

TOP-HAT PLAN EXEMPTION STATEMENT

09 FEB 17 PM 0:11

Top-Hat Plan Exemption  
EBSA  
Room N-1513  
U.S. Department of Labor  
200 Constitution Ave., NW  
Washington, D.C. 20210

Employer Name: N.C. Sturgeon L.P.  
Address: 2800 Windecker, Midland, TX 79711  
Employer EIN: 75-2008376

The Employer maintains a Plan (or Plans) primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

Number of Plans: 1  
Number of Employees in Plan(s): 7

**UPS Internet Shipping: View/Print Label**

1. **Print the label(s):** Select the Print button on the print dialog box that appears. Note: If your browser does not support this function select Print from the File menu to print the label.
2. **Fold the printed label at the dotted line.** Place the label in a UPS Shipping Pouch. If you do not have a pouch, affix the folded label using clear plastic shipping tape over the entire label.

**3. GETTING YOUR SHIPMENT TO UPS**


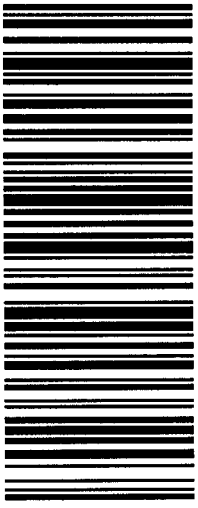

**Customers without a Daily Pickup**

- Schedule a same day or future day Pickup to have a UPS driver pickup all of your Internet Shipping packages.
- Hand the package to any UPS driver in your area.
- Take your package to any location of The UPS Store®, UPS Drop Box, UPS Customer Center, UPS Alliances (Office Depot® or Staples®) or Authorized Shipping Outlet near you. Items sent via UPS Return Services<sup>SM</sup> (including via Ground) are also accepted at Drop Boxes.
- To find the location nearest you, please visit the 'Find Locations' Quick link at ups.com.

**Customers with a Daily Pickup**

- Your driver will pickup your shipment(s) as usual.

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<p>SHAY HAMMONTREE 432-368-0577 WACHOVIA SECURITIES 4800 EAST UNIVERSITY ODESSA TX 79762</p> <p><b>SHIP TO:</b> US DEPARTMENT OF LABOR TOP-HAT PLAN EXEMPTION - EBSA ROOM N-1513 200 CONSTITUTION AVE., NW <b>WASHINGTON DC 20210-0001</b></p>	<p>1 OF 1</p> <p>LTR</p> <p><b>MD 201 9-74</b></p> 	<p><b>UPS 2ND DAY AIR</b></p> <p><b>2</b></p> <p>TRACKING #: 1Z E87 494 02 9165 1255</p>		<p>BILLING: P/P</p>  <p>UIS 11.0.17. WXPTE60 84.0A.10/2008 TM</p>
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