

2520032030990

December 29, 1995

Top-Hat Plan Exemption
PWBA
Room N-5644
U. S. Department of Labor
200 Constitution Ave., NW
Washington DC 20210

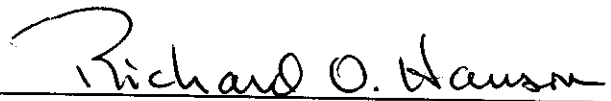
Employer Name: Chippewa Valley Sporting Goods, Inc.
Address: 1315 S. Hastings Way
Eau Claire WI 54701
Employer EIN: 39-0767570
Name of Plan: Chippewa Valley Sporting Goods, Inc. Deferred
Compensation Agreement

The Plan is maintained for select management or highly compensated employees.

Number of Plans: 1

Number of employees in Plan: 1

Signed:



Richard O. Hanson
Richard O. Hanson