

**SFE&G**

Steiker, Fischer, Edwards & Greenapple, P.C.

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January 6, 2014

Top Hat Plan Exemption  
Pension and Welfare Benefits Administration  
Room N-1513  
U.S. Department of Labor  
200 Constitution Avenue, NW  
Washington, DC 20210

RE: Nina Hale Consulting, Incorporated Stock Appreciation Rights Plan

To Whom It May Concern:

Pursuant to Reg. Section 2520.104-23, Nina Hale Consulting, Incorporated hereby files the following statement to establish an alternative method of compliance with the reporting and disclosure requirements of Part 1 of Title 1 of the Employee Retirement Income Security Act of 1974, as amended, with respect to the above unfunded Plan:

1. Name and address of Employer:  
Nina Hale Consulting, Incorporated  
100 South 5<sup>th</sup> Street, Suite 2000  
Minneapolis, MN 55405
2. Employer Identification Number of Employer:  
20-8508247
3. Nina Hale Consulting, Incorporated adopted Nina Hale Consulting, Incorporated Stock Appreciation Rights Plan on January 1, 2014. The Stock Appreciation Rights Plan currently covers a single participant. Nina Hale Consulting, Incorporated does not maintain any other plan for the purpose of providing deferred compensation for a select group of management or highly compensated employees

If you have any questions or need any further information, please contact the undersigned.

Very truly yours,

Steiker, Fischer, Edwards & Greenapple, P.C.

Tabitha M. Croscut, Esq.

TMC:bmw

Cc: Ms. Nina Hale (via electronic copy)

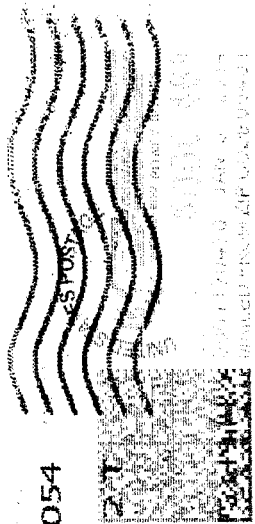


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