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**L.L.Bean** INC  
FREEPORT, MAINE 04033

*Outdoor Sporting Specialties*

TEL. (207) 865-4761



September 29, 1992

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

Dear Sir:

Re: L.L. Bean, Inc. Make-Up Plan  
L.L. Bean, Inc. Long-Term Incentive Plan

Plan Sponsor: L.L. Bean, Inc. EIN: 01-0026590  
Casco Street  
Freeport, Maine 04033

L.L. Bean, Inc. maintains two plans primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. The benefits are paid as needed solely from the general assets of L.L. Bean, Inc. Approximately 16 employees or former employees are covered by the L.L. Bean Make-Up Plan. Approximately 28 employees are covered by the L.L. Bean Long-Term Incentive Plan.

We are enclosing \$1,000 as part of the reduced penalty program announced by the Department of Labor on April 20, 1992.

If you have any questions, please call.

Sincerely,

*Deborah H. Blackie*

Deborah H. Blackie  
Benefits Administrator

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**W.L. Bean**  
INC.  
FREEPORT, MAINE 04033  
Outdoor Sporting Specialties

**CERTIFIED**  
P 023 184 853  
**MAIL**

MAINE  
SEP 20 1992  
FRENCHVILLE  
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