



DPSA/PUBLIC DISCLOSURE

2012 DEC 27 PM 4:29

**Alternative Reporting And Disclosure Statement
For Nonqualified Deferred Compensation Plans**

To: Top Hat Plan Exemption
Employee Benefits Security Administration
Room N 1513
U.S. Department of Labor
200 Constitution Ave. N.W.
Washington, DC 20210

In compliance with the requirements of the alternative method of reporting and disclosure under Part I of Title I of the Employee Retirement Income Security Act of 1974 for un-funded or insured pension plans for a select group of management or highly compensated employees, specified in Department of Labor Regulations, 29 CFR Sec. 2520.104-23, the following information is provided by the undersigned administrator:

1. The name of the Employer is: Delphi Construction Inc.
2. The mailing address of the Employer is: 130 Overland Road
Waltham, MA 02451
3. The Employer Identification Number is: 04-3580683
4. The above named Employer maintains a Plan (or Plans) primarily for the purpose of providing deferred compensation benefits for a select group of management or highly compensated employees.
5. Number of Plans and Eligible Employees in each Plan:
One Plan(s) covering 7 Eligible Employees.
6. The Employer will provide a copy of the agreement(s) to the office of Employee Benefits Security Administration upon request.

Delphi Construction Inc.
A Massachusetts Corporation

By: [Signature]
Authorized Person

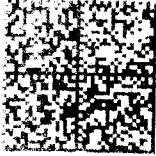
Dated: 12/13/2012

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130 Overland Road, Waltham, MA 02451-1721
www.delphiconstruction.net



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EMPLOYEE BENEFITS SECURITY ADMINISTRATION
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U.S. DEPARTMENT OF LABOR
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