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HOLLAND & HART<sup>LLP</sup>



BENEFITS LAW GROUP

EBSA/PUBLIC DISCLOSURE

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2010 JAN 27 AM 7:11

January 21, 2010

**Certified Mail –Return Receipt Requested**

Top Hat Plan Exemption  
Employee Benefits Security Administration  
Room N-1513  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

**Re: Jas. D. Easton, Inc. Incentive Growth Plan  
EIN: 95-1787603**

Dear Sir or Madam:

We are filing on behalf of our client, Jas. D. Easton, Inc., the enclosed statement permitted by Department of Labor Reg. § 2520.104-23(b).

Sincerely,

Elizabeth A. Nedrow  
for Holland & Hart<sup>LLP</sup>

EAN/MMS  
Enclosure

cc: Daren Cottle

**Holland & Hart<sup>LLP</sup>**

Phone [406] 252-2166 Fax [406] 252-1669 [www.hollandhart.com](http://www.hollandhart.com)

401 North 31st Street Suite 1500 Billings, MT 59101 Mailing Address P.O. Box 639 Billings, MT 59103-0639

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**STATEMENT REGARDING ALTERNATIVE FORM OF COMPLIANCE  
WITH ERISA REPORTING AND DISCLOSURE REQUIREMENTS**

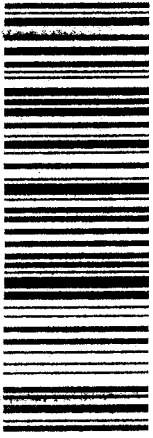
Employer: Jas. D. Easton, Inc.

Address: 7855 Haskell Avenue, Suite 350  
Van Nuys, CA 91406

EIN: 95-1787603

The Employer has amended and restated the Jas. D. Easton, Inc. Incentive Growth Plan (the "Incentive Growth Plan"). The Employer also maintains the Jas. D. Easton, Inc. Executive Deferred Compensation Plan (the "Deferred Compensation Plan"). Both the Incentive Growth Plan and the Deferred Compensation Plan are maintained primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. The number of employees currently eligible to participate in the Incentive Growth Plan is seven, with four actively participating. The number of employees currently eligible to participate in the Deferred Compensation Plan is 18, with only one actively participating. The Incentive Growth Plan and the Deferred Compensation Plan are the only such arrangements provided to employees of the employer.

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