

ALTERNATIVE METHOD OF COMPLIANCE FOR PENSION PLANS  
FOR CERTAIN SELECTED EMPLOYEES

In accordance with Labor Regulation Section 2520.104-23, Community Support Services hereby elects to utilize the alternative method of compliance with the reporting and disclosure requirements of Part 1 of Title I of the Employee Retirement Income Security Act of 1974. The required information, as enumerated in Regulation Section 2520.104-23(b), is as follows:

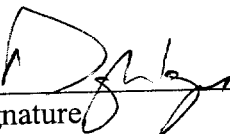
Employer: Community Support Services, Inc.  
150 Cross Street  
Akron, OH 44311

EIN: 23-7029146

Declaration: Community Support Services has established an unfunded top-hat Plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

Number of Plans: 1

Number of Employees  
In Plan 6

  
\_\_\_\_\_  
Signature

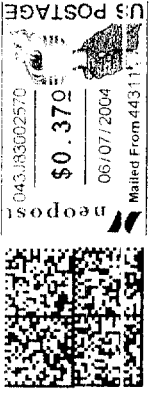
DIRECTOR OF HUMAN RESOURCES  
\_\_\_\_\_  
Title

6-4-04  
\_\_\_\_\_  
Date



150 Cross Street  
Akron, OH 44311

Address Service Requested



Top Hat Plan Exemption  
Pension and Welfare Benefits Administration  
Room N-1513, US Department of Labor  
200 Constitution Avenue NW  
Washington, DC 20210

