



VISITING NURSE ASSOCIATION  
1440 WEST MOCKINGBIRD LANE  
DALLAS, TEXAS 75247-4975  
(214) 689-0000

2520090770641

December 24, 2008

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

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Dear Sir or Madam:

This statement is filed under DOL Regulations § 2520.104-23.

Employer: The Visiting Nurse Association of Texas

Address: 1440 West Mockingbird Lane  
Dallas, Texas 75247

Employer ID  
Number: 75-0800692

Effective December 1, 2008, the Employer adopted the following plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

<b>Plan</b>	<b>Number of Participants</b>
457(b) Eligible Deferral Plan	5

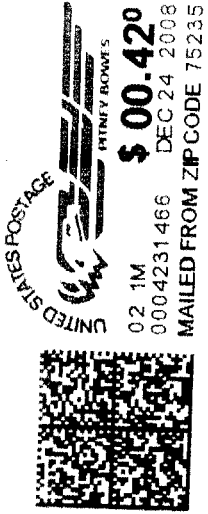
The Employer will provide plan documents to the Secretary of Labor upon request.

Sincerely,

Thomas P. Ricciardelli  
Vice President, General Counsel

TPR/sp

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