

WOMBLE
CARLYLE
SANDRIDGE
& RICE

A PROFESSIONAL LIMITED
LIABILITY COMPANY



One West Fourth Street
Winston-Salem, NC 27101

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2520130091521

William R. Whitehurst
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July 9, 2013

CERTIFIED MAIL
RETURN RECEIPT REQUESTED

Top Hat Plan Exemption
Pension and Welfare Benefits Administration
Room N-5644
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, D.C. 20210

Re: Nonqualified Deferred Compensation Agreement

Dear Sir or Madam:

The plan sponsor described below has adopted an agreement (the "Agreement") for the purpose of providing deferred compensation for a select management employee. Benefits under the Agreement will be paid as needed solely from the general assets of the plan sponsor, or provided through insurance contracts or policies for which the premiums are paid directly by the plan sponsor from its general assets.

The following statement is filed in accordance with 29 C.F.R. § 2520.104-23 with respect to the Agreement:

1. Name of Agreement: Phantom Stock Award Agreement between Holland Supply Company and Larry F. Holland, Jr.
2. Name and address of plan sponsor: Holland Supply Company, 518 W. Montgomery Street, Henderson, NC 27536
3. Taxpayer identification number: 56-0579397
4. Number of employees covered by Agreement: 1
5. Date Agreement became subject to ERISA: April 1, 2013

Please contact the undersigned if additional information is required.

Sincerely,


William R. Whitehurst

cc: Mr. Charles Holland
Mr. Charles Brown
Mr. Duane Tolander

2013 JUL 15 PM 2:47

After Five Days Return To

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A LIMITED LIABILITY PARTNERSHIP

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