

ALVIN H. BUTZ, INC.
840 HAMILTON STREET, SUITE 600
P.O. BOX 509
ALLENTOWN, PENNSYLVANIA 18105-0509
P 610-395-6871
F 610-395-3363
www.butz.com

EBSA/PUBLIC DISCLOSURE

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November 7, 2011

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BY CERTIFIED MAIL 7008 3230 0001 1660 3103
RETURN RECEIPT REQUESTED
United States Department of Labor
Employee Benefits Security Administration
Top Hat Plan Exemption
200 Constitution Ave., N.W., Ste N-1513
Washington, D.C. 20210

RE: Butz Enterprises, Inc. – Nonqualified, Unfunded Deferred Compensation Plan
Alvin H. Butz, Inc. – Adopting and Participating Subsidiary

Dear Sir or Madam:

In accordance with Department of Labor Regulation § 2520.104-23, this letter will serve as the alternative method of compliance with the reporting and disclosure requirements of Part I of Title I of the Employee Retirement Income Security Act of 1974, as amended, for a Non-Qualified, Unfunded Deferred Compensation Plan for a select group of management or highly compensated employees.

1. Alvin H. Butz, Inc., a Pennsylvania corporation is a wholly-owned subsidiary of Butz Enterprises, Inc. and a member of its consolidated group.
2. Butz Enterprises, Inc. maintains and sponsors the Butz Enterprises, Inc. Nonqualified, Unfunded Deferred Compensation Plan (the "Plan").
3. Alvin H. Butz, Inc. has adopted and intends to participate in the Plan.
4. The address of Alvin H. Butz, Inc. is 840 Hamilton Street, P. O. Box 509, Allentown, PA 18105.
5. The employer identification number assigned by the Internal Revenue Service to Alvin H. Butz, Inc. is 23-1613786.
6. Alvin H. Butz, Inc. declares its adoption of and participation in the Plan is primarily for the purpose of providing unfunded deferred compensation for a select group of its management or highly compensated employees.
7. Initially there will be one (1) employee participating in the Plan.
8. A copy of the plan document will be furnished upon request.

Very truly yours,



Greg L. Butz, President

ALVIN H. BUTZ, INC.
CONSTRUCTION MANAGER



1620 Pond Road Suite 75
Allentown PA 18104-2280

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US DEPT OF LABOR
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WASHINGTON DC 20210-0001



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