



18 February 2014

**CERTIFIED MAIL – RETURN RECEIPT REQUESTED**

BALTIMORE, MD  
TEMPE, AZ  
WASHINGTON, DC

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

RE: Ayers/Saint/Gross, Incorporated Stock Appreciation Rights Plan

1040 Hull Street  
Suite 100  
Baltimore, MD 21230  
410.347.8500  
410.347.8519 fax  
www.asg-architects.com

To Whom It May Concern:

Pursuant to Reg. Section 2520.104-23, Ayers/Saint/Gross, 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:  
Ayers/Saint/Gross, Incorporated  
1040 Hull Street, Suite 100  
Baltimore, MD 21230
2. Employer Identification Number of Employer: 52-0899570
3. Ayers/Saint/Gross, Incorporated adopted the Ayers/Saint/Gross, Incorporated Stock Appreciation Rights Plan on October 31, 2013. The Stock Appreciation Rights Plan currently covers 15 employees. Ayers/Saint/Gross, 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.

Sincerely,

AYERS/SAINT/GROSS, INC.

A handwritten signature in black ink, appearing to read 'Thomas Lee', written over a horizontal line.

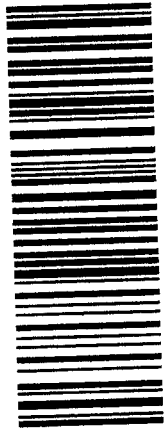
Thomas Lee  
Chief Financial Officer

TL:dlm

RECEIVED 25 FEB 2014

PLACE STICKER AT TOP OF ENVELOPE TO THE RIGHT  
OF THE RETURN ADDRESS. FOLD AT DOTTED LINE

**CERTIFIED MAIL™**



7011 1150 0000 5963 5624

1040 Hull Street  
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