

ROBERT D. KREBS
CHAIRMAN

WELZ KAUFFMAN
PRESIDENT AND
CHIEF EXECUTIVE OFFICER

JAMES CONLON
MUSIC DIRECTOR
THE ELOISE W. MARTIN CHAIR



April 21, 2014

**CERTIFIED MAIL
RETURN RECEIPT REQUESTED**

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

RE: Top Hat Filing
Ravinia Festival Association
EIN: 36-6002273

Dear Secretary:

This notice is submitted in compliance with the requirements of the alternative method of reporting and disclosure under Part 1 of Title I of the Employee Retirement Income Security Act of 1974 ("ERISA") for unfunded or insured pension plans for a select group of management or highly compensated employees, as specified in Department of Labor Regulations 29 C.F.R. Section 2520.104-23.

Ravinia Festival Association (the "Company") adopted the P. Sanders Letter Agreement (the "Plan"), on March 6, 2014. The Plan is an unfunded, non-qualified plan established for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

The Plan has one (1) participant. The Company's address is 418 Sheridan Road, Highland Park, Illinois 60035, and the Company's Employer Identification Number is 36-6002273.

The Company also sponsors the Welz Kauffman Incentive Compensation Plan of Ravinia Festival Association (the "Kauffman Plan"), which covers one participant. The Plan and Kauffman Plan are the only unfunded, nonqualified pensions sponsored by the Company.

The Company will provide Plan documents to the Secretary of Labor upon request, in accordance with Section 104(a)(1) of ERISA.

Very truly yours,

Ravinia Festival Association

By: *Stullasco*
Its: Director of Finance

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