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SCOTT, MADDEN & ASSOCIATES, INC.
MANAGEMENT CONSULTANTS

ATLANTA, GA
DALLAS, TX
MORRISTOWN, NJ
RALEIGH, NC
SAN FRANCISCO, CA
November 10, 1999

2626 GLENWOOD AVENUE
SUITE 480
RALEIGH, NORTH CAROLINA 27608
919/781-4191
FAX 919/781-2537

Top Hat Plan Exemption
Pension and Welfare Benefits Administration
Room N-5644
U.S. Department of Labor
200 Constitution Avenue NW.
Washington, D.C. 20210

RE: Scott, Madden & Associates, Inc.
2626 Glenwood Avenue, Suite 480
Raleigh, NC 27608
Employer Taxpayer ID #56-1445505

Dear Sir or Madame:

The employer has established a plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. One plan has been established and the plan covers ten employees. A copy of the plan document(s) may be received upon request.

If you should have any questions, please feel free to contact me at (919) 781-4191

Sincerely,

Scott, Madden & Associates, Inc.

By: Logan Toms
Logan Toms, Secretary

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10/11/10 10:11 AM

