

Electrical Contractors
Design/Build
Commercial • Industrial



March 1, 2015

VIA CERTIFIED MAIL

United States Department of Labor
Employee Benefits Security Administration
Top Hat Plan Exemption
200 Constitution Ave., N.W., Ste N-1513
Washington, D.C. 20210

RE: Electrical Design Systems Corporation Nonqualified Deferred Compensation Plan

Dear Sir or Madam:

In accordance with Department of Labor Regulation § 2520.104-23, this letter will serve as the alternative method of compliance with the reporting and disclosure requirements of Part I of Title I of the Employee Retirement Income Security Act of 1974, as amended, for a pension plan for a select group of management or highly compensated employees.

1. Electrical Design Systems Corporation (the "Sponsor"), an Illinois corporation, maintains and sponsors a Nonqualified Deferred Compensation Plan (the "Plan").
2. The address of the Sponsor is 510 Exchange Court, Aurora, IL 60504.
3. The employer identification number assigned by the Internal Revenue Service to the Sponsor is 36-3436949.
4. The Sponsor declares it maintains the following plan primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.
5. There are 4 employees participating in the Plan.
6. A copy of the plan document will be furnished upon request.

Sincerely,

A handwritten signature in black ink that reads "Carrie Warner". The signature is written in a cursive style with a horizontal line underneath.

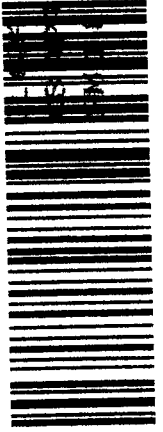
Carrie Warner, Director of Finance



510 Exchange Court - Aurora, IL 60504

**RETURN RECEIPT
REQUESTED**

CERTIFIED MAIL



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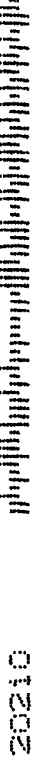
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