



Beginnings Children's Center • Community Employment Opportunities
STARS Pediatric Therapies • Doty House and Hopewell Residential

*Committed to providing comprehensive services and quality care to help children
and adults with special needs put their "Abilities First".*

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02/11/02 11:28

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

FROM: Abilities First Foundation
4710 Timber Trail Dr.
Middletown, OH 45044
EIN # 31-0620685

DATE: November 12, 2002

RE: Top Hat Plan Declaration by Plan Administrator

Karen Smith, being the plan administrator for the Abilities First Deferred Compensation Plan, does hereby declare that the Plan is maintained primarily for the purpose of providing deferred compensation for a select group of management and highly compensated employees. In addition, Abilities First, the employer, maintains only 1 plan described in Department of Labor Regulations Section 2520.104-23(d). Furthermore, 12 employees will be covered under the Plan. All plan documents will be available to the Secretary of Labor upon request.

This declaration is being filed within 120 days following the plan's adoption.

Karen Smith
Plan Administrator (signature)

11/18/2002
Date

Karen Smith
(Print or type name of Plan Administrator)

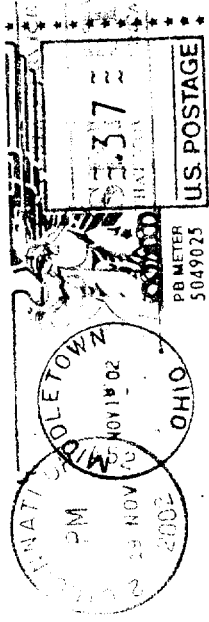
Expanding the Doty House Tradition of Care

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In The Robert B. Gardner Center



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