



# TEXAS STATE TEACHERS ASSOCIATION

FIGHTING FOR TEXAS PUBLIC SCHOOLS SINCE 1880

Donna New Haschke, *President*  
Ann Heuberger, *Vice President*

E.C. Walker, *Executive Director*

2520043385231

January 21, 2005

Secretary of Labor  
Top Hat Plan Exemption  
Employee Benefit Security Administration  
Room N-1513  
U. S. Department of Labor  
200 Constitution Avenue, N. W.  
Washington, DC 20210

Re: Texas State Teachers Association Supplemental Executive Retirement Plan

Ladies and Gentlemen:

In accordance with the provisions of Department of Labor Regulation Section 2520.104-23, we would like to advise you that Texas State Teachers Association (TSTA) whose address is 316 West 12<sup>th</sup> Street, Austin, Texas 78701, and whose employer identification number is 74-1316497, maintains the above-referenced Supplemental Executive Retirement Plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. The Texas State Teachers Association Supplemental Executive Retirement Plan became effective March 31, 2004. The number of employees covered by the Supplemental Plan is two (2).

In addition, TSTA continues to maintain the Texas State Teachers Association Eligible Deferred Compensation [Section 457(b)] Plan (the "Deferred Compensation Plan") primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. The number of employees covered by the Deferred Compensation Plan is five (5).

Please contact me if you have questions concerning this correspondence or if you would like copies of the Supplemental Executive Retirement Plan or the Deferred Compensation Plan.

Sincerely,

A handwritten signature in black ink that reads "Roger D. Montgomery".

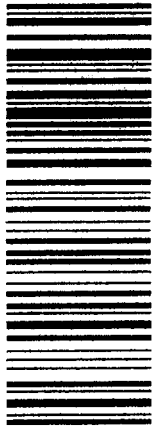
Roger D. Montgomery, Director  
Center for Business and Technology



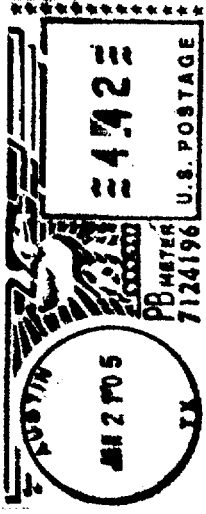
Texas State  
Teachers Association

Affiliated with the National  
Education Association

316 West Twelfth Street  
Austin, Texas 78701



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