

AVMA



American Veterinary Medical Association

1931 N. Meacham Rd.
Suite 100
Schaumburg, IL
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February 26, 2014

Top Hat Plan Exemption
Employee Benefits Security Administration
Room N-1513
200 Constitution Ave., NW
Washington, D.C. 20210

Ladies and Gentlemen:

This letter is to advise, under the provisions of 29 CFR §2520.104-23(b)(1), that the employer identified below maintains the unfunded plan or plans identified below primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

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EIN: 36-0731170

The number of plans maintained by the Employer is: 1

The name of the plan is: American Veterinary Medical Association
Deferred Compensation Savings Plan

The number of employees participating in the plan is: 15

If further information is required, please contact the undersigned.

Sincerely,

A handwritten signature in cursive script, appearing to read "Lori Keane".

Lori Keane
Human Resources Director

2014 FEB 26 PM 11:11
AMERICAN VETERINARY MEDICAL ASSOCIATION

AVMA



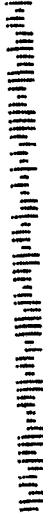
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