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U.S. DEPT. OF LABOR
FWBA/PUBLIC DISCLOSURE
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February 14, 2001

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

RE: Notice of Plan of Deferred Compensation

To Whom It May Concern:

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

1. Name and Address of Employer: Hospice of Michigan, Inc.
16250 Northland Drive
Suite 212
Southfield, MI 48075
2. Federal Employer Identification No. (EIN): 38-2255529
3. The Employer maintains a plan of deferred compensation primarily for the purpose of providing deferred compensation to a select group of management or highly compensated employees. The Plan Effective Date is June 30, 1999, and the Board of Trustees of Hospice of Michigan Inc. adopted the plan by resolution on January 3, 2001.
4. Plan participants are chosen at the sole discretion of the Board of Trustees of Hospice of Michigan and comprise a select group of management or highly compensated employees. One employee is currently covered by such plan.

Please contact us if you are in need of additional information.

Sincerely,

A handwritten signature in cursive script that reads "Dorothy E. Deremo".

Dorothy E. Deremo
President and CEO

Cc: S.P. Schuldt, RFC

**Certification of Adoption of a Resolution by the
Board of Directors of Hospice of Michigan Inc., a
Michigan Non-profit Corporation**

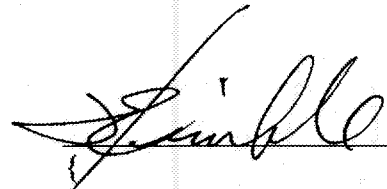
WHEREAS, Hospice of Michigan Inc., a Michigan non-profit Corporation, by and through its Board of Directors has reviewed the merits of establishing a Supplemental Executive Retirement Plan for certain of its Employees and by unanimous agreement has determined that such a plan would encourage these Employees to remain in the employ of Hospice of Michigan Inc., thereby avoiding substantial financial loss to Hospice of Michigan Inc. should such Employees leave the employment of Hospice of Michigan Inc.

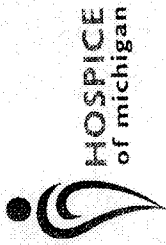
RESOLVED THEREFORE, that in consideration of services rendered in the past and those to be performed in the future, Hospice of Michigan Inc. hereby adopts a Supplemental Executive Retirement Plan effective as of the 30th day of June, 1999 for those employees named by the Board of Directors, in its sole discretion, as eligible for inclusion in the Hospice of Michigan Inc. Supplemental Executive Retirement Plan.

The details of such Plan are to be set forth in a separate agreement in the form of a Plan document, and executed by the Board of Directors of Hospice of Michigan Inc.

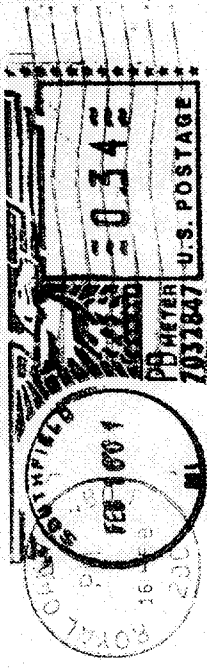
I, Thomas E. Kimble, Secretary of Hospice of Michigan Inc., a corporation organized and existing under the laws of the State of Michigan, do hereby certify that the foregoing is a true and correct copy of a Resolution of the Board of Directors of Hospice of Michigan Inc. unanimously passed at a duly convened Meeting of the Board of Directors held on the 3RD day of JANUARY, ~~2000~~²⁰⁰¹, as taken by me from the Minutes of said meeting and compared by me with the original of the Resolution recorded in the Minutes; and I do further certify that said Resolution is in full force and effect and has not been revoked.

So certified this 4 day of January, ~~2000~~²⁰⁰¹


Secretary of the Corporation
Hospice of Michigan Inc.



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