

Information submitted via Top Hat Plan Statement Online Filing System to U. S.  
Department of Labor under 29 CFR 2520.104-23

Date Completed: 11/21/2025 2:28 PM EST

Confirmation Number: 15686

Amended Confirmation Number:

Employer Information

Name: Incom, Inc.  
Address: 294 Southbridge Rd  
City: Charlton  
State: MA  
Zip Code: 01507

Plan Administrator Information

Name: Maura Grossman, Director of Human Resources  
Address: 294 Southbridge Rd  
City: Charlton  
State: MA  
Zip Code: 01507  
Phone: 5089092214  
Email: mlg@incomusa.com

Plan Information

Employer maintains the plan or plans below primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

ID:1	Plan Name:	The Incom, Inc. Retention Bonus Plan	Number of Employees: 15
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Additional Information:



U. S. Department of Labor  
Employee Benefits Security Administration  
Washington, DC 20210

This message confirms that the Department of Labor's (DOL's) Employee Benefits Security Administration (EBSA) has received the filing of your Top Hat Plan Statement. The confirmation code for your filing is 15686. When correcting errors to your filing, please use this code in your amended statement. This communication does not mean that DOL has made a determination that you are eligible to file under DOL regulation 29 CFR 2520.104-23.