

2520040763824

ERISA  
LABOR DEPARTMENT STATEMENT

TO: Top Hat Plan Exemption  
Pension and Welfare Benefit Administration  
Room N-5644  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, D.C. 20210

FROM: Employer: Covenant HealthCare System  
Employer I.D. Number: 38-3369438  
Address: 1447 N. Harrison Street  
Saginaw, MI 48602

April 30, 2002

This document constitutes the statement required by 29 C.F.R. §2520.104-23(b)(1) to be filed with the Secretary of Labor in respect to Nonqualified Deferred Compensation Plans maintained by the above employer.

The employer currently maintains one Nonqualified Supplemental Executive Retirement Plan for executives who are members of a select group of senior management personnel.

The initial number of participants in this plan is 7.

Employer:  
COVENANT HEALTHCARE SYSTEM

By: Mary Beth Ciesla  
MARY BETH CIESLA  
Its: Director of Human Resources

**BRAUN KENDRICK FINKBEINER P.L.C.**  
**LAWYERS**

HUGO E. BRAUN, JR.  
JOHN W. WOLF  
C. PATRICK KALTENBACH  
HAROLD J. BLANCHET, JR.  
DAVID L. TURNER  
KENNETH W. KABLE  
E. LOUIS OGNISANTI  
WILLIAM J. EWALD  
FRANK M. QUINN  
BRUCE L. DALRYMPLE  
JEFFREY J. ENDEAN  
ROBERT A. KENDRICK  
CHARLES A. GILFEATHER  
THOMAS R. LUPLOW  
JOHN A. DECKER  
MICHAEL J. SAUER  
TIMOTHY L. CURTISS  
GREGORY E. METER  
DANIEL S. OPPERMAN  
SCOTT C. STRATTARD  
GREGORY T. DEMERS

CRAIG W. HORN  
PHILLIP J. STAHLER  
FRANCIS J. KEATING  
JEFFREY C. WILSON  
BRIAN F. BAUER  
JUDITH A. LINCOLN  
GLENN L. FITKIN III  
BRIAN S. MAKARIC  
JAMIE HECHT NISIDIS  
MICHAEL E. WOOLEY  
ELLEN E. CRANE  
DAVID J. KLIPPERT  
H. WILLIAM MARTIN  
THOMAS J. RUTH  
LORRAINE S. PASKIEWICZ  
FREDERICK C. OVERDIER  
GARY E. GUDMUNDSEN  
GEOFFREY G. SCOTT  
MANVEL TRICE III  
SARA BIRON RYAN  
TIMOTHY S. ARNOLD

4301 FASHION SQUARE BOULEVARD  
SAGINAW, MICHIGAN 48603-5218

TELEPHONE: (989) 498-2100

FAX: (989) 799-4666

[www.bkf-law.com](http://www.bkf-law.com)

JAMES V. FINKBEINER 1914-2003

OF COUNSEL  
J. RICHARD KENDRICK  
JOHN W. MCGRAW  
JOHN E. RIECKER

MT. PLEASANT  
(989) 775-7404  
FAX: (989) 775-3764

MIDLAND  
(989) 631-1027  
FAX: (989) 631-9880

September 17, 2003

**CERTIFIED MAIL**  
**RETURN RECEIPT REQUESTED**

Top Hat Plan Exemption  
Pension and Welfare Benefit Administration  
Room N-5644  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, D.C. 20210

Gentlemen:

Re: Covenant HealthCare System  
Nonqualified Supplemental Executive Retirement Plan

Enclosed, on behalf of Covenant HealthCare System is a reporting and disclosure statement being filed as permissible under the alternative reporting and disclosure procedure.

If you find you need additional information, please let us know.

Yours very truly,

  
Martha A. Ducham  
Legal Assistant

Enclosures

**BRAUN KENDRICK FINKBEINER P.L.C.**

**ATTORNEYS AT LAW**

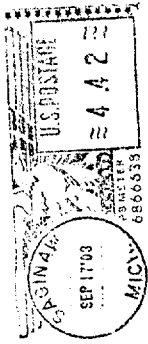
4301 FASHION SQUARE BLVD. • SAGINAW, MICHIGAN 48603

PLACE STICKER AT TOP OF ENVELOPE TO THE RIGHT  
OF THE RETURN ADDRESS AND AT DOTTED LINE

**CERTIFIED MAIL**



7001 0360 0004 3663 1794



**CERTIFIED MAIL  
RETURN RECEIPT REQUESTED**

Top Hat Plan Exemption  
Pension and Welfare Benefit Administration  
Room N-5644  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, D.C. 20210