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U.S. DEPT. OF LABOR  
PUBA/PUBLIC DISCLOSURE

Statement of Employer Executive Benefit Plan ("Top Hat Plan")

DEC 27 AM 9:22

December 12, 2000

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

Northern Power Products, Inc.  
2815 Eagandale Blvd.  
P.O. Box 21348  
Eagan, MN 55121  
Employer ID: 410846930

To Whom It May Concern:


We inform you of the following Declaration: Northern Power Products, Inc., a Minnesota corporation, maintains an Executive Retirement Benefit Plan, implemented on October 1, 2000, for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

This Executive Retirement Benefit Plan has one employee in the plan: Mark Doebler.

The plan is kept on file at the law firm of Chandler and Mason, Ltd. 1607 Pioneer Building, 336 North Robert Street, St. Paul, MN 55101, for Northern Power Products, Inc.

Should you require any further information, please contact Roger B. Lervick, President and CEO of Northern Power Products, Inc. at the above address or (651) 452-8900.

Sincerely,

  
Roger B. Lervick

## Statement of Employer Executive Benefit Plan ("Top Hat Plan")

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To Whom It May Concern:

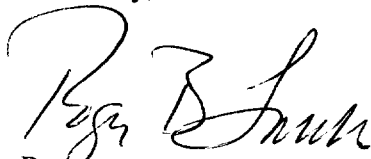
We inform you of the following Declaration: Northern Power Products, Inc., a Minnesota corporation, maintains an Executive Education Benefit Plan, implemented on October 1, 2000, for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

This Executive Education Benefit Plan has one employee in the plan: Mark Doebler.

The plan is kept on file at the law firm of Chandler and Mason, Ltd. 1607 Pioneer Building, 336 North Robert Street, St. Paul, MN 55101, for Northern Power Products, Inc.

Should you require any further information, please contact Roger B. Lervick, President and CEO of Northern Power Products, Inc. at the above address or (651) 452-8900.

Sincerely,



Roger B. Lervick

# FIRST CLASS MAIL

## CHANDLER AND MASON, LTD.

LAW OFFICES  
1607 PIONEER BUILDING  
336 NORTH ROBERT STREET  
ST. PAUL, MINNESOTA 55101

**TO:**

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

FIRST CLASS MAIL

RETURN RECEIPT  
REQUESTED

Return Receipt Requested

