

2520121210297

[Webb Landscape Letterhead]

EBSA/PUBLIC DISCLOSURE

2012 MAR 21 PM 3:57

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

Re: Webb Landscape, Inc. Stock Appreciation Rights Plan

In compliance with the requirements of the alternative method of reporting and disclosure under Part 1 of Title I of the Employee Retirement Income Security Act of 1974 ("ERISA") for unfunded or insured pension plans for a select group of management or highly compensated employees, as specified in Department of Labor Regulations 29 C.F.R. Section 2520.104-23, the following information is provided by Webb Landscape, Inc. (the "Company").

Name and Address of Company: Webb Landscape, Inc.  
162 Glendale Road  
Bellevue ID 83313

Employer Identification Number: 84-1388779

The Company maintains the Webb Landscape, Inc. Stock Appreciation Rights Plan (the "Plan") primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. The Plan was adopted November 1, 2011, effective January 1, 2012. Currently, the Plan has [ 4 ] participants.

**The Plan is the only unfunded deferred compensation plan maintained by the Company primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.**

Pursuant to Regulations 29 C.F.R. Section 2520.104-23(b)(2), the Company will provide the Plan document to the Secretary of Labor upon request as required by Section 104(a)(1) of ERISA.

WEBB LANDSCAPE, INC.



Name  
Title CEO

From: (509) 624-2100  
Karen Hempel  
K&L GATES LLP  
618 W RIVERSIDE AVE STE 300

Origin ID: GEGA



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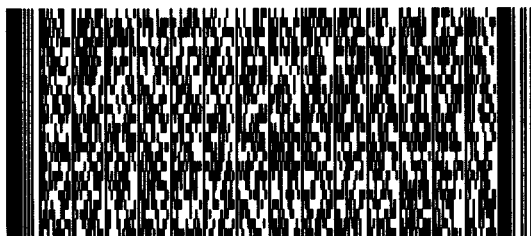
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**Top Hat Plan Exemptions EBSA**  
U.S. Department of Labor  
200 CONSTITUTION AVE NW  
EBSA, ROOM N-1513  
WASHINGTON, DC 20210

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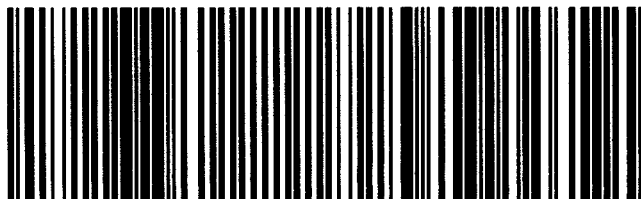
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