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28 February 2014

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

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Dear Secretary:

The purpose of this letter is to provide alternative single filing compliance with reporting and disclosure requirements regarding Non Qualified Top Hat Plans under Part 1 of Title 1 of the Employee Retirement Income Security Act of 1974.

Please find enclosed the executed Top Hat Statement that should satisfy this requirement. Please let me know if you have any questions.

Sincerely,

A handwritten signature in black ink, appearing to read 'M. Flegge', is written over the word 'Sincerely,'.

Mark T. Flegge  
CFO



