



The Howard Center for Human Services

June 28, 2006

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208 Flynn Avenue  
Burlington,  
Vermont 05401

802-249-9171  
www.hcshuman.org

www.hcshuman.org

For More Information  
Please Contact Us

Attn: Human Resources

Howard Center for  
Human Services

Community Counseling  
& Support Programs

Department of  
Children & Families

Community & Direct  
Care Services

Top-Hat Plan Exemption  
Pension and Welfare Benefits Administration  
Room N-1513  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, D.C. 20210

Re: Notice of Plan of Deferred Compensation

To Whom It May Concern:

Pursuant to Section 2520.104-23 of the Department of Labor's Regulations, this letter will serve as notice that, with respect to the Howard Center for Human Services, Inc. ("Employer") Supplemental Executive Retirement Plan for its CEO and its Section 457(b) Executive Nonqualified Deferred Compensation Plan (the "Plans"), Employer intends to use the alternative form of compliance with the reporting and disclosure requirements of Part 1 of Title I of the Employee Retirement Income Security Act of 1974 (ERISA), provided in said Regulations Section.

Pursuant to DOL Reg. Sec. 2520.104-23, Employer hereby files the following information with respect to its Plans.

1. **Employer:** Howard Center for Human Services, Inc.  
208 Flynn Ave.  
Burlington, Vermont, 05401.
2. **Federal Employer Identification No. (EIN):** 030179433
3. Employer maintains these Plans primarily for the purpose of providing deferred compensation to its Chief Executive Officer.
4. One employee is covered by the Plans.

Pursuant to Regulations Section 2520.104-23(b)(2), Employer will provide Plan documents, if any, to the Secretary of Labor upon request as required by Section 104(a)(1) of ERISA.

Very truly yours,

*Lorraine Jenne*  
Lorraine Jenne  
Director of Operations

Joan Siminitus  
The Howard Center for Human Services  
208 Flynn Ave., Suite 3J  
Burlington, VT 05401

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