

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

EBSA/PUB/10/11/2012  
2012/10/28 PM 2:23

November 26, 2012

RE: Top Hat Plan Filing Exemption

Dear Secretary Solis:

The purpose of this letter is to provide alternative filing compliance with reporting and disclosure requirements regarding Non Qualified Top Hat Plans under Part 1 of Title I of the Employee Retirement Income Security Act of 1974. Pursuant to Regulation Section 2520.104-23(b), we provide the following information:

1: Employer name and address:

Web Industries, Inc.  
377 Simarano Drive, Suite 220  
Marlborough, MA 01752

2. Employer Identification Number:

04-2880295

3. Declaration:

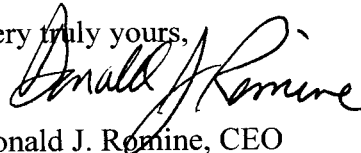
The employer maintains its amended and restated Executive Compensation and Incentive Plan for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

4. Number of such plans and number of employees in each plan:

One (1) plan with five (5) employee participants.

A copy of the plan document will be provided upon request as required by section 104(a)(6) of ERISA.

Very truly yours,



Donald J. Romine, CEO

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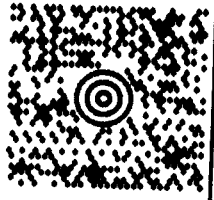
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