



An Independent Non-Profit Organization Serving Montgomery & Adjacent Counties Since 1919

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January 31, 2003

Department of Labor
Pension and Welfare Benefits Administration
U.S. Department of Labor
200 Constitution Avenue, NW
Washington, D.C. 20210

RE: Top Hat Plan Declaration for VNA-Community Services, Inc. 457(b) Deferred
Compensation Plan

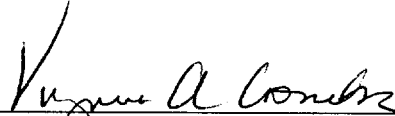
23-2363504

Dear Sir or Madam:

Please be advised that VNA-Community Services, Inc., being the Plan Administrator of the Plan, does hereby declare that the Plan is an eligible deferred compensation plan which is maintained primarily for the purpose of providing deferred compensation for a select group of management employees. Further, the sponsoring employer maintains only this one plan described in DOL Reg. Section 2520.104-23(d) and expects the Plan to cover no more than 5 employees.

If you have any further questions, please contact the undersigned at (215) 572-7880.

PLAN ADMINISTRATOR



Virginia Anne Haynes Coombs, MSN, JD
Executive Director
Authorized Representative





Visiting Nurse Association
COMMUNITY SERVICES

Serving Montgomery & Adjacent Counties Since 1919
1421 Highland Avenue • Abington, PA 19001-2685



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Washington, DC 20210

