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Post Office Box 11364  
1067 N.E. Columbia Boulevard  
Portland, Oregon 97211



OREGON  
HUMANE  
SOCIETY

Phone: 503.285.7722  
Fax: 503.285.0838  
www.oregonhumane.org

January 3, 2014

**SENT VIA CERTIFIED MAIL, RETURN RECEIPT REQUESTED**

Top Hat Plan Exemption  
Employee Benefits Security Administration  
Room N-1513  
U.S. Department of Labor  
200 Constitution Avenue, NW  
Washington, D.C. 20210

Re: The Oregon Humane Society  
Alternative Reporting and Disclosure Statement for Unfunded Deferred  
Compensation  
Plans for a Select Group of Management or Highly Compensated Employees

To Whom It May Concern:

This statement is being provided pursuant to Department of Labor Regulation 29 CFR §2520.104-23 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 ("ERISA") for unfunded plans for a select group of management or highly compensated employees. In accordance with said Regulation, The Oregon Humane Society (the "Employer") is providing the following information:

Sponsoring Employer Name and Address:

The Oregon Humane Society  
1067 NE Columbia Blvd.  
Portland, OR 97211-1411

Sponsoring Employer's Employer Identification Number: 93-0386880

Number of Plans: Six (6).

Names of Plans:

Deferred Compensation Arrangement: Sharon Harmon  
Deferred Compensation Arrangement: Gary Kish

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Deferred Compensation Arrangement: Paul Meyers  
Deferred Compensation Arrangement: Carolyn Shively  
Oregon Humane Society Executive Deferred Compensation Plan  
The Oregon Humane Society Key Executives' 457(b) Plan

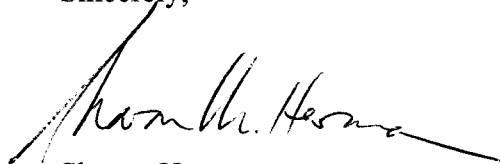
Number of Participants: Four (4).

The Employer maintains the above referenced Plans primarily for the purpose of providing deferred compensation for a select group of management and highly compensated employees.

Plan benefits are paid as needed solely from the Employer's general assets.

In accordance with Section 104(a)(1) of ERISA, the Employer will provide a copy of the above-referenced Plans' document to the Secretary of Labor upon request.

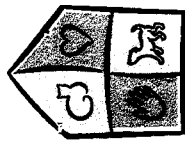
Sincerely,

A handwritten signature in black ink, appearing to read "Sharon M. Harmon", with a long horizontal flourish extending to the right.

Sharon Harmon  
Executive Director

cc: Lorne Dauenhauer, Esq.

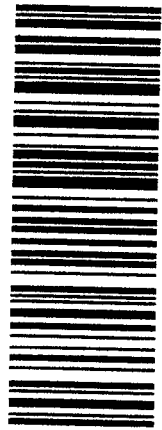
**CERTIFIED MAIL**<sup>TM</sup>



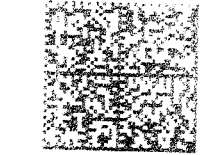
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dedicated to animal care and  
protection since 1868*



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