.0505, Florida Statutes.

SIGNATURE \_\_\_\_\_ (NOTE: Registered Agent signature required when reinstating) DATE \_\_\_\_\_

| 12. OFFICERS AND DIRECTORS |                            | 13. ADDITIONS/CHANGES TO OFFICERS AND DIRECTORS IN 12 |                                                                              |
|----------------------------|----------------------------|-------------------------------------------------------|------------------------------------------------------------------------------|
| TITLE                      | P<br>DEMETREE, MARK C.     | 1.1 TITLE                                             | <input checked="" type="checkbox"/> Change <input type="checkbox"/> Addition |
| NAME                       | 8300 COLLEGE BLVD          | 1.2 NAME                                              | SEE ATTACHED                                                                 |
| STREET ADDRESS             | OVERLAND PARK KS           | 1.3 STREET ADDRESS                                    |                                                                              |
| CITY-ST-ZIP                |                            | 1.4 CITY-ST-ZIP                                       |                                                                              |
|                            |                            |                                                       |                                                                              |
| TITLE                      | CEO<br>BOYCE, MICHAEL R.   | 2.1 TITLE                                             | <input type="checkbox"/> Change <input type="checkbox"/> Addition            |
| NAME                       | 8300 COLLEGE BLVD          | 2.2 NAME                                              | <input checked="" type="checkbox"/> Change <input type="checkbox"/> Addition |
| STREET ADDRESS             | OVERLAND PARK KS           | 2.3 STREET ADDRESS                                    |                                                                              |
| CITY-ST-ZIP                |                            | 2.4 CITY-ST-ZIP                                       |                                                                              |
|                            |                            |                                                       |                                                                              |
| TITLE                      | VPTS<br>MURPHY, GERALD, M. | 3.1 TITLE                                             | <input checked="" type="checkbox"/> Change <input type="checkbox"/> Addition |
| NAME                       | 8300 COLLEGE BLVD          | 3.2 NAME                                              | <input type="checkbox"/> Change <input type="checkbox"/> Addition            |
| STREET ADDRESS             | OVERLAND PARK KS           | 3.3 STREET ADDRESS                                    |                                                                              |
| CITY-ST-ZIP                |                            | 3.4 CITY-ST-ZIP                                       |                                                                              |
|                            |                            |                                                       |                                                                              |
| TITLE                      | VPS<br>NICK, RICHARD J.    | 4.1 TITLE                                             | <input type="checkbox"/> Change <input type="checkbox"/> Addition            |
| NAME                       | 399 PARK AVE., 32ND FLOOR  | 4.2 NAME                                              | <input type="checkbox"/> Change <input type="checkbox"/> Addition            |
| STREET ADDRESS             | NEW YORK NY                | 4.3 STREET ADDRESS                                    |                                                                              |
| CITY-ST-ZIP                |                            | 4.4 CITY-ST-ZIP                                       |                                                                              |
|                            |                            |                                                       |                                                                              |
| TITLE                      | D<br>DONAHUE, RICHARD      | 5.1 TITLE                                             | <input type="checkbox"/> Change <input type="checkbox"/> Addition            |
| NAME                       | 399 PARK AVENUE            | 5.2 NAME                                              | <input type="checkbox"/> Change <input type="checkbox"/> Addition            |
| STREET ADDRESS             | NEW YORK NY                | 5.3 STREET ADDRESS                                    |                                                                              |
| CITY-ST-ZIP                |                            | 5.4 CITY-ST-ZIP                                       |                                                                              |
|                            |                            |                                                       |                                                                              |
| TITLE                      | AST<br>DAY, SUSAN E.       | 6.1 TITLE                                             | <input type="checkbox"/> Change <input type="checkbox"/> Addition            |
| NAME                       | 8300 COLLEGE BLVD          | 6.2 NAME                                              | <input type="checkbox"/> Change <input type="checkbox"/> Addition            |
| STREET ADDRESS             | OVERLAND PARK KS           | 6.3 STREET ADDRESS                                    |                                                                              |
| CITY-ST-ZIP                |                            | 6.4 CITY-ST-ZIP                                       |                                                                              |
|                            |                            |                                                       |                                                                              |

14. I hereby certify that the information supplied with this filing does not qualify for the exemption stated in Section 119.07(3)(i), Florida Statutes. I further certify that the information indicated on this annual report or supplemental annual report is true and accurate and that my signature shall have the same legal effect as if made under oath; that I am an officer or director of the corporation or the receiver or trustee empowered to execute this report as required by Chapter 607, Florida Statutes; and that my name appears in Block 12 or Block 13 if changed, or on an attachment with an address.

CR2E034 (10/97)

## NORTH AMERICAN SALT COMPANY OFFICERS AND DIRECTOR

| OFFICERS                                                             | NAME                     | ADDRESS                                                  |
|----------------------------------------------------------------------|--------------------------|----------------------------------------------------------|
| Chief Operating Officer                                              | Michael R. Boyce         | 8300 College Boulevard<br>Overland Park, Kansas 66210    |
| President                                                            | Richard Duszynski        | 8300 College Boulevard<br>Overland Park, Kansas 66210    |
| Vice President and General Manager<br>(General Trade)                | Keith Clark              | 8300 College Boulevard<br>Overland Park, Kansas 66210    |
| Vice President, Assistant Secretary<br>and Assistant Treasurer       | Susan E. Day             | 8300 College Boulevard<br>Overland Park, Kansas 66210    |
| Vice President and<br>Chief Financial Officer                        | Emanuel J. Di Teresi     | 8300 College Boulevard<br>Overland Park, Kansas 66210    |
| Vice President and Assistant Secretary                               | Richard J. Donahue       | 399 Park Avenue - 32nd Floor<br>New York, New York 10022 |
| Vice President, Assistant Secretary<br>and Associate General Counsel | Matthew J. Dowd          | 399 Park Avenue - 32nd Floor<br>New York, New York 10022 |
| Vice President                                                       | John S. Fallis           | 1301 E. St. Peter<br>New Iberia, LA 70560                |
| Vice President, Secretary and<br>General Counsel                     | Donald G. Kilpatrick     | 399 Park Avenue - 32nd Floor<br>New York, New York 10022 |
| Vice President, Treasurer and<br>Assistant Secretary                 | Richard J. Nick          | 399 Park Avenue - 32nd Floor<br>New York, New York 10022 |
| Vice President                                                       | Anthony J. Petrocelli    | 399 Park Avenue - 32nd Floor<br>New York, New York 10022 |
| Vice President-Safety &<br>Environment and Assistant Secretary       | Lawrence A. Schulte, Jr. | 8300 College Boulevard<br>Overland Park, Kansas 66210    |
| Vice President - Human Resources                                     | William J. Sichko, Jr.   | 8300 College Boulevard<br>Overland Park, Kansas 66210    |
| Vice President and General Manager<br>(Highway/Chemical Business)    | Steven P. Wolf           | 8300 College Boulevard<br>Overland Park, Kansas 66210    |
| Assistant Secretary                                                  | Phillip M. Burright      | 8300 College Boulevard<br>Overland Park, Kansas 66210    |

| DIRECTOR | NAME                 | ADDRESS                                                  |
|----------|----------------------|----------------------------------------------------------|
| Director | Donald G. Kilpatrick | 399 Park Avenue - 32nd Floor<br>New York, New York 10022 |