

LAW OFFICES  
BAKER, DONELSON, BEARMAN, CALDWELL & BERKOWITZ

A PROFESSIONAL CORPORATION

FIRST TENNESSEE BUILDING

165 MADISON AVENUE

SUITE 2000

MEMPHIS, TENNESSEE 38103

(901) 526-2000

FACSIMILE  
(901) 577-2303

EBSA/PUBLIC DISCLOSURE

2010 FEB 23 PM 3:51

MARY ANN JACKSON  
Direct Dial: 901.577.8113  
Direct Fax: 901.577.0740  
E-Mail Address: mjackson@bakerdonelson.com

February 16, 2010

**Via Certified Mail**

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

To Whom It May Concern:

On November 6, 2009, effective November 6, 2009, E. Ritter Communications Holdings, Inc. (the "Sponsor") adopted the 2009 Phantom Stock Plan of E. Ritter Communications Holdings, Inc. (the "Plan"), a non-tax-qualified program primarily for the purpose of providing deferred compensation to a select group of management or highly compensated employees. This notification is provided under D.O.L. Regulation §2520.104-23.

The Plan currently covers one (1) individual.

Sponsor Name: E. Ritter Communications Holdings, Inc.

Sponsor Address:

106 Frisco Street  
Marked Tree, AR 72365-2298

Sponsor EIN: 71-0690773

If you need any further information, please contact the undersigned individual.

Sincerely,



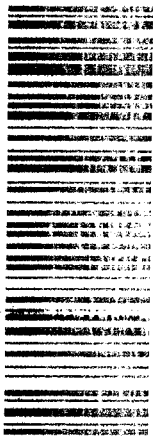
Mary Ann Jackson

cc: Dan Hatzenbuehler

M PRO 2025064 v1  
2627600-000037 02/15/2010

LAW OFFICES  
BAKER, DONELSON, BEARMAN, CALDWELL & BERKOW  
A PROFESSIONAL CORPORATION  
FIRST TENNESSEE BUILDING  
165 MADISON AVENUE  
SUITE 2000  
MEMPHIS, TENNESSEE 38103

**ORIGINAL**



7008 2530 0000 3757 2000

TOP HAT PLAN EXEMPTION  
EMPLOYEE BENEFITS SECURITY ADMINISTRATION  
ROOM N-1513  
U. S. DEPARTMENT OF LABOR  
200 CONSTITUTION AVE. NW  
WASHINGTON, DC 20210

