

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

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Confirmation Number: 16814

Amended Confirmation Number:

Employer Information

Name: AMERICAN FENCE AND SECURITY COMPANY, INC.
Address: 2502 N. 27th Avenue
City: Phoenix
State: AZ
Zip Code: 85009

Plan Administrator Information

Name: AMERICAN FENCE AND SECURITY COMPANY, INC.
Address: 2502 N. 27th Avenue
City: Phoenix
State: AZ
Zip Code: 85009
Phone: 6022772010
Email: ksieger@frgalaw.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:	2021 PHANTOM STOCK PLAN	Number of Employees: 6
ID:2	Plan Name:	2022 PHANTOM STOCK PLAN	Number of Employees: 7
ID:3	Plan Name:	2023 PHANTOM STOCK PLAN	Number of Employees: 7
ID:4	Plan Name:	2024 PHANTOM STOCK PLAN	Number of Employees: 7
ID:5	Plan Name:	2025 PHANTOM STOCK PLAN	Number of Employees: 8

Additional Information:

Disclaimer: The above reference plans are nonqualified incentive compensation plans adopted by the Company primarily to benefit employees who are part of a select group of management and/or highly compensated employees. The filing of this statement is not a representation that the Plans are subject to ERISA. This statement is a protective filing.



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 16814. 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.