



Employee Relations Associates
August 1, 2013

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Rochester, NY 14625
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tf: 800.390.4098
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www.er-associates.com

2520130091730

CERTIFIED MAIL: 7011 1570 0001 4125 3668
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, DC 20210

**Re: Deferred Compensation Agreement
Employee Relations Associates, Inc.**

2013 AUG 19 PM 2:13

Gentlemen:

In accordance with DOL Regulation Section 2520.104-23, the following information is provided regarding the above corporation's Deferred Compensation Agreement (the "Plan"):

1. Name and Address of Employer:
Employee Relations Associates, Inc.
7 Linden Park
Rochester, New York 14625
2. EIN: 16-1237844
3. Employer maintains the Plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.
4. The number of such Plans: 3
5. Number of employees in each Plan: 1

The Plan documents are available upon request. If you require any additional information, please feel free to contact me.

Yours sincerely,

EMPLOYEE RELATIONS ASSOCIATES, INC.

By: _____
Thomas C. loele, President

TCI:hmk

7-0000
Rochester

Employ

7010 3570 0001 4125 3668

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Employment Security Administration