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Ricardo, Inc.
Detroit Technology Campus
40000 Ricardo Drive
Van Buren Twp., MI 48111-1461
Tel: +1 734 397 6666
Fax: +1 734 397 6677

October 7, 2014

Certified Mail – Return Receipt Requested.

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: Ricardo, Inc.
EIN: 38-2833470

2014 OCT 14 PM 4:00
USA/MICHIGAN 48111

Ladies and Gentlemen:

As required by 29 CFR Section 2920.104-23, Ricardo, Inc. is filing this notice with the Secretary of Labor regarding the nonqualified deferred compensation plan it has established.

Ricardo, Inc. has established a nonqualified deferred compensation plan primarily for the purpose of providing deferred compensation for an employee who is a member of a select group of management or highly compensated employees. One employee is covered by the plan.

Very truly yours,

Ricardo, Inc.

By: Janice Lempert

Its: Director, Human Resources

BLOOMFIELD 37999-4 1211440v2

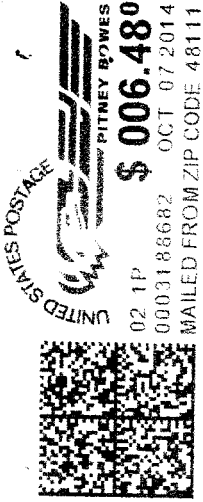


Ricardo, Inc.
 Detroit Technology Center
 40000 Ricardo Drive
 Van Buren Twp., MI 48111-1101

CERTIFIED MAIL™



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