

# Chesapeake Bay Foundation



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*Environmental Protection and Restoration  
Environmental Education*

January 27, 2003

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

Re: Notice Under DOL Reg. §2520.104-23 for Exemption for Top Hat Plan  
Maintained by Chesapeake Bay Foundation, E.I.N. - 52-6065757

Dear Sirs:

This letter is intended to constitute a statement meeting the requirements of DOL Reg. §2520.104-23 providing an alternative method of compliance with the reporting and disclosure requirements applicable under the Employee Retirement Income Security Act of 1974, as amended (the "Act") to pension plans for selected employees. The information required under DOL Reg. §2520.104-23 is as follows:

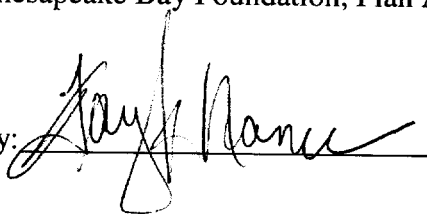
- (1) Employer: Chesapeake Bay Foundation
- (2) Address: 6 Herndon Avenue  
Annapolis, MD 21403
- (3) EIN: 52-6065757
- (4) Chesapeake Bay Foundation (the "Employer") maintains the Chesapeake Bay Foundation 457(b) Deferred Compensation Plan (the "Plan") primarily for the purpose of providing deferred compensation for a select group of management and highly compensated employees. The Plan became effective January 1, 2003. Under the Plan, benefits are paid as needed solely from the general assets of the Employee. The Employer maintains one (1) plan of this type.
- (5) The Plan covers 2 eligible employees.
- (6) The Plan Administrator, will provide to the Department of Labor any plan documents relating to the Plan upon request as required by section 104(a)(1) of the Act.

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Pension and Welfare Benefits Administration  
January 27, 2003  
Page Two

Please acknowledge receipt of the filing of this Notice by signing the enclosed duplicate copy of this statement and returning it to me in the envelope provided.

Very truly yours,  
Chesapeake Bay Foundation, Plan Administrator

By:

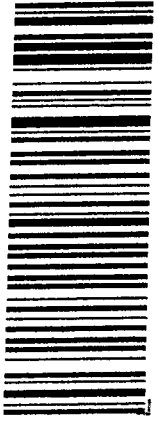
A handwritten signature in black ink, appearing to read "Kaye Rance", is written over a horizontal line. The signature is cursive and somewhat stylized.

CERTIFIED MAIL  
RETURN RECEIPT REQUESTED

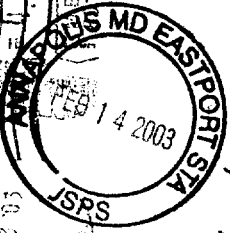
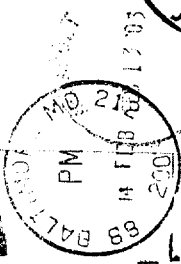


CHESAPEAKE BAY FOUND.

Philip Merrill Environmental Center  
6 Herndon Avenue, Annapolis, Maryland 21403



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*Top Hat Plan Exemption  
Revision & Waiver Benefits Administration  
Room N-5644  
U.S. Dept of Labor  
200 Constitution Ave., N.W.  
Washington, DC 20210*

RETURN RECEIPT  
REQUESTED

