

DOL-PHSA

Date Nov. 19, 1999

Office of Employee Benefits Security  
Labor Management Service Administration  
U.S. Department of Labor  
Washington, D.C. 20216

Re: Notice of Plan(s) of Deferred Compensation

Gentlemen:

Pursuant to DOL Reg. Sec. 2520.104-23, the undersigned Employer hereby files the following information with respect to its plan(s) of deferred compensation.

1. Name and Address of Employer:  
Institute for Civil Society  
One Bridge Street, Suite 101  
Newton, MA 02458
2. Federal Employer Identification No. (EIN):  
  
04-3272715
3. The Employer maintains *one* plan of deferred compensation primarily for the purpose of providing deferred compensation to a select group of management or highly-compensated employees.
4. *One* employee is covered by such plan.

Very truly yours,

By: The Institute for Civil Society

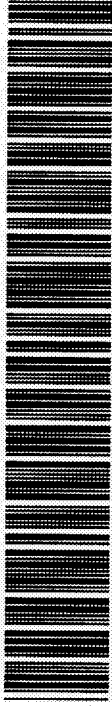
From: Financial Planner (781)893-8040  
TANAGER FINANCIAL SERVICES INC  
800 SOUTH STREET, SUITE 195

WALTHAM, MA, 02453

To: Office of Employee Benefits Securit (781)893-8040  
Labor Mgt. Service Admin.  
U.S. Dept. of Labor

Washington, DC, 20216

Ref: solo/first.



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