

# NORFOLK ACADEMY

— | 1728 | —

2520130091787

VIA CERTIFIED MAIL

Top Hat Plan Exemption  
Employee Benefits Security Administration  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, D.C. 20210

2013 SEP -3 PM 1:11  
EBSA/PUBLIC AFFAIRS

Dear Sirs:

The following statement is intended to comply with the alternative method of satisfying the reporting and disclosure requirements of Part I, Title I of ERISA, as contained in Department of Labor regulation section 2520.104-23.

Name of Employer: Norfolk Academy

Address of Employer: 1585 Wesleyan Drive  
Norfolk, VA 23502

Employer Identification Number: 54-0551901

Plan of Deferred Compensation: Norfolk Academy adopted a deferred compensation plan under Internal Revenue Code Section 457(f) effective as of January 1, 2013. The agreement was executed on August 22, 2013. One employee participates in the plan.

Declaration: Norfolk Academy maintains the 457(f) deferred compensation plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

Sincerely,



Jeffrey A. Martin  
Business Manager

[norfolkacademy.org](http://norfolkacademy.org)

VIA CERTIFIED MAIL

Top Hat Plan Exemption  
Employee Benefits Security Administration  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, D.C. 20210

2013 AUG 27 PM 4:30  
EBSA/PRI/1107/1000

Dear Sirs:

The following statement is intended to comply with the alternative method of satisfying the reporting and disclosure requirements of Part I, Title I of ERISA, as contained in Department of Labor regulation section 2520.104-23.

Name of Employer: Norfolk Academy

Address of Employer:

Employer Identification Number:

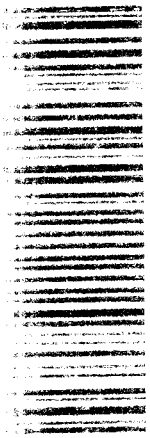
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Declaration: Norfolk Academy maintains the 457(f) deferred compensation plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

Sincerely,

A handwritten signature in black ink, appearing to be "J. J. [unclear]", written in a cursive style.

NORFOLK  
ACADEMY

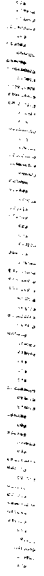


7007 0710 0001 1909 3612

1585 WESLEYAN DRIVE  
NORFOLK, VA 23502

RETURN RECEIPT  
REQUESTED

Top Hat Plan Exemption  
Employee Benefits Security Administration  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, D.C. 20210



**CERTIFIED MAIL**



7007 0710 0001 1909 3612

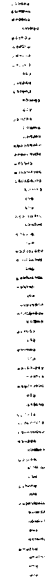
NORFOLK  
ACADEMY

B.O. 11/10/11

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