



Neighborhood Service Organization
220 Bagley, Suite 1200
Detroit, MI 48226
Phone: 313-961-4890
Fax: 313-965-6923

Notice to Participants In the Neighborhood Service Organization Defined Benefit Pension Plan

An application is being made to the Internal Revenue Service for an advance determination on the qualification of the following employee pension benefit plan:

NEIGHBORHOOD SERVICE ORGANIZATION PENSION PLAN

PLAN #001

Applicant:

Neighborhood Service Organization
220 Bagley, Suite 1200
Detroit, MI 48226

EIN # 38-1561624

Plan Administrator:

Neighborhood Service Organization
220 Bagley, Suite 1200
Detroit, MI 48226

The application will be filed on January 31, 2010 for an advance determination as to whether the plan meets the qualification requirements of Section 401 or 403(a) of the Internal Revenue Code of 1986, with respect to the plan's initial qualification.

The application will be filed with:

EP Determinations
Internal Revenue Service
P.O. Box 12192
Covington, KY 41012-0192

Requests shipped by express mail or delivery service should be sent to:

EP Determinations
Internal Revenue Service
201 West Rivercenter Blvd.
ATTN: Extracting Stop 312
Covington, KY 41011

The employees eligible to participate in the plan are: Any NSO Employee or former employee who was a Participant in the Employee Benefits Plan of United Way Community Services and Affiliated Agencies on March 15, 2005.

The Internal Revenue Service has not previously issued a determination letter with respect to the qualification of this plan.

RIGHTS OF INTERESTED PARTIES

You have the right to submit to EP Determinations, at the above address, either individually or jointly with other interested parties, your comments as to whether this plan meets the qualification requirements of the Internal Revenue Code.

You may instead, either individually or jointly with other interested parties, request the Department of Labor to submit, on your behalf, comments to EP Determinations regarding qualification of the plan. If the Department declines to comment on all or some of the matters you raise, you may, individually or jointly, if your request was made to the Department jointly, submit your comments on these matters directly to EP Determinations.

REQUESTS FOR COMMENTS BY THE DEPARTMENT OF LABOR

The Department of Labor may not comment on behalf of interested parties unless requested to do so by the lesser of 10 employees or 10% of the employees who qualify as interested parties. The number of persons needed for the Department to comment with respect to this plan is 10. If you request the Department to comment, your request must be in writing and must specify the matters on which comments are requested and must also include:

- (1) Name of the plan, plan number, EIN and name and address of applicant; and
- (2) Number of persons needed for the Department to comment.

A request to the Department to comment should be addressed as follows:

Deputy Assistant Secretary
Employee Benefits Security Administration
ATTN: 3001 Comment Request
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

COMMENTS TO THE INTERNAL REVENUE SERVICE

Comments submitted by you to EP Determinations must be in writing and received by March 10, 2010. However, if there are matters that you request the Department of Labor to comment upon in your behalf, and the Department declines, you may submit comments on these matters to EP Determinations to be received within 15 days from the time the Department notifies you that it will not comment on a particular matter, or by March 10, 2010, but not after March 25, 2010. A request to the Department to comment on your behalf must be received by February 15, 2010 if you wish to preserve your right to comment on a matter upon which the Department declines to comment, or by February 25, 2010 if you wish to waive that right.

ADDITIONAL INFORMATION

Detailed instructions regarding the requirements for notification of interested parties may be found in Sections 17 and 18 of Revenue Procedure 2004-6. Additional information concerning this application (including where applicable, an updated copy of the plan and related trust; the application for determination; any additional documents dealing with the application submitted to the IRS; and copies of Section 17 of the Revenue Procedure 2004-6 are available at: Neighborhood Service Organization Human Resources Department, 220 Bagley, Suite 1200, Detroit, Michigan between the hours of 8:30am and 5:00pm Monday through Friday for inspection and copying. There is a nominal charge for copying and mailing.