

Morgan, Lewis & Bockius LLP  
 1717 Main Street, Suite 3200  
 Dallas, TX 75201-7347  
 Tel: 214.466.4000  
 Fax: 214.466.4001  
 www.morganlewis.com

**Morgan Lewis**  
 C O U N S E L O R S   A T   L A W

**Jason C. Ray**  
 Senior Attorney  
 214.466.4112  
 jray@morganlewis.com

September 25, 2014

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

20140918 11:11

Re: *Alternative Method of Compliance with Reporting and Disclosure Requirements Pursuant to Section 2520.104-23 of the Department of Labor Regulations*

Dear Sir or Madam:

On behalf of Creative Financial Staffing, Inc., we are hereby submitting the following information with respect to its top-hat plan, pursuant to DOL Regulation Section 2520.104-23:

**I. EMPLOYER NAME, ADDRESS AND TAXPAYER IDENTIFICATION NUMBER:**

Creative Financial Staffing, Inc.  
 One Beacon Street, 26th Floor  
 Boston, MA 02108

Employer's EIN: 47-1008886

**II. STATEMENT AS TO PLAN:**

Creative Financial Staffing, Inc. maintains, at the above address, the Creative Financial Staffing Deferred Compensation Plan ("Plan") for the benefit of a select group of management or highly compensated employees. The primary purpose of the Plan is to provide deferred compensation for a select group of management or highly compensated employees. The number of employees participating in the Plan is three (3).

Almaty Beijing Boston Brussels Chicago Dallas Dubai Frankfurt Harrisburg Houston Irvine London Los Angeles Miami  
 Moscow New York Palo Alto Paris Philadelphia Pittsburgh Princeton San Francisco Tokyo Washington Wilmington

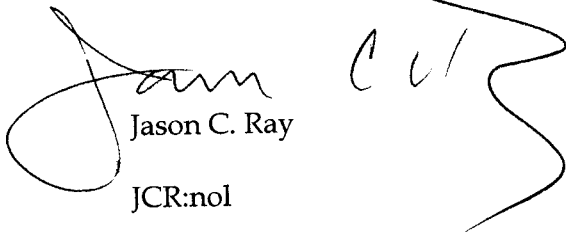
**III. ERISA COMPLIANCE:**

The company is making this filing with respect to the Plan solely as a protective measure in the unlikely event that the Plan would be determined at some point to be an employee benefit plan as defined in section 3(3) of ERISA. This form and this filing are not, and should not be construed as, an admission by the company that the Plan is an employee benefit plan subject to ERISA for any purpose.

**IV. COPY OF AGREEMENTS:**

A copy of the Plan will be provided to the Department of Labor upon request.

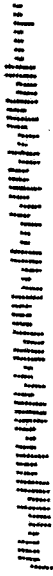
Respectfully submitted,



Jason C. Ray

JCR:nol

cc: Dan Casey



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