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**& GALE PC**  
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November 1, 2012

**VIA FEDERAL EXPRESS**

Top-Hat Plan Exemption  
 Pension and Welfare Benefits Administration  
 Room N-1513  
 U.S. Department of Labor  
 200 Constitution Avenue N.W.  
 Washington, D.C. 20210

2012 NOV -5 PM 4:19  
 ERISA/PUBLIC BENEFIT

Re: enGenius Consulting Group, Inc. / 2012 Stock Appreciation Rights Plan


Dear Secretary of Labor:

EnGenius Consulting Group, Inc. (the "Employer"), located at 655 Discovery Drive, Suite 100, Huntsville, Alabama 35806, Employer Identification Number 58-2106445, established an unfunded non-qualified deferred compensation plan for a select group of highly compensated or management employees of the Employer on July 9, 2012, known as the "2012 Stock Appreciation Rights Plan." The number of employees currently participating in the Plan is fourteen (14). The Employer does not sponsor any other non-qualified deferred compensation plans.

This statement constitutes an alternative method of compliance with the reporting and disclosure requirements of part 1 of Title I of the Employee Retirement Income Security Act of 1974, as contemplated by the rule set forth at 29 CFR § 2520.104-23.

Please contact us if you need further information:

Sincerely,

  
 J. Andrew Watson, III

JAW/ar

cc: Prabhakar Boyapally

From: (256) 551-0171  
J. Andrew Watson, III  
Maynard Cooper & Gale PC  
655 Gallatin Street  
  
Huntsville, AL 35801

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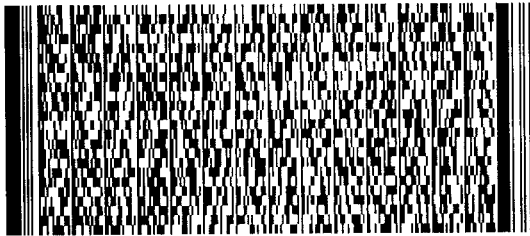
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**U.S. Department of Labor**  
**200 Constitution Avenue, N.W.**  
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**Washington, DC 20210**

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*\* Top-Hat Plan Exemption \**

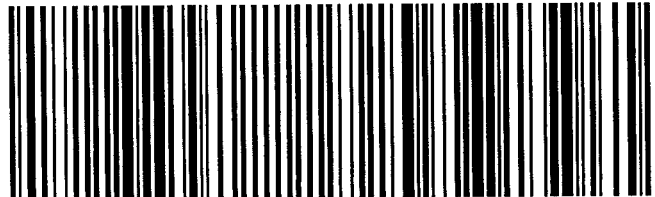
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