

Date October 25, 2000

DEPT. OF LABOR
FOIA/PUBLIC DISCLOSURE
00 NOV 20 PM 2:38

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

Dear Sir:

The following information is provided pursuant to Department of Labor regulation Section 2520.104-23 whereby certain unfunded or insured pension plans may satisfy their filing requirements under an alternative method authorized in accordance with Section 110 of the Employee Retirement Income Security Act of 1974.

- 1. Employer's Name Northland Products Co.
- 2. Employer's Address 1000 Rainbow Drive, Box 418
Waterloo, IA 50704
- 3. Employer ID# 42-0645190

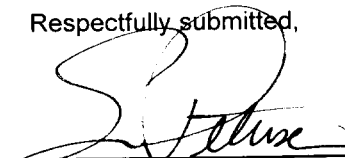
4. The above employer maintains the following plan(s) primarily for the purpose of providing nonqualified deferred compensation for a select group of management or highly compensated employees.

<u>Plan Name</u>	<u># of Employees Participating</u>
<u>Deferred Compensation Agreement</u>	<u>1</u>
<u> </u>	<u> </u>
<u> </u>	<u> </u>
<u> </u>	<u> </u>

5. Plan documents will be provided upon request as required by ERISA Section 104(a)(1).

Please contact us if you have any questions on any of the above information.

Respectfully submitted,



Plan Administrator

PO Box 2656
Waterloo, IA 50704-2656

16-3

PSM McGladrey, Inc.

Business Solutions

201 Tower Park Drive, Suite 103 • P.O. Box 2656
Waterloo, IA 50704-2656

TOP HAT PLAN EXEMPTION
PENSION & WELFARE BENEFITS
ADMINISTRATION
ROOM N-5644
U.S. DEPARTMENT OF LABOR
200 CONSTITUTION AVENUE NW
WASHINGTON, DC 20210

CONFIDENTIAL