



Thunder Bay
COMMUNITY HEALTH SERVICES

Administrative Office &
Hillman Clinic:
610 Caring Street
Hillman, MI 49746
PH. 989-742-4583
FAX 989-742-4298

Rogers City Clinic:
555 N. Bradley Hwy.
Rogers City, MI 49779
PH. 989-734-2052
FAX 989-734-7390

Atlanta Clinic:
11899 M-32 W.
Atlanta, MI 49709
PH. 989-785-4855
FAX 989-785-2267

Thunder Bay Pharmacy:
11899 M-32 W.
Atlanta, MI 49709
PH. 989-785-5535
FAX 989-785-5267

July 8, 2004

2520043381280

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

Re: Top Hat Plan Declaration for the Thunder Bay Community Health Service, Inc.
Eligible 457(b) Employee Deferred Compensation Plan for Tax-Exempt
Employers (the "Plan")

Dear Sir or Madam:

Please be advised that Thunder Bay Community Health Service, Inc. (EIN # 38-2290337), being the Plan Administrator of the Plan, does hereby declare that the Plan is an eligible deferred compensation plan, which is maintained primarily for the purpose of providing deferred compensation for a select group of management employees. Further, the sponsoring employer maintains only this one plan described in DOL Reg. Section 2520.104-23(d) and expects the Plan to cover no more than 20 employees.

The Plan Document is available to the DOL upon request.

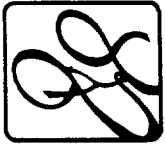
If you have any further questions, please contact the undersigned at (989) 356-0673.

PLAN ADMINISTRATOR

By: Brenda L. Motley
Authorized Representative



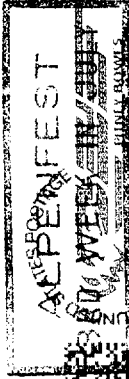
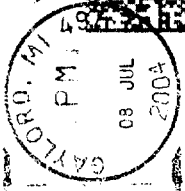
Joint Commission
on Accreditation of Healthcare Organizations



Thunder Bay

COMMUNITY HEALTH SERVICE, INC.

610 Caring Street Hillman, MI 49746



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0004335414 JUL 08 2004
MAILED FROM ZIP CODE 49707

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