



Service, Inc.

P.O. Box 509  
302 S. 290 W.  
Angola, IN 46703  
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SERVICE ON SITE

2520113150667

November 15, 2011

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

Re: SOS Service, Inc. Phantom Stock Plan

Dear Sir or Madam:

Pursuant to Department of Labor Regulation 2520.104-23, this statement is filed in compliance with the reporting and disclosure requirements of Part 1 of Title I of the Employee Retirement Income Security Act of 1974. SOS Service, Inc. maintains a deferred compensation plan for a select group of management or highly compensated employees. The following information is provided in accordance with DOL Regulation 2520.104-23(b)(1):

SOS Service, Inc.  
360 N. Hetzler Court  
Angola, Indiana 46703

Employer Identification Number: 35-2088226

It is hereby declared that SOS Service, Inc. maintains a plan primarily of the purpose of providing deferred compensation for a select group of management of highly compensated employees.

The number of top-hat plans maintained by the Employer: One (1).

The number of Participants in this top hat plan is three (3).

The number of participants in each of the other top hat plans maintained by the employer: N/A

The Plan was adopted effective January 1, 2011.

Sincerely,

SOS SERVICE, INC.

James A. Huber, Chairman

2011 NOV 28 PM 3:04  
EBSA/PUBLIC DISCLOSURE

**SOS**<sup>®</sup>

Service, Inc.

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