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February 8, 2013

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

Re: Debois, Inc.

Dear Sir/Madam:

This letter is being filed with the Department of Labor pursuant to DOL Reg. § 2520.104-23, in order to take advantage of the alternative method of compliance with the reporting and disclosure requirements of Part 1 of Title 1 of ERISA for unfunded pension plans maintained by an employer for a select group of management or highly compensated employees.

Name of Employer: Debois, Inc.
Address: 711 Johnson Street Suite 1B
Akron, Ohio 44306
Employer Identification No.: 01-0808349

The Employer maintains one (1) plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. The plan covers one (1) manager or highly compensated employee.

To confirm your receipt of this Top Hat Plan filing, please date-stamp the enclosed copy of this letter and return it to us in the enclosed self-addressed envelope. If you have any questions regarding this statement, please contact the undersigned.

Very truly yours,


Brendan Conway

cc: Bob Bergstrom

