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March 25, 2003

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Altona Rone, MSW, ACSW  
*President*

Brad Ewing, MA  
*Executive Vice-President*

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

Re: Community Network Services Deferred Compensation Plans

Gentlemen:

Pursuant to Section 2520.104-23 of the Department of Labor's Regulations, this letter will serve as notice that, with respect to the Community Network Services Deferred Compensation Plan, the undersigned intends to utilize the alternative form of compliance with the reporting and disclosure requirements of Part 1 of Title 1 of the Employee Retirement Income Security Act of 1974 ("ERISA") which alternative form of compliance is provided in the aforesaid Regulations Section.

Pursuant to Regulations Section 2520.104-23(b), the following information is provided:

1. Name and Address of Employer: **Community Network Services  
1885 Pontiac Trail  
Walled Lake, MI 48390**
2. Federal Employer Identification No. (EIN): **43-1969008**
3. The Employer hereby declares that it maintains the Plan primarily for the purpose of providing deferred compensation to a select group of management or highly compensated employees.
4. The Employer hereby states that it maintains two (2) plans primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees, and the number of eligible employees in each such plan is as follows:



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- (a) Community Network Services, Inc. 457(b) Non-Qualified Deferred Compensation Plan – 15 eligible employees.
- (b) Community Network Services 457(f) Deferred Compensation Plan – 15 eligible employees.

Board of Directors

Deborah H. McKelvy, Esq.  
*President*

Pursuant to Regulations Section 2520.104-23 (b) (2), the Employer will provide Plan documents, if any, to the Secretary of Labor upon request as required by Section 104 (a) (1) of ERISA.

Doris J. Kemmerer  
*Vice-President*

Donald L. Vainer  
*Secretary*

Sincerely,

Manuel Alfonso, MBA  
*Treasurer*

A handwritten signature in black ink that reads "Brad Ewing".

Benjamin L. Anderson

**Brad Ewing,**  
**Executive Vice President**

Valeria R. Bell

Patricia B. Cormier, RHIA

Trina Franklin, MBA

Robert E. Gainer, EMT

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James Johnson

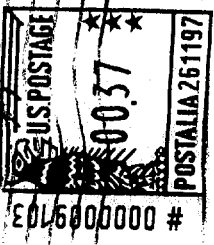
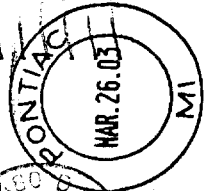
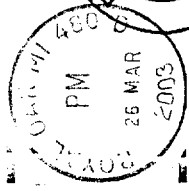
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