EMPLOYMENT PLAN

Below is a list of proposed full-time, permanent positions that shall be created as a result of the CDBG loan. This form must be completed and attached as a part of Northwest Loan Fund Loan Application.

Total jobs to be created _____ within _____ years(s). Of these jobs, _____ (%) or _____(#) shall be held by low to moderate income persons (refer to Low/Moderate income guidelines all counties within Northwest Loan Fund service area.

Total jobs to be retained ____. Of these jobs, _____ (#) shall be held by low to moderate income persons.

JOB DESCRIPTIONS

Jobs available to or expected to be held by low to moderate income persons are indicated by an (*) next to the position.

<table>
<thead>
<tr>
<th>Job Title</th>
<th># of Positions</th>
<th>Schedule for Hiring</th>
<th>Proposed Wage/Salary</th>
<th>Skills &amp; Education Required</th>
</tr>
</thead>
</table>

On positions where education and experience requirements are more than a high school education, describe training and recruitment that will be provided to make jobs available to low and moderate income persons. The distance from residence and availability of transportation to the employment site should also be considered in determining whether low/moderate income persons can seriously be considered as applicants for the job.

I hereby certify that the above information is true to the best of my knowledge and that these estimates shall be contractually binding in the event funding is provided.

__________________________  __________________________
Signature                  Date

__________________________
Print Name

__________________________
Title

* Indicates positions available to low/moderate income persons.
** Should reflect time from loan closing until job commences.