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Visiting Nurse
& Hospice Care
of Santa Barbara

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222 East Canon
Perdido Street
Santa Barbara,
California 93101

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Fax 805.962.2183



December 10, 2003

To: Top Hat Plan Exemption
Pension and Welfare Benefits Administration
Room N-5644
US Department of Labor
200 Constitution Avenue NW
Washington, DC 20210

**Re: ALTERNATIVE REPORTING AND DISCLOSURE STATEMENT
FOR A NONQUALIFIED DEFERRED COMPENSATION PLAN**

In accordance with 29 CFR Section 2520.104-23 of the Department of Labor Regulations, which provides an alternative method for complying with the reporting and disclosure requirements of Part 1 of Title I of the Employee Retirement Income Security Act of 1974, you are hereby notified that the Employer identified below maintains the Plan identified below for the purpose of providing deferred compensation for a select group of management or highly compensated employees, and that all benefits provided by this Plan are paid as needed solely from the general assets of that Employer.

Employer's Name: Visiting Nurse & Hospice Care of Santa Barbara

Employer's Address: 222 E. Canon Perdido Street, Santa Barbara, CA 93101

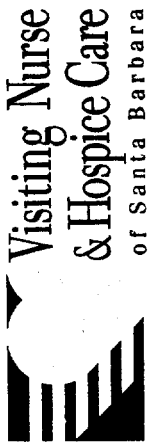
Employer Identification Number: 95-1641969

457(b), which covers 2 Participants.

Total Number of Plans: 1

Visiting Nurse & Hospice Care of Santa Barbara
Plan Administrator of the Plans Specified Above

By: Eileen Bunning
Eileen Bunning, President & CEO



222 East Canon Perdido Street
Santa Barbara, California 93101



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