

2520122140363

U.S. Department of Labor

Employee Benefits Security Administration
Federal Building, Room 900
525 Griffin Street
Dallas, Texas 75202-5025
Phone: (972)850-4500
Fax: (214)767-1055
LKS



AUG 08 2012

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

To Whom it May Concern:

The Dallas Regional Office of the Employee Benefits Security Administration received the enclosed letter and it is being forwarded to your office in accordance with 2520.104-23.

Sincerely,

Laura Shoemaker
for Sherri Stewart
Supervisory Benefits Advisor

Enclosure

ESSA/PUBLIC OFFICE
2012 AUG 20 PM 1:50



WARBURG LEE
CEO

Department of Labor
Employee Benefit Security Administration
525 South Griffin Street; Room 900
Dallas, TX 75202-5025

phone: 512.632.2238
fax: 512.857.0870
email: warburg.lee@alencorp.com

RE: Notification of establishment of non-qualified
Deferred Compensation Plan


To Whom it May Concern;

This letter is to notify the Department of Labor of the establishment of a Non-Qualified Deferred Compensation Plan under Internal Revenue Code Section 409A. The ERISA-required information to be communicated to the Department of Labor is as follows:

- The plan is established by: Alen Corporation, 2929 Longhorn Blvd., Suite 103, Austin, Texas 78758.
- The Federal Employer Identification Number of Alen Corporation is: 20-3178612
- The plan is a "top hat" plan established for select highly compensated employees.
- The Plan currently covers two (2) employees.

Alen Corporation agrees to provide copies of the plan documents to the Department of Labor upon request.

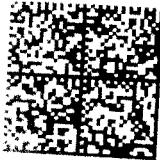
Sincerely,



Warburg Lee, President

U.S. DEPARTMENT OF LABOR/BSA
525 S. GRIFFIN ST., SUITE 900
DALLAS, TX 75202

OFFICIAL BUSINESS
PENALTY FOR PRIVATE USE, \$300



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\$ 00.45⁰

