



**CERTIFIED MAIL: 7003 1680 0000 4349 0281**  
**Return Receipt Requested**

May 31, 2012

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

EBSA/PUBLIC RELEASE  
 2012 JUN 11 PM 2:17

Re: Alternate Top Hat Plan Filing


Pursuant to the provisions of the Department of Labor Regulations at 29 C.F.R. Section 2520.104-23, you are hereby notified that Phillips 66 Company, 600 N. Dairy Ashford, Houston, Texas 77079, EIN 37-1652702 maintains eight unfunded plans for the purpose of providing deferred compensation to a select group of management or highly compensated employees. The purpose of this filing is to notify the Department of Labor of the newly adopted plans, adopted effective May 1, 2012. The number of employees currently participating in the plans is as follows:

Plan	Number of Employees Participating
1	206
2	206
3	206
4	156
5	125
6	3
7	1
8	0

Sincerely,

Phillips 66 Company

By \_\_\_\_\_

  
 Jesse Stephan  
 Manager, Benefits



Phillips 66

**CERTIFIED MAIL™**



7003 1660 0000 4349 0261



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