

March 25, 2005

Nonqualified Plan Exemption
Employee Benefits Security Administration
U.S. Department of Labor, Room N-5644
200 Constitution Avenue, N.W.
Washington, DC 20210

2520052093050

Re: WorldatWork 457(b) Supplemental Savings Plan

Dear Sir/Madam:

In accordance with 29 CFR 2520.104-23, on behalf of WorldatWork 457(b) Supplemental Savings Plan, we hereby provide you with the information set forth below:

Name and Address of Employer

WorldatWork
14040 Northsight Blvd.
Scottsdale, AZ 85260

Employer's Taxpayer Identification Number

31-6054097

Required Declaration

The Employer sponsors the WorldatWork 457(b) Supplemental Savings Plan ("Plan"), which has the effect of deferring compensation for a select group of management or highly compensated employees. Benefits are paid out of the general assets of the Employer.

Currently, WorldatWork maintains one nonqualified plan. Specifically, there are 10 employees eligible to participate in all nonqualified plans maintained by the Employer. This Plan's effective date is April 1, 2005.

If you have any questions about this matter, please contact the undersigned.

Sincerely,



Karen Rozanoff, Benefits Manager

VIA CERTIFIED MAIL RETURN RECEIPT REQUESTED

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