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January 15, 2014

VIA EXPRESS MAIL

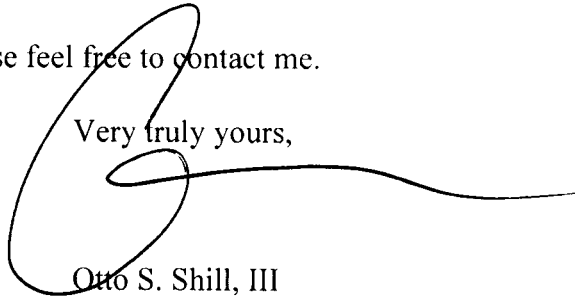
United States Department of Labor
Top Hat Plan Exemption
Employee Benefits Security Administration
200 Constitution Avenue, N.W., Room N-1513
Washington, DC 20210

Dear Sir or Madame:

Enclosed please find the notice required for alternative compliance with respect to the non-qualified deferred compensation plan filed on behalf of Kenneth D. Osorio M.D., PLLC.

If you have any questions, please feel free to contact me.

Very truly yours,



Otto S. Shill, III
For the Firm

OSS/jg
cc: Kenneth Osorio

2520140933013

NOTICE OF ADOPTION OF AN
UNFUNDED PLAN OF
DEFERRED COMPENSATION

Date: January 15, 2014

To: Top Hat Plan Exemption
Employee Benefits Security Administration
200 Constitution Avenue, N.W., Room N-1513
Washington, D.C. 20210

Employer: Kenneth D. Osorio, M.D., PLLC

Federal EIN: 87-0699281

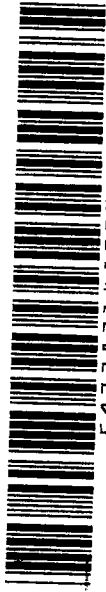
Address: 3514 N. Power Rd., Suite 118
Mesa, Arizona 85215

The above-named employer maintains one or more unfunded plan or plans primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. Plans are currently maintained for two such employees. Plan documents will be provided to the U.S. Secretary of Labor upon request pursuant to section 104(a)(6) of the Employee Retirement Income Security Act of 1974, as amended.

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