



March 27, 2006

**CERTIFIED MAIL/  
RETURN RECEIPT REQUESTED**

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

06 APR -4 PM 1:51

Re: Nonqualified Deferred Compensation Plan of Hillco, Ltd. (the "Plan")

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Dear Sir or Madam:

Hillco, Ltd. (the "Employer") has adopted the Plan, the primary purpose of which is to provide deferred compensation for a select group of management or highly compensated employees. In compliance with the requirements of the alternative method of reporting and disclosure of Part 1 of Title I of the Employee Retirement Income Security Act of 1974, as amended, for so called "Top Hat Plans," the following statement is hereby filed in behalf of the Employer in accordance with 29 C.F.R. § 2520.104-23:

1. Name of Plan: Nonqualified Deferred Compensation Plan of Hillco, Ltd.;
2. Name and Address of Employer: Hillco, Ltd., PO Box 400, 604 North Queen Street, Kinston, North Carolina 28502-0400;
3. Employer Identification Number of Employer: 56-0818742;
4. Number of Employees in Plan: 42;
5. Status of Plan as a Top Hat Plan: The Employer maintains the Plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. Benefits from

the Plan are paid as needed solely from the general assets of the Employer;  
and

6. Effective Date: February 1, 2006. The Plan was approved by the Board of Directors of the Employer on January 23, 2006.

Please contact the undersigned if additional information is required.

Sincerely,

  
Janice C. Baldwin

JCB/mcl

cc: Ms. Marguerite Everett

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# First Class Mail

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