

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

Re: Notice of Plan of Deferred Compensation

Dear Secretary:

Pursuant to Section 2520.104-23 of the Department of Labor's Regulations, the undersigned Employer hereby files the following information with respect to its plan of deferred compensation.

- 1. Name and Address of Employer:

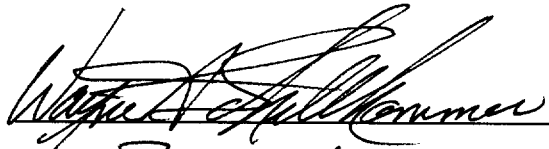
Iowa Physicians Clinic Medical Foundation d/b/a Iowa Health Physicians
1221 Pleasant Street, Suite 350
Des Moines, Iowa 50309-1426
- 2. Federal Employer Identification No. (EIN):

42-_____
- 3. The Employer maintains a plan of deferred compensation known as the "Iowa Health Physicians Section 457(f) Deferred Compensation Plan" primarily for the purpose of providing deferred compensation to employees who are members of a select group of management or highly-compensated employees.
- 4. One employee is covered by this plan at the date of this Notice.

Very truly yours,

**IOWA PHYSICIANS CLINIC MEDICAL
FOUNDATION d/b/a IOWA HEALTH PHYSICIANS**

Dated: OCT. 29, 2003

By: 
Its: PRESIDENT/CEO