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**McGUIRE, CRADDOCK & STROTHER, P.C.**

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September 15, 2014

***VIA CERTIFIED MAIL RRR***

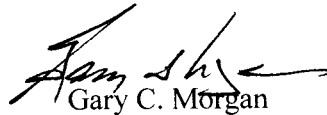
Top Hat Plan Exemption  
Employee Benefits Security Administration  
U.S. Department of Labor  
200 Constitution Avenue N.W., Room N-1513  
Washington, DC 20210

RE: IEA, Inc. Nonqualified Stock Option Plan

Dear Sir or Madam:

Please find enclosed the executed statement regarding the IEA, Inc. Nonqualified Stock Option Plan. If you have any questions, please contact me at any time.

Very truly yours,

  
Gary C. Morgan

GCM/dcg

Enclosures



IEA, Inc.

18333 Preston Road Suite 205  
Dallas, TX 75252

September 15, 2014

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

RE: IEA, Inc. Nonqualified Stock Option Plan

Dear Sir or Madam:

Pursuant to Department of Labor Regulation §2520.104-23, this statement is filed in compliance with the reporting and disclosure requirements of Part 1 of Title I of the Employee Retirement Income Security Act of 1974. IEA, Inc. maintains a deferred compensation plan for a select group of management or highly compensated employees. The following information is provided in accordance with DOL Regulations §2520.104-23(b)(1):

IEA, Inc.  
18333 Preston Road  
Suite 205  
Dallas, Texas 75252

Employer Identification Number: 71-1039366

It is hereby declared that IEA, Inc. maintains a plan primarily of the purpose of providing deferred compensation for a select group of management or highly compensated employees.

The number of top hat plans maintained by the Employer: One (1).

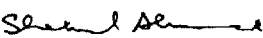
The number of participants in this top hat plan is two (2).

The number of Participants in each of the other top hat plans maintained by the Employer: N/A.

The plan was adopted effective as of July 22, 2014.

Sincerely,

IEA, INC.

By:   
\_\_\_\_\_  
Shakeel Ahmed, CEO

**McGUIRE, CRADDOCK & STROTHER, P.C.**  
2501 N. HARWOOD, SUITE 1800  
DALLAS, TEXAS 75201

**CERTIFIED MAIL**



7160 3901 9846 3831 1725

**RETURN RECEIPT REQUESTED**

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U.S. Department of Labor  
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Washington, DC 20210

20210

