



2520140934386

4515 Ross Road, Sebastopol, CA 95472-2250

September 10, 2014

VIA CERTIFIED MAIL

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

2014 SEP 16 PM 1:11
EBSA/PUBLIC INPUT

Re: Traditional Medicinals Long Term Incentive Plan

Dear Secretary:

Pursuant to Section 2520.104-23 of the Department of Labor's Regulations, this letter will serve as notice that, with respect to the Traditional Medicinals Long Term Incentive Plan, the undersigned intends to utilize the alternative form of compliance with the reporting and disclosure requirements of Part 1 of Title I of the Employee Retirement Income Security Act of 1974 ("ERISA") which alternative form of compliance is provided in the aforesaid Regulations Section.

Pursuant to Regulations Section 2520.104-23(b), the following information is provided:

1. Employer Name: Traditional Medicinals
Employer Address: 4515 Ross Road
Sebastopol, CA 9572

2. Employer's Employer Identification Number – 94-2613403

3. The Employer hereby declares that it maintains the Plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

4. The Employer hereby states that it maintains only the Plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. The number of employees originally eligible to participate in the Plan will be approximately 40.



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Pursuant to Regulations Section 2520.104-23(b)(2), the Employer will provide Plan documents, if any, to the Secretary of Labor upon request as required by Section 104(a)(1) of ERISA.

Enclosed is a copy of this letter, which we ask that you date-stamp and return to us in the enclosed self-addressed and stamped envelope.

Very truly yours,

Employer: Traditional Medicinals

By: Janine Levijarvi

Print Name: Janine Levijarvi

Title: Vice President, Human Resources



Traditional Medicinals
4515 Ross Road
Sebastopol, CA 95472

**RETURN RECEIPT
REQUESTED**

U.S. POSTAGE
PAID
GRATON, CA
SEP 09 1994
AMOUNT
\$5.70
01075271-08



7012 3460 0000 2482 4296



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Room N-1573
US Department of Labor
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Washington, D.C. 20210