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03/17/22

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April 1, 2008

Top Hat Plan Exemption
Employee Benefits Security Administration
Room N-1513
US Department of Labor
200 Constitution Ave NW
Washington, DC 20210

Secretary of Labor:

Enclosed is our Reporting and Disclosure Compliance Statement for the Early Warning Services, LLC
Deferred Compensation Plan.

Respectfully,

A handwritten signature in cursive script, appearing to read 'Diana Maudlin'.

Diana Maudlin
Vice President, Human Resources

Enclosure

EARLY WARNING SERVICES, LLC

REPORTING AND DISCLOSURE COMPLIANCE STATEMENT

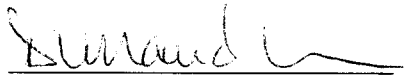
In compliance with Section 110 of the Employee Retirement Income Security Act of 1974 ("ERISA") and the Regulations thereunder, found in Section 2520.104-23, Early Warning Services, LLC ("Company") is filing this Reporting and Disclosure Compliance Statement and in connection herewith, provides the following information:

EMPLOYER ADDRESS:	Early Warning Services, LLC 8777 E. Hartford Dr., Ste. 200 Scottsdale, AZ 85255
EMPLOYER IDENTIFICATION NO.:	20-5276211
PLAN NAMES:	Deferred Compensation Plan
NUMBER OF PLANS:	One
NUMBER OF EMPLOYEES PARTICIPATING IN EACH PLAN:	Fourteen

Early Warning Services maintains the above-named unfunded Plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

Early Warning Services will provide the Plan documents to the Secretary of Labor upon request, as required by Section 104(a)(1) of ERISA.

Early Warning Services, LLC,
As Plan Administrator

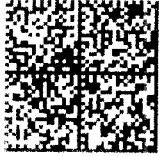
By: 

Title: Vice President Human Resources



EARLY WARNING
services

8777 E. Hartford Drive, Suite 200
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