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March 21, 2016

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

2016 MAR 31 AM 1:05

Re: Deferred Compensation Plan

Dear Secretary:

Pursuant to Section 2520.104-23 of the Department of Labor's Regulations, this letter will serve as notice that, with respect to the Munson Medical Center Deferred Compensation Plan (the "Plan"), the undersigned intends to utilize the alternative form of compliance with the reporting and disclosure requirements of Part 1 of Title I of the Employee Retirement Income Security Act of 1974, as amended ("ERISA") which alternative form of compliance is provided in the aforesaid Regulations Section.

Pursuant to Regulations Section 2520:104-23(b), the following information is provided:

1. Name and Address of Employer:
Brian D Heeringa PC DBA - Northern Michigan Vein Specialists
927 S. Carmel St
Cadillac MI 49601
2. Employer's Employer Identification Number: 47-4669101
3. The Employer hereby declares that it maintains the Plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.
4. The Employer [only maintains][maintains ___ other plans, in addition to] this Plan, primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees, and the Plan covers approximately ___ employees.

Pursuant to Regulations Section 2520.104-23(b)(2), the Employer will provide Plan documents, if any, to the Secretary of Labor upon request as required by Section 104(a)(1) of ERISA.

Very truly yours,

Northern Michigan Vein Specialists

By:  _____



RESOLUTIONS OF THE MEMBERS OF

Northern Michigan Vein Specialists [PHYSICIAN PRACTICE]

The undersigned Members of Northern Michigan Vein Specialists (the "Practice"),
Certifies that the following Resolutions were duly adopted by the Members of the Practice
on 3-20-16.

WHEREAS, effective [4-1, 2016], the Practice wishes to participate in the
Munson Medical Center Call Pay Program (the "Program") established by Munson Medical
Center (the "Hospital") in order to provide a deferred compensation opportunity to physicians
(the "Physicians") who are employed by the Practice that provides emergency on-call coverage
and certain other services to the Hospital.

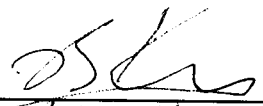
THEREFORE, be it:

RESOLVED, that, effective [4-1, 2016], the Practice approves its
participation in the Program, and that the following documents underlying and governing the
Program (the "Program Documents") be, and hereby are, adopted as provided in the forms
presented to the Members: (i) a Deferred Compensation Agreement established by the Practice,
(ii) a Deferred Fee Agreement between the Practice and the Hospital, (iii) a Program Adoption
Agreement between the Practice and the Hospital, (iv) a Professional Services Agreement
between the Practice and the Hospital, and (v) a Physician Participation Agreement between
the Practice and each of its Physicians; and be it further

RESOLVED, that the proper Members of the Practice are authorized and directed to execute
the Program Documents and to take such further actions and to execute such further documents
as they may deem advisable or desirable for purposes of participating in the Program and
announcing the same to affected parties; and be it further

RESOLVED, that any and all actions heretofore taken by the proper Members of the
Practice to participate in the Program as of [4-1, 2016] be, and they hereby are,
ratified, confirmed and approved.

Date: 3-20-16


Print Name: Brian Heeringa MD

Cadillac Surgical Care P.C.
927 Carmel St.
Cadillac Mi 49601

TRAVERSE CITY, MI 49606

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