

FOSTER SWIFT

FOSTER SWIFT COLLINS & SMITH PC || ATTORNEYS

2520120310120

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Lansing MI 48933

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205 S. Front Street - Suite 2D
Marquette MI 49855

Farmington Hills
32300 Northwestern Highway - Suite 230
Farmington Hills MI 48334

Detroit
333 W. Fort Street - 11th Floor
Detroit MI 48226

Grand Rapids
1700 E. Beltline NE - Suite 200
Grand Rapids MI 49525

Holland
151 Central Avenue - Suite 260
Holland MI 49423

Walter S. Foster
1878-1961
Richard B. Foster
1908-1996
Theodore W. Swift
1928-2000
John L. Collins
1926-2001

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Zachary W. Behler
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Lindsey E. Bosch

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Of Counsel
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David VanderHaagen
Allan O. Maki
Dana M. Bennett

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Reply To: Grand Rapids

January 16, 2012

Certified Mail - Return Receipt Requested

Top Hat Plan Exemption
Employee Benefits Security Administration
Room N-1513
U.S. Department of Labor
200 Constitution Avenue N.W.
Washington, DC 20210

Dear Sir or Madam:

Please let this serve as notice that Neo Natal Associates, P.L.C. maintains an unfunded deferred compensation plan. The following information is disclosed pursuant to DOL Reg. 2520.104-23 imposed by the Employee Retirement Income Security Act of 1974:

1. The employer is Neo Natal Associates, P.L.C.
2. The employer's address is Spectrum Health - Butterworth, 100 Michigan Street NE, Grand Rapids, MI 49503.
3. The employer's identification number (EIN) is 38-2561104.
4. The employer maintains the Deferred Compensation Plan primarily for the purpose of providing an unfunded deferred compensation benefit for management and highly compensated employees of the employer.
5. The employer maintains two (2) such plans, with three (3) participating employees in the plan to which this notice relates, and with three (3) currently participating employees in a previously adopted plan, the participation of which is now frozen.

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EBSA/PUBLIC DISCLOSURE

January 16, 2012
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Please call or write if you require additional information.

Sincerely,

FOSTER SWIFT COLLINS & SMITH PC



Lynwood P. VandenBosch

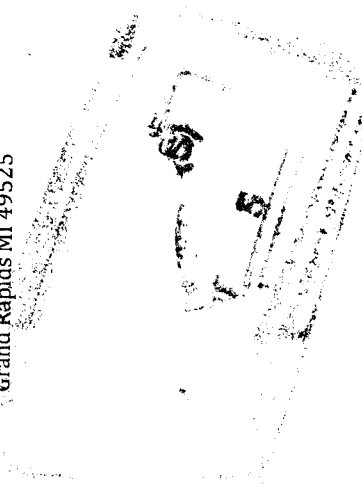
JCF; LPV

cc: Neo Natal Associates, P.L.C. (via e-mail)
Patrick Holmes (via e-mail)

CERTIFIED MAIL

FOSTER SWIFT
FOSTER SWIFT COLLINS & SMITH P.C. | ATTC

1700 E. Beltline Ave NE
Suite 200
Grand Rapids MI 49525



7160 3901 9849 2596 6782

RETURN RECEIPT REQUESTED

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Employee Benefits Security Administration
Room N-1513
U.S. Department of Labor
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