



George A. Smith II
Direct: (256) 517-5129
Fax: (256) 517-5229
gsmith@babc.com

June 15, 2015

VIA CERTIFIED MAIL
RETURN RECEIPT REQUESTED

Top-Hat Plan Exemption
Pension and Welfare Benefits Administration
Room N-1513
U.S. Department of Labor
200 Constitution Avenue N.W.
Washington, D.C. 20210

Re: Anglin Reichmann Snellgrove & Armstrong, P.C. - Deferred Compensation Agreements

Dear Secretary of Labor:

Anglin Reichmann Snellgrove & Armstrong, P.C. (the "Employer"), 305 Quality Circle, NW, Huntsville, Alabama 35806, Employer Identification Number 63-1262841, established an unfunded non-qualified deferred compensation plan for six (6) highly compensated and management employees of the Employer on January 1, 2015. This plan is set forth in Deferred Compensation Agreements entered into with the applicable employees. The number of employees participating in the plan and the number of agreements are six (6). The Employer does not sponsor any other non-qualified deferred compensation plans.

This statement constitutes an alternative method of compliance with the reporting and disclosure requirements of part 1 of Title I of the Employee Retirement Income Security Act of 1974, as contemplated by the rule set forth at 29 CFR § 2520.104-23.

Please contact us if you need further information.

Sincerely,

A handwritten signature in black ink, appearing to read 'GASII', written over a horizontal line.

George A. Smith, II

GASII/aer
cc: Gary S. Anglin

3/300682.1

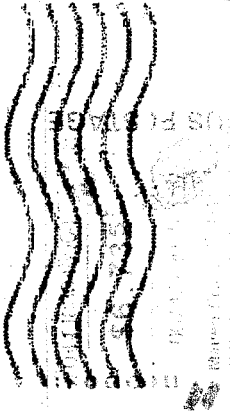
GAS

**BRADLEY ARANT
BOULT CUMMINGS**^{LLP}

CERTIFIED MAIL



7015 0640 0005 0119 2702



Top-Hat Plan Exemption
Pension and Welfare Benefits Administration
Room N-1513
U.S. Department of Labor
200 Constitution Avenue N.W.
WASHINGTON, D.C. 20210

20210

