

## Companies That Will Match Employee Contributions

3COM Corporation  
3M Company  
Abbott Laboratories  
ABN-AMRO  
Accenture  
Accenture Foundation, Inc.  
ACF Industries Incorporated  
Advent Systems, Inc.  
Aetna Casualty & Surety Co.  
Afco Manufacturing  
Air Products and Chemicals, Inc  
AK Steel Foundation  
Alcan Aluminum Corporation  
Alco Standard Corporation  
Alcoa Foundation  
Allegheny Ludlum Corporation  
Allegheny Teledyne, Incorporated  
Allen Bradley  
Allendale Mutual Insurance Co.  
Alliance Capital Management Corporation  
Allied Signal Inc.  
Allstate Insurance Company  
Aluminum Company of America  
Amer. Telephone & Telegraph Co  
American Airlines  
American Electric Power Service Corp.  
American Electric Power System  
American Express Foundation  
American General Financial Group  
American Home Products  
American International Group  
American National Can Company  
Amerisure Companies  
Ameritech Ohio  
Ameritech Publishing, Inc.  
Ameritech Services  
Amoco Corporation  
AMP, Inc.  
Andersen  
Anheuser-Busch Companies, Inc.  
Anodizing Specialists, Inc.  
Apollo Manufacturing  
Aptar Group, Inc.  
ARA Services  
Armco Inc.  
Armstrong World Ind., Inc.

Ashland Chemical, Inc.  
Ashland Oil, Inc.  
Astra Zeneca Pharmaceuticals LP  
AT&T Communications  
AT&T Foundation  
Atlantic Research Corporation  
Austin Powder Company  
Automatic Data Processing, Inc  
Avery Dennison Corporation  
Babcock & Wilcox Co.  
Bank of America  
Bank One, Cleveland, N.A.  
Bank One, Columbus, N.A.  
Bankers Trust New York  
Barnes Wendling CPA's, Inc  
BASF Corporation  
BCS Insurance Company  
Bechtel Power Corporation  
Becton Dickinson  
Bell & Howell Company  
Bell Atlantic-D.C.  
Black & Decker Corporation  
Boeing Gift Matching Program  
Bon Ton Department Store  
Borden Foundation  
Bowman Distribution/Barnes Grp  
BP Amoco, Inc.  
Brauchler-Collins Charitable Foundation  
Bridgestone Firestone Trust Fund  
Bristol-Myers, Squibb  
Brown-Forman Corporation  
Brush Wellman Inc.  
Cable & Wireless Matching Gift Program  
Calibre Systems, Inc.  
Cambridge Integrated Services Group, Inc.  
Campbell Soup Company  
Capital Cities/ABC, Inc.  
CardinalHealth  
Carpenter Technology Corporation  
Caterpillar Foundation, Inc.  
CBI Foundation  
CBS Foundation Inc.  
C-E Tyler Industrial Products  
Ceco Industries, Inc.  
Centerior Energy Foundation  
Champion International Corp.

Charles Schwab & Co., Inc.  
Charter One Bank  
Chase Manhattan Bank  
Chase Manhattan Foundation  
Chemical Abstract Service  
Chemical Bank  
Chevrolet Motor Division  
Chevron USA, Inc.  
Chicago Title and Trust Co.  
Chubb Life Insurance of Amer.  
Cigna Corporation  
Cincinnati Bell Telephone  
Citicorp/Citibank, N.A.  
Citizens Commercial & Savings Bank  
Ciuni & Panichi, Inc.  
Cleveland Crystals, Inc.  
Cleveland Pneumatic Company  
Cleveland-Cliffs, Inc.  
CLFS Securities Inc.  
CM Alliance  
CNA Insurance Companies  
Columbia Gas Transmission Corp  
Comerica Incorporated  
Commercial Siding  
Compaq Computer Foundation  
Complete Appliance Service  
Computer Associates International, Inc.  
Conoco, Inc.  
Conrail  
CONSOL Inc.  
Consolidated Natural Gas Fdn.  
Consolidated Papers Foundation, Inc.  
Continental Corporation  
Cookies by Design  
Cooper Tire & Rubber Company  
Coopers & Lybrand LLP  
Corning Glass Works  
CPC International  
Crane Co.  
Cross & Trecker Corporation  
Crowe, Chizek & Company  
Crum and Forster, Inc.  
CSX Corporation  
Cummins Engine Company, Inc.  
Cuyahoga Court of Common Pleas  
Daimler Chrysler

Dana Corporation  
Davey Tree  
Dean Witter Reynolds, Inc.  
DeGrandis & DeGrandis  
Deloitte & Touche LLP  
Delta Air Lines  
Diebold, Incorporated  
Digital Equipment Corporation  
Dillard Department Stores Inc.  
Doehler-Jarvis  
Dominion  
Dow Chemical Company  
Dow Chemical U.S.A.  
Dow Jones & Company, Inc.  
Drapery Stitch, Cleveland  
Dravo Corporation  
Dresser Industries, Inc.  
Eaglebrook, Inc.  
Eastern Enterprises Foundation  
Eaton Corporation  
Ecolab Inc.  
EG&G, Inc.  
Eli Lilly and Company  
ELTECH Systems Corporation  
Emerson Electric Co.  
Emhart Corporation  
Engelhard Corporation  
Enterprise Rent-a-Car  
Equitable Life Assurance  
Equiva Services LLC  
Erie Insurance Group  
Ernst & Young LLP  
Everything Newell Rubbermaid  
ExxonMobil Corporation, USA  
Fannie Mae  
Federal Mogul Corporation  
Federated Investors, Inc.  
Ferro Corporation  
Fidelity Investments  
Fifth Third Bank  
Firestone Synthetic Rubber & Latex Company  
First National Bank of Chicago  
First Energy Corp.  
Fleet Financial Group  
Fluor-Daniel  
FMC Corporation

Ford Matching Gift Program  
Fortis Benefits  
Freudenberg Spunweb Co.  
GE Foundation  
GE Lighting  
General Dynamics Corporation  
General Electric Company  
General Electric Medical Sys.  
General Motors Corporation  
General Motors Foundation  
General Reinsurance Corp.  
General Signal Corporation  
Genex Services  
George V. Blaha, LTD  
Georgia-Pacific Corporation  
Gilbane Building Company  
Glaxo, Inc.  
GlaxoSmithKline Foundation  
GMC Truck & Coach Division  
Goldman, Sachs & Co.  
Gosser-Ritze Industrial Sales, Inc.  
Grady & Company, CPAs  
GTE Foundation  
Guardian Life Insurance Company of America  
Gulf + Western Inc.  
Hallmark Cards, Inc.  
Harris Corporation  
Harris Trust and Savings Bank  
Harsco Corporation Fund  
Hartford Insurance Group  
Hartmarx Charitable Foundation  
Heller Financial  
Hercules Incorporated  
Heublein Inc.  
Hewitt Associates  
Hewlett-Packard Co.  
Hoffmann-LaRoche, Inc.  
Honeywell Inc.  
Hoover Company  
Household International  
Hughes Aircraft Company  
IBM  
IBM Matching Grants Program  
IDEX Corporation  
IDS Financial Services Inc.  
IKON

Illinois Bell Telephone Co.  
Illinois Tool Works  
Imperial Manufacturing, Inc.  
Ingersoll-Rand Co.  
Intel Foundation  
International Minerals and Chemicals, Inc.  
International Paper Co.  
ITT Corporation  
J & L Specialty Products Corporation  
J&H Marsh & McLennan, Inc  
J. C. Penney Co., Inc.  
J.P. Morgan & Co.Incorporated  
Johnson & Johnson  
Johnson Controls, Inc.  
K MART Corporation  
Kemper Group  
Kennametal Foundation  
Key Bank  
Key Corp  
Koppers Company, Inc.  
KPMG LLP  
LaSalle National Bank  
Leaseway Transportation Corp.  
Lehman Brothers  
Leiden Cabinet Company  
Leo Burnett Company, Inc.  
Libbey-Owens-Ford Company Lincoln National Corporation  
Lockheed Martin Corporation  
Loctite Corporation  
LTV Corporation  
Lubrizol Corporation  
Lucent Technologies Inc.  
Manville Corporation  
Marathon Ashland Petroleum LLC  
Marconi Communications  
Marconi Medical Systems Inc.  
Marine Midland Bank  
Maritz Inc  
Marsh USA Inc.  
Martin Marietta Corporation  
Massachusetts Mutual Life Insurance Company  
Mass Mutual Fdn Hartford, Inc.  
Master Builders, Inc.  
Matco Tools  
Mattel, Inc.  
Maxus Energy Corporation

May Department Stores Company  
MBNA America Bank, N.A.  
MBNA American Bank, N.A.  
MBNA Marketing Systems, Inc.  
McDonnell Douglas Corporation  
McGraw Foundation  
McGraw-Hill Companies, Fdn. Inc.  
McQuillen Oldsmobile-Pontiac, GMC Truck, Inc.  
Mead Johnson and Company, Inc.  
Medusa Corporation  
Mellon Bank  
Meritor Automotive  
Merrill Lynch and Co.  
Metaldyne  
Metropolitan Life Foundation  
Midland-Ross Corporation  
MJL Truck Sales, Inc.  
MNC Financial Incorporated  
Mobil Corporation  
Moen, Inc.  
Monsanto Co.  
Morgan Stanley & Co. Inc.  
Motorola Foundation  
NACCO Industries, Inc.  
National City Bank  
National Life Insurance Company  
National Semiconductor Corp.  
National Steel Corporation  
National Westminster Bank  
NationsBank Corporation  
Nationwide Insurance Co.  
NCR Corporation  
Nestle Frozen Food Company  
Network Associates  
New York Life Foundation  
New York Telephone Company  
Nordson Corporation  
Norfolk Southern Corporation  
North American Refractories Co  
Northern Telecom Inc.  
Northwestern Mutual Life Ins.  
Norton Company  
Novus International, Inc.  
NTN Bower Corporation  
Occidental Petroleum Corp.  
Office Depot, Inc.

Oglebay Norton Company  
Ohio Edison Company  
Olin Corporation  
Owens Corning Fiberglas Corp.  
Owens Corning Foundation  
Pacific Telephone & Telegraph  
Paine Webber Inc.  
Parker-Hannifin Corporation  
Park-Ohio Industries Inc.  
Pentair Company  
PepsiCo, Inc.  
Pfizer, Inc.  
Pharmacia & Upjohn, Inc  
Philip Morris Companies, Inc.  
Pitney Bowes Inc.  
Plante & Moran  
PNC Bank  
Pneumo Abex Corporation  
PolyOne Corp. (M.A. Hanna Co.)  
PolyOne Corporation (Geon Co.)  
PPG Industries, Inc.  
Preformed Line Products Co.  
Pricewaterhouse Coopers LLP  
Procter & Gamble Co.  
Prudential Ins. Co. of America  
Prudential-Bache Securities In  
Pyle Insurance & Financial Services, Inc.  
Quaker Chemical Corporation  
R. J. R. Nabisco, Inc.  
Radio Corporation Of America  
Radioshack Corporation  
Ralston Purina Company  
Rand McNally Company  
Raytheon Company  
Readers Digest Assoc., Inc.  
Reliance Electric Company  
Reliance Insurance Companies  
Reuters America, Inc.  
Rockwell Automation  
Rockwell Automotive  
Royal & Sun Alliance Insurance Foundation, Inc.  
Royal Appliance Manufacturing Co.  
Ryder System, Inc.  
Salomon Brothers, Inc.  
SAP America, Inc.  
Sara Lee Fdn. Matching Grants Program



SBC Foundation  
Scott Fetzer Company  
Scripps Howard Broadcasting Co.  
SDS Biotech Corporation  
Shell Oil Company  
Siemens Energy & Automation, I  
SIFCO Industries, Inc.  
Smith Barney Shearson Inc.  
Smurfit Stone Container  
Southern Bell  
Sperry Corp.  
Sprint Corporation  
Square D Company  
State Farm Insurance Companies  
Sun Life of Canada  
Syngenta  
Syntex USA, Inc.  
Tandy Corporation  
Tennant Company  
Tenneco, Inc.  
Texaco Inc.  
Texas Instruments  
Textron Inc.  
The Aerospace Corporation  
The Baxter International Foundation  
The Benjamin Franklin Federal Savings & Loan Assn.  
The BF Goodrich Company  
The BOC Group, Inc.  
The Chesapeake Corporation  
The Cleveland Clinic Foundation  
The Coca-Cola Company  
The ConAgra Foundation, Inc.  
The Dexter Corporation  
The Dun & Bradstreet Corp.  
The East Ohio Gas Company  
The Foxboro Company  
The Gates Corporation  
The Gillette Company  
The Glidden Company  
The Goodyear Tire & Rubber Co.  
The Huntington National Bank  
The Illuminating Company  
The Lamson & Sessions Co.  
The Lawyers Co-op Publishing  
The Mead Corporation Fnd.  
The Merck Company Foundation

The New York Times Co. Fdn. Inc.  
The Northern Trust Company  
The Pension Company  
The Progressive Corporation  
The Sherwin-Williams Company  
The Southland Corporation  
The Standard Products Company  
The Stanley Works  
The Travelers Companies  
The Williams Companies, Inc.  
Third Federal Savings and Loan  
Time-Warner, Inc.  
Towers Perrin Forster & Crosby  
Transamerica Corporation  
Transtar, Inc.  
Tremco Inc.  
TRW Inc.  
Union Carbide Corporation  
Unisource Worldwide, Inc.  
Unisys Corporation  
United Parcel Service  
United Technologies Corp.  
United Telephone Co. of Ohio  
USAir, Inc.  
USG Foundation, Inc.  
USX Foundation, Inc.  
Van Dorn Foundation  
Victor Gelb, Inc.  
Virginia Electric and Power Co  
Vulcan Materials Company  
W. W. Grainger, Inc.  
Warner-Lambert Company  
Watson Wyatt & Company  
Wells Fargo Bank, N.A.  
Western Electric Co., Inc.  
Westinghouse Electric Corp.  
Westvaco Corporation  
Whirlpool Corporation  
White Consolidated Foundation  
William Mercer, Inc.  
Williams & Company, Inc.  
Witco Corporation  
WJW-TV  
Wyeth-Ayerst Research  
Xerox Corporation

Young & Rubicam Inc.  
Zurn Industries, Inc.