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April 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

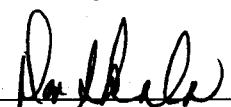
**RE: Norwalk-La Mirada Plumbing and Heating Co., Inc. Nonqualified Deferred Compensation Plan**

Dear Sir or Madam:

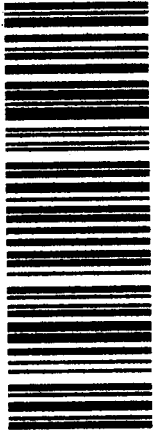
In accordance with Department of Labor Regulation § 2520.104-23, this letter will serve as the alternative method of compliance with the reporting and disclosure requirements of Part I of Title I of the Employee Retirement Income Security Act of 1974, as amended, for a pension plan for a select group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

1. Norwalk-La Mirada Plumbing and Heating Co., Inc. (the "Sponsor"), a California corporation, maintains and sponsors a Nonqualified Deferred Compensation Plan (the "Plan").
2. The address of the Sponsor is 11661 Firestone Blvd, Norwalk, CA 90650.
3. The employer identification number assigned by the Internal Revenue Service to the Sponsor is 95-2671437.
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 is 1 employee participating in the Plan.
6. A copy of the plan document will be furnished upon request.

Sincerely,

  
Donald Skala, Owner

**NORWALK/LA MIRADA**  
plumbing  
**Heating & Air Conditioning.**  
11661 E. FIRESTONE BLVD. • NORWALK, CA 90650



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