



2520042394392 CALIFORNIA

December 30, 1997

**James P. Baker**  
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Top Hat Plan Exemption  
Pension & Welfare Benefits Administration  
Room N-5644  
U.S. Department of Labor  
200 Constitutional Avenue, N.W.  
Washington, DC 20210

**Re: Snowline Hospice of El Dorado County, Inc. Deferred Compensation Plan**

Gentlepersons:

Please accept this letter as the Plan Administrator's statement under 29 C.F.R. section 2520.104-23.

The plan in question is the Snowline Hospice of El Dorado County, Inc. Deferred Compensation Plan.

The information required by 29 C.F.R. section 2520.104-23 is as follows:

Name of employer: Snowline Hospice of El Dorado County, Inc.

Address of employer: 7563 Green Valley Road  
Placerville, CA 95667

Employer Identification Number: 94-2678570

Snowline Hospice of El Dorado County maintains this plan primarily for the purpose of providing deferred compensation for a select group of management and/or highly compensated employees. The employer maintains only one plan. There are two employees covered by this plan.

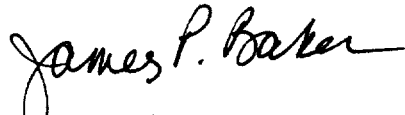
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A copy of the plan document will be provided upon your request.

Very truly yours,

LITTLER MENDELSON

A handwritten signature in cursive script that reads "James P. Baker". The signature is written in black ink and is positioned above the typed name.

James P. Baker

JPB/kc

cc: Abigail Gessler  
Gary Whitehead  
Larry Kazanjian

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