

**Commission on
Independent
Colleges and
Universities**

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03/12/13 PM 3:17

Quality
Access
Diversity
Choice

January 15, 2003

Top Hat Plan Exemption
Pension and Welfare Benefits Administration
Room N-5644 U.S. Department of Labor
200 Constitution Avenue, NW
Washington, D.C. 20210

13-2707879

Re: cIcu TIAA-CREF 457 (b) Deferred
Compensation Plan

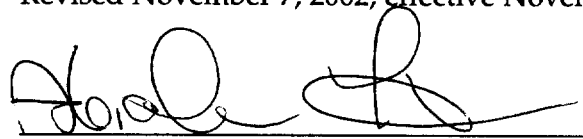
To Whom It May Concern:

The following constitutes our "Top-Hat Statement by Plan Administrator," required to be filed with the U.S. Department of Labor within 120 days following adoption of our deferred compensation plan. Such plan was adopted on April 30, and effective May 1, 2002. It was revised, pursuant to Board Resolution on November 7, 2002, effective November 1, 2002, to reflect the following:

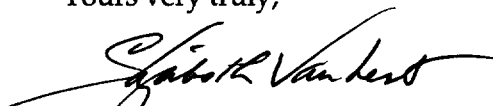
**Top-Hat Statement
by Plan Administrator**

The Commission on Independent Colleges and Universities (the "Employer"), hereby declares that the purpose of the cIcu TIAA-CREF 457(b) Deferred Compensation Plan (the "Plan") is to provide deferred compensation primarily for a select group of management and highly compensated employees, specifically those who hold one or more of the following titles within cIcu: President, President Emeritus, Vice President, General Counsel or Director.

Date: Revised November 7, 2002, effective November 1, 2002

By: 
Abraham M. Lackman, President

Yours very truly,

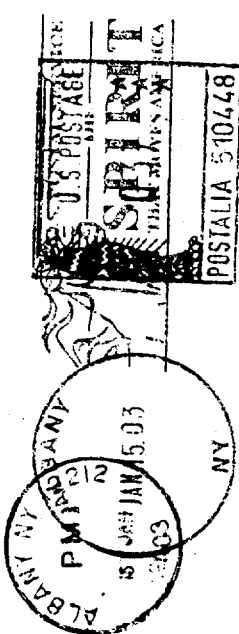

Elizabeth Van Nest
General Counsel

cc: Abraham M. Lackman
Maureen Burke

clcu

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