



February 17, 2014

TO: Pension and Welfare Benefits Administration
Room N-5644
US Department of Labor
200 Constitution Avenue, NW
Washington, DC 20210

FROM: Employer: NetHope, Inc.
Employer I.D. Number: 20-1782011
Address: 10615 Judicial Drive Suite #402 Fairfax, VA 22030
Phone (703) 391-5939

RE: Top Hat Plan Exemption

This document constitutes the statement required by 29 C.F.R. 2520, 104-23(a)(1) to be filed with the Secretary of Labor in respect to Nonqualified Benefit Plans maintained by the above employer.

The employer currently maintains one (1) Nonqualified Benefit Plan(s) for managerial and highly compensated employees. Copies of the plan(s) will be provided to the Department upon the receipt of a written request.

The number of participants in each plan is as follows:

Plan 1 (2 executives)

Signed _____
(Authorized Signature of Employer)

A handwritten signature in black ink, appearing to read "Jill Harris".

Digitally signed by Jill Harris
DN: cn=Jill Harris, o=NetHope, ou,
email=jill.harris@nethope.org, c=US
Date: 2014.02.17 16:11:08 -05'00'

Jill S. Harris, Interim CFO



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NO VA 220

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