



Pathways, Inc.
we put people first

Edward J. Lukomski, Ed.D.
Executive Director

James F. Agan, Jr., Ph.D.
Associate Executive Director

Tony Zajchenko
Associate Executive Director

Gerald Agan
Director of Finance

Joseph M. Cevette
Director of Quality Assurance

Tammy J. Hallgren
Director of Public Relations &
Development

John Simonds
Director of Human Resources

Mental Health Services

Children and Youth Day Treatment
REACH Family-Based Treatment
Conable Children's Residence
Waiver Services
Student Assistance - Elmira Schools
BILT Independent Living
In-Home Supervision
Respite Services
Supervised Visitation
Youth WRAP Around Alternative

Child and Family Services

Kids' Adventure Club
Erwin Child and Family Center
Preschool Center-Based Program
Special Education Itinerant Teachers

Traumatic Brain Injury Services

Developmental Disabilities Services

Family Support Services
Service Coordination
Waiver Services
Residential Services
- First Street
- Forest Drive
- Davis Road
- Meads Creek
- Clara Street
- Wilson Street
- Fassett Road
- Field Street
Day Services
- Elmira Heights
- Lake Street
- Caton
- Painted Post
- Bath

July 12, 2004

CERTIFIED MAIL – RETURN RECEIPT REQUESTED

Top Hat Pension Exemption
Pension and Welfare Benefits Administration
Room N-5644
U.S. Department of Labor
200 Constitution Ave. NW
Washington DC 20210

2520043381320

Re: Pathways, Inc.
Code Section 457(b) Deferred Compensation Plan

Dear Sir or Madam:

In accordance with Department of Labor Regulation Section 2520.104-23(b), we hereby provide the following information regarding Pathways, Inc. Code Section 457(b) Deferred Compensation Plan:

1. Name and Address of Employer:

Pathways, Inc.
11174 Tannery Creek Rd.
Corning NY 14830
2. Employer Identification Number: 16 1089007
3. Number of Top Hat Pension Plans: One
4. Number of Employees in Top Hat Pension Plan: One
5. Purpose of Top Hat Plan: Pathways, Inc. maintains the Pathways, Inc. Code Section 457(b) Deferred Compensation Plan primarily for the purpose of providing deferred compensation to a select group of management and highly compensated employees.

Sincerely,

Pathways, Inc.

By: John Simonds, Director of Human Resources

ADMINISTRATIVE OFFICES

