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CUMBERLAND  
HEIGHTS

FOUNDED 1966

U.S. DEPT. OF LABOR  
PUBLIC DISCLOSURE  
02 FEB 28 AM 11:36

February 8, 2002

**CERTIFIED MAIL – RETURN RECEIPT REQUESTED**

Top-Hat Plan Exemption  
Pension and Welfare Benefits Administration  
Room N-5638  
200 Constitution Avenue, N.W.  
U.S. Department of Labor  
Washington, D.C. 20210

**RE: Cumberland Heights Foundation, Inc. Deferred Compensation Plan**

Dear Sir or Madam:

Please be advised that Cumberland Heights Foundation, Inc. has instituted a Deferred Compensation Plan for the purpose of providing deferred compensation for a select group of management or highly compensated employees. Cumberland Heights does not maintain any other top-hat plans. There are presently 6 employees who have been selected to participate in the Deferred Compensation Plan.

The name, address, and employer identification number of Cumberland Heights are as follows:

Cumberland Heights Foundation, Inc.  
8283 River Road  
Nashville, Tennessee 37209  
Employer Identification No. 62-6050684

This notice is sent to you in accordance with Section 2520.104-23 of the Department of Labor Regulations as an alternative method of compliance with the reporting and disclosure requirements of ERISA.

Sincerely,

Timothy A. Tull  
Vice President & Chief Financial Officer

FR/sla  
225195.1

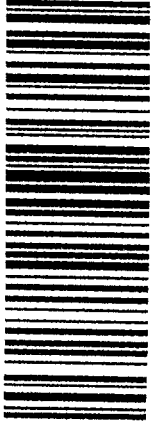
P.O. Box 90727  
River Road  
Nashville, Tennessee 37209  
615-352-1757  
[www.cumberlandheights.org](http://www.cumberlandheights.org)



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