



3505 East Rosser Ave. P.O. Box 4123
Bismarck, ND 58502
Phone: (701) 223-3775
Fax: (701) 223-6814
Certified Woman Owned Business

June 22, 2015

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

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To Whom It May Concern:

The undersigned declares that the employer described below maintains the following plan(s) primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

In compliance with Labor Reg. §2520.104-23 the undersigned provides the following information with respect to the plan(s):

Employer:

Employer Name: Mowbray & Son Plumbing & Heating, Inc.
Address: 328 20th Avenue SE
Minot, ND 58703
EIN#: 45-0284241

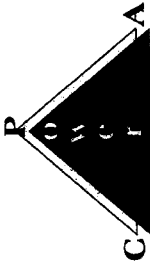
Affiliated Employer (part of control group):

Employer Name: City Air Mechanical, Inc.
Address: 3505 East Rosser Ave
Bismarck, ND 58501
EIN#: 45-0284241

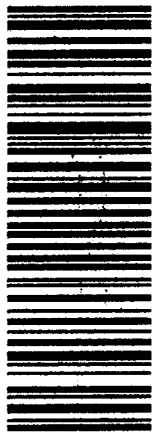
Name of Plan: Mowbray & Son Plumbing & Heating, Inc. / City Air Mechanical, Inc. Deferred Compensation Plan
Number of Plan(s): 1
Number of Employees in Plan(s): 5

Very truly yours,

Heather Jones
Plan Administrator



Power Financial, LLC
Visionary Tax and Business Planning
PO Box 862 • Bismarck, ND 58502-0862



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