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**Missouri
GOODWILL
Industries**

4140-4200
Forest Park Blvd.
St. Louis, MO 63108-2885

(314) 371-6320
Fax (314) 371-0000
TDD (314) 534-3322

**MISSOURI GOODWILL INDUSTRIES
EIN 43-0652657**

In accordance with Regulation 2520.104-23(b) which exempts certain top hat plans from the reporting and disclosure statements of Title I or ERISA, the following is provided:

1. Missouri Goodwill Industries
4140 Forest Park Boulevard
St. Louis, MO 63108
2. EIN 43-0652657
3. On July 15, 1996, Goodwill Industries adopted plans providing deferred compensation for a select group of management or highly compensated employees. Currently, the corporation sponsors two such plans and six employees participate in the plans.

*Our Business Works
So People Can*

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and DIRECTORS**

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- President*
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Michael Searles
Shirley Seele
John Shonk
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Charles A. Gaskill
Marguerite Giese
Raymond E. Maritz, Jr.
George A. Newton
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Edward A. Striker
Robert P. Stupp
William Tao
Clarence M. Turley, Jr.



October 11, 1996

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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

Re: Missouri Goodwill Industries

Dear Sir:

In accordance with Department of Labor Regulation 2520.104-23(b), enclosed please find statements complying with the reporting and disclosure requirements of Part I of Title I Employee Retirement Income Security Act of 1974 with respect to two top hat plans adopted on July 15, 1996.

We understand Missouri Goodwill Industries is exempt from filing Form 5500s with respect to these plans. If our understanding is not correct, please call or write to discuss this matter.

Very truly yours,

Sheila N. Bouie-Sledge
Human Resources Director

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