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January 15, 2013

Top Hat Plan Exemption  
 Employee Benefits Security Administration  
 Room N-5644  
 U.S. Department of Labor  
 200 Constitution Avenue NW  
 Washington, DC 20210

RE: Alternative reporting and disclosure statement for nonqualified deferred compensation plans for a select group of management/highly compensated employees

To the Secretary of Labor:

In compliance with the requirements of the alternative method of reporting and disclosure under Part 1 of Title I of the Employee Retirement Income Security Act of 1974 for unfunded pension plans for a select group of management or highly compensated employees, specified in Department of Labor Regulations, 29 C.F.R. §2520.104-23, the following information is provided by the undersigned employer.

Name and Address of Employer:

Investment Strategies, Ltd. d/b/a  
 Integrated Benefit Strategies, Ltd.  
 758 Fulton St. W  
 Grand Rapids, Michigan 49504

Employer Identification Number:

38-2638371

Investment Strategies, Ltd. maintains a plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

Number of Plans and

Participants in Each Plan: One Plan covering 1 employee

Dated: January 15, 2013

Investment Strategies, Ltd.

By: 

Steven R. Monroe

Its: President

Plan Administrator



Steven R. Monroe, Secretary



**FINANCIAL  
GROUP**

758 W. Fulton  
Grand Rapids, MI 49504

Top Hat Plan Exemption  
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