



Norwest Corporation
Norwest Center
Sixth and Marquette
Minneapolis, Minnesota 55479-1026
612/667-2085
Fax: 612/667-4399

December 29, 1993

Pension and Welfare Benefits Administration
Department of Labor
P.O. Box 75212
Washington, D.C. 20013-5212

2520040150819

RE: Top Hat Plan Exemption

Dear Sir/Madam:

The purpose of this letter is to advise you, in accordance with the Department of Labor Regulation §2520.104-23, that Norwest Corporation and its subsidiaries maintain certain plans for the purpose of providing deferred compensation for a select group of management or highly compensated employees. The following is information on such plans recently adopted by Norwest Corporation and its subsidiaries:

- a. Norwest Corporation Employees' Deferred Compensation Plan - covers approximately 960 people.
- b. Norwest Mortgage, Inc. Incentive Compensation and Deferral Plan - covering approximately 45 people.
- c. Norwest Corporation Employees' Stock Deferral Plan - covering approximately 50 people.

The employer identification number of Norwest Corporation is 41-04449260.

Very truly yours,

A handwritten signature in cursive script that reads "Lucinda Hruska-Claeys".

LUCINDA HRUSKA-CLAEYS
Assistant Vice President
and Senior Counsel

lh2jm231

A faint, circular stamp or seal, likely an official seal of the Department of Labor, is located in the bottom right corner of the page. The text within the stamp is illegible due to fading.