

EBSA/PUBLIC DISCLOSURE

2011 MAR 31 AM 10:46

**Alternative Reporting And Disclosure Statement
For Nonqualified Deferred Compensation Plans**

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

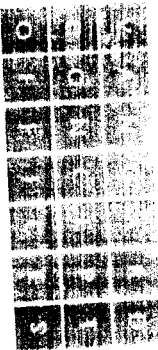
In compliance with the requirements of the alternative method of reporting and disclosure under Part I of Title I of the Employee Retirement Income Security Act of 1974 for un-funded or insured pension plans for a select group of management or highly compensated employees, specified in Department of Labor Regulations, 29 CFR Sec. 2520.104-23, the following information is provided by the undersigned administrator:

1. The name of the Employer is: Business Furniture Solutions, Inc.
dba Vanguard Concept Offices
2. The mailing address of the Employer is: 1732 N. First Street, Suite 150
San Jose, CA 95112
3. The Employer Identification Number is: 61-1467826
4. The above named Employer maintains a Plan (or Plans) primarily for the purpose of providing deferred compensation benefits for a select group of management or highly compensated employees.
5. Number of Plans and Eligible Employees in each Plan:
One Plan covering 13 Eligible Employees.
6. The Employer will provide a copy of the agreement(s) to the office of Employee Benefits Security Administration upon request.

Business Furniture Solutions, Inc.
dba Vanguard Concept Offices
A California Corporation

By: 
Jeff Tuttle

Dated: 2/1/10



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