

2520040150188

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

Alternative Method of Reporting and  
Disclosure Compliance under Title I of ERISA  
Pursuant to D.O.L. Reg. Sec. 2520, 104-23(b)(1)

1. Name and address of employer: Alberto-Culver Company  
2525 Armitage Avenue  
Melrose Park, IL 60160
2. Employer Identification Number: 36-2257936
3. Purpose of Plan: The 1994 Management Incentive Plan has been established to provide deferred compensation in the form of cash bonuses to a select group of management.
4. Number of Plans and Participants in each: 1 plan: 32 participants
5. Plan Documents: A copy of the plan document is available on request at the above address of the Employer.
6. Date established: January 26, 1994

If you have any questions with regard to the above statement, please do not hesitate to contact us.

Very truly yours,

Compensation Committee of the Board of  
Directors of Alberto-Culver Company

By: 

Robert P. Gwinn

By: 

William W. Wirtz

