



Gallagher Benefit Services, Inc.

A Subsidiary of Arthur J. Gallagher & Co.

4/21/2013

Hello,

Please find enclosed two copies of a Top Hat Plan Exemption noticed filed by Andersen Construction Company. Please acknowledge receipt of this notice by stamping or signing one of the copies and returning it to me in the enclosed envelope.

**Casey Jones**

Account Coordinator  
Executive Benefits

Arthur J. Gallagher & Co.  
221 West Sixth Street, Suite 1980 | Austin, TX 78701  
P: (512) 499-8005 | F: (512) 499-0412 | M: (817) 714-1785  
[www.ajg.com](http://www.ajg.com)

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**SPECIMEN DEPARTMENT OF LABOR NOTICE LETTER**

**[EXPLANATORY NOTE: IT IS THE EMPLOYER'S RESPONSIBILITY TO LIMIT PARTICIPATION IN THE PLAN TO A SELECT GROUP OF MANAGEMENT AND HIGHLY COMPENSATED EMPLOYEES AND TO FILE THIS LETTER WITH THE U.S. DEPARTMENT OF LABOR WITHIN 120 DAYS AFTER ESTABLISHING THE PLAN.]**

U.S. Department of Labor  
Employee Benefits Security Administration  
Top Hat Plan Exemption  
200 Constitution Avenue, N.W., Suite N-1513  
Washington, D.C. 20210

The following employer hereby supplies the following information pursuant to Department of Labor Regulations Section 2520.104-23:

Name and Address of Employer:

Andersen Construction Company  
6712 N. Cutter Circle  
Portland, OR 97217

Employer Identification Number: 93-0422424

The Employer identified above maintains the following plan(s) for a select group of management or highly compensated employees:

Phantom Stock Appreciation Plan

Number of Participants: 41

Very truly yours,  
Bill Eckhardt

By 

Title: Chief Financial Officer

Date: 4/17, 2014