



2520040763570

March 2, 2004

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

Dear Sir or Madame:

This statement is filed under DOL Regulations § 2520.104.23.

Employer: Genesys PHO

Address: 307 East Court Street
Flint, Michigan 48502

Employer ID
Number: 38-3209828

Effective February 1, 2004, the Employer adopted the following plans primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees:

Plan	Number of Participants
Elective Personal Deferral	<u>6</u>

The Employer will provide plan documents to the Secretary of Labor on request.

Sincerely,

A handwritten signature in black ink, appearing to read "Paul Garson".

Paul Garson
Chief Financial Officer



307 East Court Street
Flint, Michigan 48502-1699

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