

TOP HAT STATEMENT

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

FROM: Employer Bay Cove Human Services
Address 66 Canal St.
Boston MA 02114
EIN# 04-2518575

DATE: June 30, 2014

RE: Top Hat Plan Declaration by Plan Administrator

ESGA/PUBLIC/11
2014 NOV 17 11:11

Bay Cove Human Services, being the plan administrator for the Bay Cove Human Services 457(b) Plan (plan), does hereby declare that the Plan is maintained primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. In addition, Bay Cove Human Services, the employer, maintains only 1 plan(s) described in Department of Labor Regulations Section 2520.104-23(d). Furthermore, 6 employees will be covered under the Plan. All plan documents will be available to the Secretary of Labor upon request.

This declaration is being filed within 120 days following the plan's adoption.

SIGN: [Signature] 6-17-14
Plan Administrator Date

William Sprague Pres and CEO
Bay Cove Human Services



This material has been provided for educational purposes only for sponsors and prospective sponsors. This material was created to provide accurate and reliable information on the subjects covered. It is not intended to provide specific legal, tax or other professional advice. The services of an appropriate professional should be sought regarding your individual situation.

IRS Circular 230 Disclosure: Any tax advice contained in this document (including any attachments) was not intended by the author of this document to be used, and cannot be used by the audience or any other person, for the purpose of avoiding any Internal Revenue Code penalties that may be imposed on such person. Any tax advice contained in this document was not intended by the author of this document to be used or referred to, and cannot be used or referred to, in promoting, marketing, or recommending the transaction(s) or matter(s) addressed herein. Revised 1/14

From: (603) 965-4446
Gary Cowles
The Cowles Group
50 Nashua Rd. Suite 201
Londonderry, NH 03053

Origin ID: BMLA



Ship Date: 13NOV14
ActWgt: 0.9 LB
CAD: 106512475/NET3550

Delivery Address Bar Code



SHIP TO: (866) 444-3272
EBSA Room N-1513
U. S. Department of Labor
200 Constitution Ave NW

WASHINGTON, DC 20210

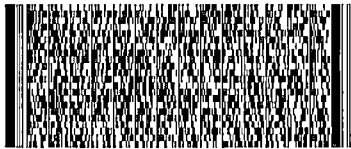
BILL SENDER

Ref #
Invoice #
PO #
Dept #

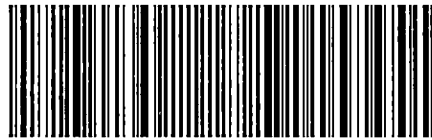
FRI - 14 NOV AA
STANDARD OVERNIGHT

TRK# 7718 4393 3595
0201

20210
DC-US
IAD



XC TSGA



522G1616C8AC3

After printing this label:

1. Use the 'Print' button on this page to print your label to your laser or inkjet printer.
2. Fold the printed page along the horizontal line.
3. Place label in shipping pouch and affix it to your shipment so that the barcode portion of the label can be read and scanned.

Warning: Use only the printed original label for shipping. Using a photocopy of this label for shipping purposes is fraudulent and could result in additional billing charges, along with the cancellation of your FedEx account number.

Use of this system constitutes your agreement to the service conditions in the current FedEx Service Guide, available on fedex.com. FedEx will not be responsible for any claim in excess of \$100 per package, whether the result of loss, damage, delay, non-delivery, misdelivery, or misinformation, unless you declare a higher value, pay an additional charge, document your actual loss and file a timely claim. Limitations found in the current FedEx Service Guide apply. Your right to recover from FedEx for any loss, including intrinsic value of the package, loss of sales, income interest, profit, attorney's fees, costs, and other forms of damage whether direct, incidental, consequential, or special is limited to the greater of \$100 or the authorized declared value. Recovery cannot exceed actual documented loss. Maximum for items of extraordinary value is \$1,000, e.g. jewelry, precious metals, negotiable instruments and other items listed in our ServiceGuide. Written claims must be filed within strict time limits, see current FedEx Service Guide.