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Grant-Blackford Mental Health, Inc.

505 Wabash Avenue • Marion, Indiana 46952 • (317) 662-3971

A UNITED WAY AGENCY

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November 21, 1996

Office of Pension and Welfare Programs
Labor Management-Services Administration
U. S. Department of Labor
Washington D.C. 20216

To Whom It May Concern:

Please find attached a Memorandum Statement notifying you of the existence of a Non-Qualified Deferred Compensation plan being established by our corporation.

Please notify me in the event that any additional information is needed. And, while I apologize for my ignorance as to the process pursuant to these matters, I would certainly appreciate any confirmation of receipt and/or approval of this filing which may be appropriate.

Sincerely,

Paul G. Kuczora
CEO

PGK:kw

encl.

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SALARY CONTINUATION
FIXED AND FLEXIBLE PREMIUM LIFE INSURANCE
SPECIMEN ERISA MEMORANDUM STATEMENT

DATE: November 12, 19 96

TO: Office of Pension and Welfare Programs
Labor Management - Services Administration
U. S. Department of Labor
Washington, D. C. 20216

FROM: Grant-Blackford Mental Health, Inc.
505 Wabash Avenue
Marion, Indiana 46952

35-6202739

This statement is with respect to Non-Qualified Deferred Compensation Plans maintained by Employers under the requirements of 92 CFR Section 2520.104-23(a).

Employer currently maintains one non-qualified salary continuation plan for Executives who are members of a "select group of management" or who are "highly compensated".

The number of participants are:

Plan 1: 003

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Plan Administrator: Paul G. Kuczora

Chief Executive Officer

Title:

Employer: Grant-Blackford Mental Health, Inc.

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