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P.O. Box 4772 • Tampa, FL 33677 • www.thespring.org
(813) 247-5433 • Crisis Line (813) 247-7233 • Outreach (813) 621-7233

**ALTERNATIVE REPORTING AND DISCLOSURE STATEMENT FOR [A]
NONQUALIFIED DEFERRED COMPENSATION PLAN**

July 1, 2003

2520040764432

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

In accordance with 29CFR 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 is paid as needed solely from the general assets of that Employer.

Employer's Name: The Spring of Tampa Bay, Inc.
Employer's Address: P. O. Box 4772
Tampa, FL 33677

Employer Identification Number: 59-1777135

The 457(b) Plan of The Spring of Tampa Bay which covers one (1) participant.

Total Number of Plans is one (1)

The Spring of Tampa Bay, Inc.

**Leslie M. LeGros
Director of Human Resources
Plan Administrator of the Plan Specified Above.**

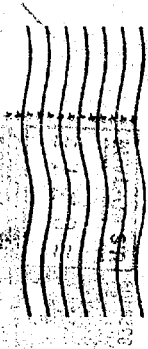
By Leslie M. LeGros, HR Dir.

Date: 7-1-03





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