

Date: 3/5/2014

VIA CERTIFIED MAIL

parmanenergy.com

United States Department of Labor
Employee Benefits Security Administration
Top Hat Plan Exemption
200 Constitution Ave., N.W., Ste N-1513
Washington, D.C. 20210

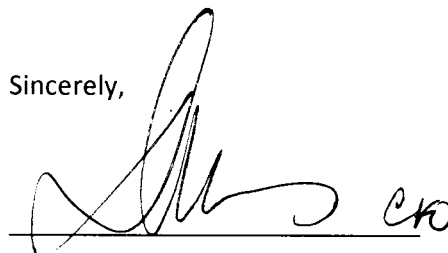
RE: Parman Energy Company Salary Continuation Agreement

Dear Sir or Madam:

In accordance with Department of Labor Regulation § 2520.104-23, this letter will serve as the alternative method of compliance with the reporting and disclosure requirements of Part I of Title I of the Employee Retirement Income Security Act of 1974, as amended, for a pension plan for a select group of management or highly compensated employees.

1. Parman Energy Company (the "Sponsor"), a Tennessee corporation, maintains and sponsors a nonqualified Salary Continuation Agreement (the "Agreement").
2. The address of the Sponsor is 7101 Cockrill Bend Blvd., Nashville TN 37209.
3. The employer identification number assigned by the Internal Revenue Service to the Sponsor is 62-1401507.
4. The Sponsor declares it maintains the following plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.
5. There are 16 employees participating in the Plan.
6. A copy of the plan document will be furnished upon request.

Sincerely,



David A. Thomas, CFO

Energy

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