



November 19, 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

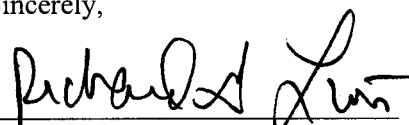
**RE:** LEAD Technologies, Inc. Supplemental Executive Retirement Plan

Dear Sir or Madam:

In accordance with Department of Labor Regulation § 2520.104-23, this letter will serve 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. LEAD Technologies, Inc. (the "Sponsor"), a North Carolina corporation, maintains and sponsors a nonqualified Supplemental Executive Retirement Plan (the "Plan").
2. The address of the Sponsor is 1927 South Tryon St, Suite 200, Charlotte, NC 28203.
3. The employer identification number assigned by the Internal Revenue Service to the Sponsor is 56-1737731.
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 two employees participating in the Plan.
6. A copy of the plan document will be furnished upon request.

Sincerely,

  
Richard Little, President



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