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April 21, 2004

CERTIFIED MAIL

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

Dear Sir or Madam:

In accordance with Department of Labor Regulation Section 2520.104-23, the purpose of this letter is to notify you that, effective January 1, 2004, GN ReSound North America Corporation, E.I.N. 77-0019588, (the "Company") adopted the GN ReSound Deferred Compensation Plan (the "Plan") primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees of the Company. As of the date of this letter, approximately 15 individuals are eligible for participation in the Plan.

The Plan is maintained in accordance with a written plan document that will be provided to the Secretary of the Department of Labor upon request in accordance with Section 104(a)(1) of the Employee Retirement Income Security Act of 1974.

Sincerely,

John M. Kasher
Vice President & Chief Legal Officer



GN ReSound North America

4201 W. Victoria Street
Chicago, IL 60646
Tel: 773-583-3600
Fax: 773-583-1361

A GN Great Nordic Company

GN ReSound North America
4201 West Victoria Street
Chicago, IL 60646

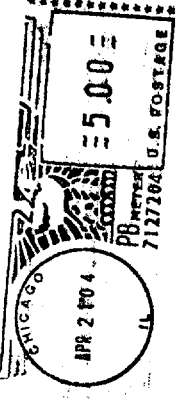


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Return Receipt Requested



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