



Member Since: 10/1/2009

November 25, 2012

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

USA/PUBLIC PENSION  
2012 DEC -3 PM 2:35

To whom it may concern:

Please be advised that ERC Services, Inc., created, on November 14, 2012 a non-qualified deferred compensation program known as the ERC Services, Inc. Equity Incentive Plan (the 'Plan'). The purpose of the Plan is to provide deferred compensation for a select group of management or highly compensated employees. Copies of the Plan documents will be provided upon request.

The relevant Plan sponsor information is as follows:

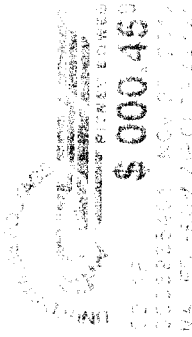
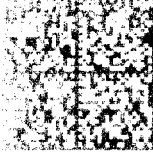
ERC Services, Inc.  
6700 Beta Drive, Suite 300  
Mayfield Village, OH 44143  
EIN: 41-2118386

Sincerely,

A handwritten signature in black ink, appearing to read 'Patrick T. Perry', is written over a horizontal line.

Patrick T. Perry  
President

**ERC**



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