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MEMORANDUM

TO: Ellen Wilson
COMPANY: The Gladney Center
FROM: Kevin Combrink, ERPA, QPA
DATE: October 8, 2009

I have enclosed a copy of the Top-Hat Plan Exemption Statement I sent to the Department of Labor today on your behalf. Please keep this statement with your copy of the 457(b) Plan document.

If you have any questions, please let me know.

TOP-HAT PLAN EXEMPTION STATEMENT

Top-Hat Plan Exemption
PWBA
Room N-5644
U.S. Department of Labor
200 Constitution Ave., NW
Washington, D.C. 20210

Employer Name: The Gladney Center

Address: 6300 John Ryan Drive, Fort Worth, TX 76132

Employer EIN: 75-0917409

Name of Plan: The Gladney Center 457(b) Plan

The Plan is maintained for a select group of management or highly compensated employees.

Number of Plans: One

Number of Employees in Plan(s): One



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