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December 31, 2014

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

CERTIFIED MAIL
RETURN RECEIPT REQUESTED
 7012 3050 0000 6517 5132

In Re: Top Hat Plan Exemption Filing
 Ellis Stone Construction Company, Inc.
 Retention Bonus Plan
 Our File: 8621.001

Dear Sir or Madam:

The following Top Hat Plan Statement is submitted on behalf of Ellis Stone Construction Company, Inc.:

Top Hat Plan Statement

1. Name and Address of the Employer: Ellis Stone Construction Company, Inc., 3201 Stanley Street, Stevens Point, Wisconsin 54481.
2. Employer Identification Number: 39-0766554.
3. Ellis Stone Construction Company, Inc. has established a plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.
4. Name of Plan: Ellis Stone Construction Company, Inc. Retention Bonus Plan.
5. Number of Plans: One (1).
6. Number of Employees in each Plan: One (1).

The employer will send a copy of the plan document to the Secretary, upon request. The above statement is given pursuant to Department of Labor Regulation 2520.104-23.

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It is intended that this statement comply with the Top Hat Plan Exemption filing provisions. If you have any questions regarding this filing, please contact me.

Sincerely,

ANDERSON O'BRIEN
BERTZ, SKRENES & GOLLA, LLP



Ronald T. Skrenes

RTS:lm/443012

cc: Ellis Stone Construction Company, Inc. (Personal and Confidential) Via email
Attn: Mr. Erik Carlson
3201 Stanley Street
Stevens Point, WI 54481



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