



**NORTH HUDSON COMMUNITY ACTION CORPORATION**

5301 BROADWAY • WEST NEW YORK • NEW JERSEY 07093-2622

TELEPHONE (201) 866-2255 • FAX (201) 330-3803

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CESAR M. FERNANDEZ  
Chairperson

March 1, 1999

MICHAEL A. LEGGIERO  
President / CEO

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

Re: Alternative Method  
of Reporting and Disclosure

Dear Sir or Madam:

Pursuant to Department of Labor ("DOL") regulation Title 29 C.F.R.S 2520,104-23 (the "Regulation"), this is to advise you that North Hudson Community Action Corporation, employer identification number 22-1818699, 5301 Broadway, West New York, NJ 07093. (The "Company"), The North Hudson Community Action Corporation has adopted the following plan, which constitutes a non-qualified, unfunded, deferred compensation plan. The plan is maintained primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees of the Company.

Plan  
  
North Hudson Community  
Action Corporation  
Deferred Compensation Plan

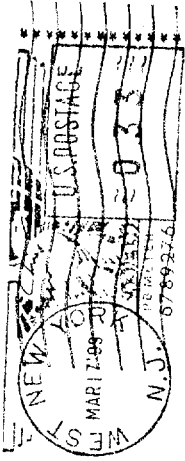
Current  
Participants

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Very truly yours,  
NORTH HUDSON COMMUNITY  
ACTION CORPORATION

By: *Michael A. Leggiero*  
MICHAEL A. LEGGIERO,  
PRESIDENT/CHIEF EXECUTIVE OFFICER

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