

ERISA EXEMPTION STATEMENT AS PER LABOR REGULATION  
SECTION 2520.104-23 OF UNFUNDED OR INSURED PENSION  
(DEFERRED COMPENSATION) PLANS FOR SELECTED MANAGEMENT  
OR HIGHLY PAID EMPLOYEES--ALTERNATIVE COMPLIANCE

Office of Employee Benefits Security  
Labor-Management Services Administration  
U.S. Department of Labor  
Washington DC 20216

Secretary of Labor

The employer identified below elects the alternative compliance method for the deferred compensation plan(s) listed below. The employer hereby declares that it maintains the plan(s) primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. The employer agrees to provide plan documents, if any, to the secretary upon request as required by Section 104(a)(1) of the Act.

The employer currently maintains 5 plan(s) and such plan(s) have the following number of employees in each plan:

<u>Plan Identification (Initials)</u>	<u>Number of Employees</u>
<u>Executive Salary Continuation Agreement - KK</u>	<u>1</u>
<u>Executive Salary Continuation Agreement - RT</u>	<u>1</u>
<u>Executive Salary Continuation Agreement - WP</u>	<u>1</u>
<u>Executive Salary Continuation Agreement - CM</u>	<u>1</u>
<u>Executive Salary Continuation Agreement - RJ</u>	<u>1</u>
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Identification of Employer:

Name The Northwestern Bank  
Address 202 North Bridge Street  
City/State/Zip Chippewa Falls, WI 54729  
Employer Identification Number 39 - 0509860

The Northwestern Bank  
Employer Name

By *William Dickerson*  
Signature of Administrator

7 Oct. 1991  
Date