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LAW OFFICES

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2014 JAN 28 PM 1:15

January 24, 2014

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

To Whom It May Concern:

The undersigned declares that the employer described below maintains the following plan(s) primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

In compliance with Labor Reg. §2520.104-23 the undersigned provides the following information with respect to the plan(s):

Employer Information:

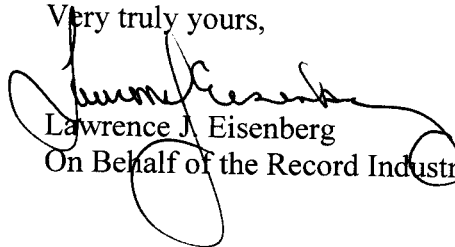
Employer Name: Recording Industry Association of America
Address: 1025 F Street, NW
10th Floor
Washington, D.C. 20004
EIN: 13-1669037

Name of Plan: Recording Industry Association of America Section 457(B) Plan for Management Employees

Number of Plan(s): 2

Number of Employees in Plan(s): 8

Very truly yours,



Lawrence J. Eisenberg
On Behalf of the Record Industry Association of America

LJE

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