

2520122140107

VEDDER PRICE.

VEDDER PRICE P.C.

222 NORTH LASALLE STREET

CHICAGO, ILLINOIS 60601

T: +1 (312) 609 7500

F: +1 (312) 609 5005

CHICAGO • NEW YORK • WASHINGTON, DC • LONDON

July 12, 2012

**VIA 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, D.C. 20210

Dear Exemption Officer:

In accordance with U.S. Department of Labor Regulations, Section 2520.104-23:

Combe Incorporated  
1101 Westchester Avenue  
White Plains, NY 10604-3597  
EIN: 13-1913732

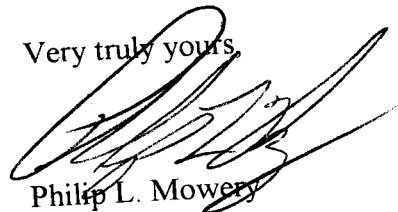
reports that on June 21, 2012, it adopted the Combe Incorporated 2012 Executive Deferred Compensation Plan (the "Plan"), in which 49 employees are participants.

The Plan is maintained primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. At this time the Company maintains 3 Top Hat Plans.

A copy of the Plan document will be provided to the U.S. Department of Labor upon request.

If any additional information is required, please communicate with the undersigned.

Very truly yours,



Philip L. Mowery

2012 JUL 18 PM 12:39  
EBSA/PUBLIC/INFORM

**VEDDER PRICE**  
222 N. LaSalle Street  
Chicago, IL 60601

PHILIP L. MOWERY

**CERTIFIED MAIL**



7003 2260 0002 9464 4522

505.75  
IF 5250  
CALL 123703

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

