



2520120310154

January 19, 2012

**CERTIFIED MAIL  
RETURN RECEIPT REQUESTED**

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

Re: Statement for the Department of Labor  
Pursuant to DOL Regulation Section 2520.104-23

2012 JAN 26 AM 11:46  
ESSA/PUBLIC INQUIRY

Dear Sir/Madam,

Pursuant to DOL Regulation Section 2520.104-12, the undersigned hereby files the following statement with respects to its deferred compensation arrangement, approved on October 7, 2011, for certain of its management and/or highly compensated employees:

Name and Address of Employer:

Emery Sapp & Sons, Inc.  
2602 N. Stadium Blvd.  
Columbia, MO 65202

Employer Identification Number: 52-2144296

Name of Plan: Emery Sapp Construction, Inc. Operational Management Bonus and Phantom Stock Plan

Number of Employees Covered: 5

Effective Date of Plan: April 1, 2011

Please contact the undersigned if you have any questions or need additional information.

By: *Keith M. At*

Title: Secretary

**Laying the groundwork for your success** [www.emerysapp.com](http://www.emerysapp.com)  
COLUMBIA: 2602 N. Stadium Blvd • Columbia, MO 65202 • O: 573-445-8331  
KANSAS CITY: 140 Walnut Street • Kansas City, MO 64106 • O: 816-221-3500  
MANHATTAN: 2627 KFB Plaza, Suite 101W • Manhattan, KS 66503 • O: 785-539-8411  
SPRINGFIELD: 5350 E. State Hwy AA • Springfield, MO 65803 • O: 417-833-9915



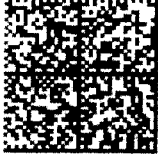
EMERY SAPP & SONS, INC

Laying the groundwork for your success  
2602 N. Stadium Blvd • Columbia, MO 65202

**CERTIFIED MAIL**



7008 2810 0001 2436 1579



PITNEY BOWES

\$ 005.590

02 1P

0003141060 JAN 20 2012

MAILED FROM ZIP CODE 65202

Top Hat Plan Exemption  
Employee Benefits Security Admin  
Room N-1513  
US Dept of Labor  
200 Constitution Ave NW  
Washington DC 20240