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U.S. DEPARTMENT OF LABOR
OFFICE OF EMPLOYMENT
02 FEB 13 PM 1:34

VIA EXPRESS MAIL

Top Hat Exemptions
Pension and Welfare Benefits Administration
Room N-5644
U.S. Department of Labor
200 Constitution Avenue Northwest
Washington, D.C. 20216

Re: Deferred Compensation Plans of **Foss Home**

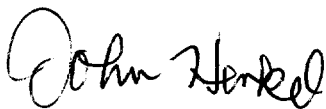
In accordance with the provisions of § 2520.104-23 of the regulations of the Department of Labor, and in compliance with the requirements of the alternative method of reporting and disclosure under Part 1 of Title I of the Employee Retirement Income Security Act of 1974, notice is hereby given that the employer identified below maintains the following plans for the purpose of providing deferred compensation to a select group of management or highly compensated employees.

The name, address and employer identification number of the employer is as follows:

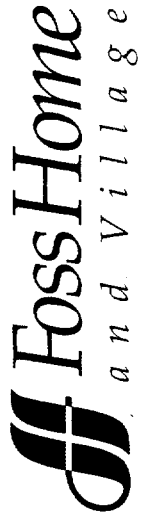
Foss Home
13023 Greenwood Avenue North
Seattle, WA 98133
EIN: **91-0573114**

Foss Home maintains two (2) deferred compensation plans designed primarily for the purpose of providing deferred compensation benefits to a select group of management and/or highly compensated employees. One plan is an executive plan which currently covers two (2) employees; and the other plan is a senior manager's plan, which covers nine (9) employees. The two plans were adopted by the employers' board of trustees on **May 22, 2001**, effective as of January 1, 2001, and was signed by all parties on **November 27, 2001**.

Sincerely yours,



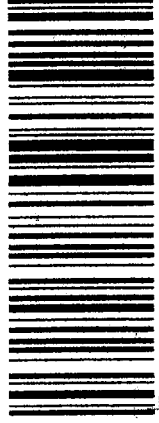
John Henkel
Chief Executive Officer



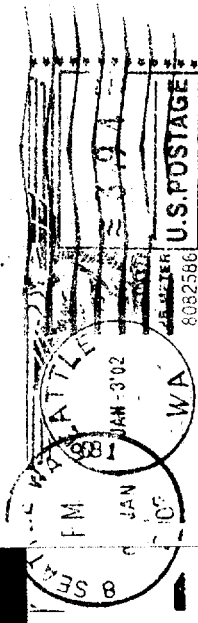
Living with Dignity

13023 Greenwood Ave. North
Seattle, WA 98133-7397

CERTIFIED MAIL



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