



EVERETT MORELAND  
Direct (541) 302-5248  
emoreland@hershnerhunter.com

October 17, 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

2012 OCT 21 PM 12:32

RE: Emergence  
Our File No. 33892.00001

Pursuant to 29 CFR § 2520.104-23(b), enclosed is an original statement for the Incentive Compensation Agreement between Emergence and Michael Bean.

Very truly yours,

EVERETT R. MORELAND

ERM:em

Enclosure

cc: Mr. Michael Bean (with enclosure)  
Mr. Kevin Greig (with enclosure)

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Pursuant to 29 CFR § 2520.104-23(b), the following statement is made:

The name and address of the employer:

Emergence, an assumed business name of  
Addiction Counseling and Education  
Services, Inc.  
2149 Centennial Plaza, Suite 4  
Eugene, Oregon 97401

The employer identification  
number assigned by the  
Internal Revenue Service:

93-0798074

Declaration:

Emergence, the employer, maintains a plan  
or plans primarily for the purpose of  
providing deferred compensation for a select  
group of management or highly  
compensated employees


The number of such plans:

There is one such plan: Incentive  
Compensation Agreement between  
Emergence and Michael Bean

The number of employees in each:

There is one employee in the Incentive  
Compensation Agreement between  
Emergence and Michael Bean

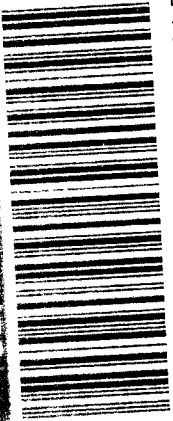
EMERGENCE

By:   
Michael Bean, Executive Director  
Signed this 10-8, 2012

HUNTER

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EAGLE DESIGN 1974

**CERTIFIED MAIL**



7196 9008 9040 1258 2649

RETURN RECEIPT REQUESTED

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