

CHILDREN'S AID  
AND FAMILY SERVICES, INC.

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January 8, 2003

2520032901747

Top Hat Plan Exemption  
Pension and Welfare Benefits Administration  
Room N-5644  
US Department of Labor  
200 Constitution Avenue NW  
Washington, DC 20210

Gentlemen:

In accordance with 29 CFR Section 2520.104-23 of the Department of Labor Regulations, which provides an alternative method for complying with the reporting and disclosure requirements of Part I of Title I of the Employee Retirement Income Security Act of 1974, you are hereby notified that the Employer identified below maintains the Plan identified below for the purpose of providing deferred compensation for a select group of management or highly compensated employees, and that all benefits provided by this Plan are paid as needed solely from the general assets of the Employer.

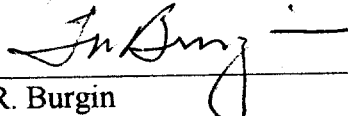
Employer's Name: Children's Aid and Family Services, Inc.  
Employer's Address: 140 Route 17 North, Suite #110  
Paramus, New Jersey 07652

Employer Identification Number: 22-1487147

457 (b) Eligible Deferred Compensation Plan  
which covers one Participant.

Total Number of Plans: 1

Children's Aid and Family Services, Inc.

  
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Vice President, Administration

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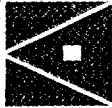
140 Route 17 North, Suite 110

Paramus, New Jersey 07652

www.cafsnj.org

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AND FAMILY SERVICES, INC.

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for Children, Families  
and Communities



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