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Communication Access Center for the Deaf and Hard of Hearing, Inc.  
Tax ID #: 38-1991687

April 4, 2008

Department of Labor  
Pension and Welfare Benefits Administrator  
U.S. Department of Labor, Room N-5644  
200 Constitution Avenue, NW  
Washington, DC 20210

Re: Top Hat Plan Declaration for the Communication Access Center Top Hat Plan

Dear Sir or Madam:

Please be advised that Communication Access Center for the Deaf and Hard of Hearing, Inc., being the Plan Administrator of the Plan, does hereby declare that the Plan is an eligible deferred compensation plan which is maintained primarily for the purpose of providing deferred compensation for a select group of management employees. Further, the sponsoring employer maintains only this one plan described in DOL Reg. Section 2520.104.23(d) and expects the Plan to cover no more than 10 employees.

The Plan Document is available to the DOL upon request.

If you have any further questions, please contact the undersigned at (810) 239-3112.

PLAN ADMINISTRATOR

By: Debra L MacLean  
Authorized Representative

RBG-25925 (0303)

COMMUNICATION ACCESS CENTER  
for the Deaf and Hard of Hearing

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