

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: 6488

Amended Confirmation Number:

Employer Information

Name: Construction Partners, Inc.
Address: 290 Healthwest Drive, Suite 2
City: Dothan
State: AL
Zip Code: 36303

Plan Administrator Information

Name: Construction Partners, Inc.
Address: 290 Healthwest Drive, Suite 2
City: Dothan
State: AL
Zip Code: 36303
Phone: 3343051275
Email: compliance@constructionpartners.net

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:	Employment Agreement, dated April 1, 2020, with Todd K. Andrews	Number of Employees: 1
ID:2	Plan Name:	Employment Agreement, dated April 1, 2020, with M. Brett Armstrong	Number of Employees: 1
ID:3	Plan Name:	Employment Agreement, dated April 1, 2020, with J. Ryan Brooks	Number of Employees: 1
ID:4	Plan Name:	Employment Agreement, dated April 1, 2020, with Robert P. Flowers	Number of Employees: 1
ID:5	Plan Name:	Employment Agreement, dated April 1, 2020, with John L. Harper	Number of Employees: 1
ID:6	Plan Name:	Employment Agreement, dated April 1, 2020, with F. Julius Smith, III	Number of Employees: 1
ID:7	Plan Name:	Employment Agreement, dated April 1, 2020, with John A. Walker	Number of Employees: 1

Additional Information:

On April 1, 2020, Construction Partners, Inc. (the Company) entered into an Employment Agreement with seven executive officers of the Company (each, an Officer). The Employment Agreements contain substantially similar terms for each Officer, other than with respect to the base salary, title and principal place of employment. Among other terms, each agreement provides that the Officer will be eligible to receive a cash bonus either in the discretion of the Compensation Committee of the board of directors or based on predetermined performance metrics, and such payment could occur in a fiscal or tax year subsequent to the year in which it is earned. In addition, if employment is terminated by the Company without cause or by the Officer for good reason (as defined in the employment agreements) and the Officer complies with certain restrictive covenants that are enforceable at the discretion of the Company, then the Company generally will pay severance to the Officer over the eighteen-month period following his termination of employment in an amount equal to the product obtained by multiplying (A) 1.5 times (B) the average (mean) of the combined base salary and cash bonus received by Executive during each of the two completed fiscal years preceding the date of termination. The form of employment agreement has been publicly filed with the Securities and Exchange Commission.



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 6488. 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.