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November 12, 2003

Secretary of Labor  
Top Hat Plan Exemption  
Employee Benefits Security Admin. (EBSA)  
Room N-5644U.S.  
Department of Labor  
200 Constitution Avenue NW  
Washington, DC 20210

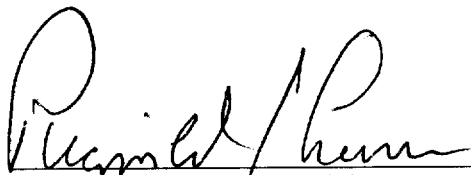
Cottage Hospital

02-0223321

TOP-HAT PLAN DECLARATION

BY REGINALD J. LAVOIE, PLAN ADMINISTRATOR

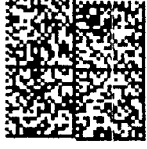
R. Lavoie, being a plan administrator for the (Plan), does hereby declare that the Plan is maintained primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. In addition, Cottage Hospital, the employer, maintains only ONE plan described in Department of Labor Regulations Section 2520.104-23(d). Furthermore, 15 employees will be covered under the Plan and upon request copies of the Plan Documents will be provided to the Department of Labor.

  
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Reginald J. Lavoie, Administrator

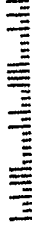
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