

U.S. DEPARTMENT OF LABOR
07 SEP 10 AM 11:52

NAFSA

07 SEP 10 AM 11:52

NAFSA: Association of International Educators

1307 New York Avenue NW
Eight Floor
Washington DC 20005-4701 USA
Telephone: 1.202.737.9699
Fax: 1.202.737.9657
E-mail: info@nafsa.org
http://www.nafsa.org

September 11, 2007

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

To Whom It May Concern:

NAFSA Association of International Educators has recently made a 457 (b) plan through TIAA-CREF available to our Senior Management Team. Three of the seven eligible executives have elected to participate with the first salary deduction taking place during August 2007. Attached is a copy of our top-hat statement.

Sincerely,



**Deborah L. Mix
Director Human Resources
Plan Administrator**

- President*
Florida A&M Univ.
San Diego State Univ.
- President-elect*
Florida A&M Univ.
New Mexico State Univ.
- President*
Michigan State Univ.
World Education Services, Inc.
- Vice President for Member Relations*
and Leadership
University of Central Florida
- Vice President for Faculty and
Professional Development*
Christiana Care
Indiana University-Bloomington
- Vice President for
Public Policy and Practice*
Lawrence Hill
University of Connecticut
- Executive Director, SCSO*
Marshall University

**NAFSA: Association of
International Educators**

1307 New York Avenue NW
Eighth Floor
Washington DC 20005-4701 USA
Telephone: 1 202 737 3699
Fax: 1 202 737 3697
Email: info@nafsa.org
<http://www.nafsa.org>

Vice President
Richard McLean
San Diego State University

President Elect
Eugene Lippman
New Mexico State University

President
Vicki Hines
World Education Services Inc.

Vice President for Member Activities
John Shewell
University of Colorado at Boulder

*Vice President for Education and
Professional Development*
Christine Nichols
Indiana University Bloomington

*Vice President for
Public Policy and Practice*
Lawrence Ehl
University of Colorado at Boulder

Executive Director & CEO
Marlene Johnson

NAFSA Association of International Educators (the “Employer”) hereby declares that the purpose of the 457 (b) Deferred Compensation Plan (the “Plan”) is to provide deferred compensation primarily for a select group of management and highly compensated employees. The employees will be the Senior Management Team of NAFSA consisting of the CEO, CFO, Deputy Executive Directors (2-3*), and Associate Executive Directors (2). These 6-7 persons meet regularly as a unit to set policy and goals for the Association. All of the organization department heads report to one of these 6-7 persons.

February 22, 2007

Deborah L. Mix
Director Human Resources
Plan Administrator

*There are currently 2 Deputy Executive Directors. A third is expected to be hired Spring 2007

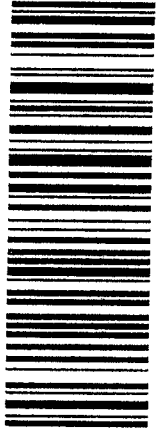
NAFSA E.I.N.: 131878953

NAFSA

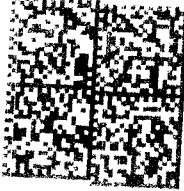
**Association of
International Educators**

1307 New York Avenue NW
Eighth Floor
Washington DC 20005-4701
USA

PLACE STICKER AT TOP OF ENVELOPE TO THE RIGHT
OF THE RETURN ADDRESS, FOLDED AT DOTTED LINE
CERTIFIED MAIL™



7002 3150 0004 1586 5685



Hastler

012416206605

\$05.210

DC 012007

Rated First Class 200005

US POSTAGE

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