

Goodwill

Goodwill Industries of North Central Wisconsin, Inc., 1800 Appleton Road, Menasha, WI 54952-1195
Tel: (920) 731-6601, FAX: (920) 731-3041, Toll Free: (800) 482-0030, TDD: (920) 731-6623

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March 21, 2002

Top Hat Plan Exemption
Pension & Welfare Benefits Administration
Room N-5644
U.S. Department of Labor
200 Constitution Avenue, NW
Washington, D.C. 20210

To whom it may concern:

Enclosed is our Top Hat Statement for filing. Please contact me at the above address or at (920) 731-6602, ext. 226, should you have any questions.

Sincerely,



Wendy Shoemaker
Director of Human Resources and Organization Development
Goodwill Industries of North Central Wisconsin, Inc.



TOP-HAT STATEMENT

Name of Tax-Exempt Employer: Goodwill Industries of North Central Wisconsin, Inc.

Address of Tax-Exempt Employer: 1800 Appleton Road
Menasha, WI 54952-1195

E.I.N.: 39-1144913

Top-Hat Statement by Plan Administrator.

Goodwill Industries of North Central Wisconsin, Inc. (the "Employer") hereby declares that the purpose of the 457(b) Deferred Compensation Plan of February 13, 2002 (the "Plan") is to provide deferred compensation primarily for a select group of management and highly compensated employees. The number of employees covered under the Plan is four. In addition the Employer maintains no unfunded top-hat plans described in Department of Labor Regulation Section 2520.104-23(b). The number of employees covered under such plans is 0.

Date: March 10, 2002

By: John C. Shremak

Title: Dir. of HR and Org. Development
(On behalf of the Plan Administrator)

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*Help people lead better lives
by remembering Goodwill
in your estate planning.*

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