

January 18, 2013

VIA CERTIFIED MAIL

United States Department of Labor
Employee Benefits Security Administration
Top Hat Plan Exemption
200 Constitution Ave., N.W., Ste N-1513
Washington, D.C. 20210

2013 FEB 14 PM 4:09

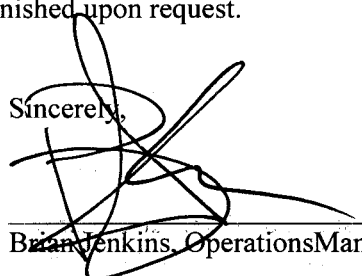
RE: DBR Engineering Consultants Nonqualified Deferred Compensation Plan

Dear Sir or Madam:

In accordance with Department of Labor Regulation § 2520.104-23, this letter will service as the alternative method of compliance with the reporting and disclosure requirements of Part I of Title I of the Employee Retirement Income Security Act of 1974, as amended, for a pension plan for a select group of management or highly compensated employees.

1. DBR Engineering Consultants, a Texas corporation, (the "Sponsor") maintains and sponsors a Nonqualified Deferred Compensation Plan (the "Plan").
2. The address of the Sponsor is 9990 Richmond Avenue, South Bldg., Suite 300, Houston, TX, 77042.
3. The employer identification number assigned by the Internal Revenue Service to the Sponsor is 76-0149035.
4. The Sponsor declares it maintains the following plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.
5. There are 5 employees participating in the Plan.
6. A copy of the plan document will be furnished upon request.

Sincerely,



Brian Jenkins, Operations Manager/Partner



990 Richmond Avenue
South Building, Suite 300
Houston, Texas 77042



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