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NEPHROLOGY ASSOCIATES OF WATERTOWN, P.C.
Mercy Hospital
218 Stone Street
Watertown, New York 13601

November 18, 1992

CERTIFIED MAIL -
RETURN RECEIPT REQUESTED

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

Gentlemen:

This is to inform you of the adoption of a plan maintained primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

The employer maintaining the plan is: Nephrology Associates of Watertown, P.C.

The employer's EIN is: 16-1352479

The number of such plans so maintained is: two.

The number of employees participating in each plan is: two.

Very truly yours,

NEPHROLOGY ASSOCIATES OF WATERTOWN, P.C.

By: Richard A. Matarese
Richard A. Matarese, M.D., President

