



Vantage Associates Inc.

22 October 2012

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

EBSA/PFIELD/10/2012
2012 NOV -1 AM 10:13

Re: The Vantage Associates, Inc. Stock Appreciation Rights Plan

Dear Sirs/Madams:

On behalf of the plan administrator of Vantage Associates Inc. Stock Appreciation Rights Plan (the "Plan"), please be advised that Vantage Associates Inc. has adopted the Vantage Associates Inc. Stock Appreciation Rights Plan effective as of June 30, 2012:

Employer	Address	EIN	No. of Top Hat Plans	No. of Participating Employees
Vantage Associates, Inc.	900 Civic Center Drive National City, CA 91950	94-2696494	1	2

The foregoing employer maintains the Vantage Associates Inc. Stock Appreciation Rights Plan for the purpose of providing deferred compensation for a select group of management or highly compensated employees. This notice is filed pursuant to Reg. Section 2520.104-23.

Should you have any questions, please contact the undersigned.

Sincerely,
VANTAGE ASSOCIATES INC

Andrea Alpinieri
Vice President

Vantage Associates Incorporated

900 Civic Center Drive • National City, CA 91950 • Phone: 619.477.6940 • Fax: 619.477.2225
info@vantageassociatesinc.com • www.vantageassociatesinc.com

