



630 Oakmont Lane
Westmont, IL 60559
Phone: 630-575-5766

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:

HA International
630 Oakmont Lane
Westmont, IL 60559

Employer Identification Number: 61-1387705

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

[Name of Plan] HA International Deferred Compensation Plan

Number of Participants: 13

Very truly yours,
HA International LLC

By 

Title President and CEO

Date: August 20, 2014

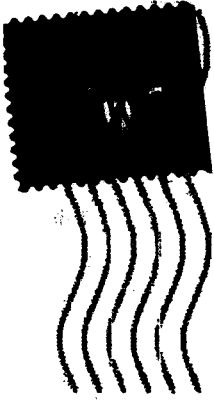
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630 Oakmont Lane
Westmont, IL 60559

International LLC



Human Resources Dept.



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