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EOSSA/PUBLIC DISCLOSURE  
2012 MAR 13 AM 11:59

## Alternative Reporting And Disclosure Statement For Nonqualified Deferred Compensation Plans

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

In compliance with the requirements of the alternative method of reporting and disclosure under Part I of Title I of the Employee Retirement Income Security Act of 1974 for un-funded or insured pension plans for a select group of management or highly compensated employees, specified in Department of Labor Regulations, 29 CFR Sec. 2520.104-23, the following information is provided by the undersigned administrator:

1. The name of the Employer is: Four Oaks Family & Children Services
2. The mailing address of the Employer is: 5400 Kirkwood Blvd SW  
Cedar Rapids, IA 52404
3. The Employer Identification Number is: 42-0998726
4. The above named Employer maintains a Plan (or Plans) primarily for the purpose of providing deferred compensation benefits for a select group of management or highly compensated employees.
5. Number of Plans and Eligible Employees in each Plan:  
One Plan(s) covering 10 Eligible Employees.
6. The Employer will provide a copy of the agreement(s) to the office of Employee Benefits Security Administration upon request.

Four Oaks Family & Children Services  
An Iowa Organization

By: Marin Benner VP Human Resources  
Authorized Person

Dated: 3/7/2012



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