



Michael J. Morris
Senior Vice President of Finance & Treasurer
Administrative Committee Chairman

September 4, 2015

SENT VIA CERTIFIED MAIL-- RETURN RECEIPT REQUESTED

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

Re: Top-Hat Exemption Filings for:
Con-way Supplemental Retirement Savings Plan
Consolidated Freightways, Inc. Supplemental Retirement Plan

Dear Sir or Madam:

Pursuant to Section 2520.104-23 of the Department of Labor's Regulations, this letter will serve as notice that, with respect to (1) the Con-way Supplemental Retirement Savings Plan ("SRSP") and (2) the Consolidated Freightways, Inc. Supplemental Retirement Plan ("CFSRP"), the undersigned intends to use the alternative form of compliance with the reporting and disclosure requirements of Part 1 of Title 1 of the Employee Retirement Income Security Act of 1974 (ERISA), which alternative form of compliance is provided in the aforesaid Regulations Section.

Pursuant to Regulations § 2520.104-23(b), the following information is provided:

1. Name and Address of Employer: Con-way Inc.
1717 NW 21st Avenue
Portland, OR 97209
2. Employer's Employer Identification No: 94-1444798
3. The Employer hereby declares that it maintains the SRSP primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. The SRSP was originally adopted effective January 1, 2007. The SRSP currently has 89 participants.
4. The Employer hereby declares that it maintains the CFSRP primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees. The CFSRP was originally adopted effective January 1, 1987. The CFSRP currently has 20 participants.

5. Including the SRSP and the CFSRP, the Employer and its affiliates maintain ten (10) plans primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees, and the approximate number of participants in each plan is as follows:

- (a) Con-way Inc. Supplemental Retirement Savings Plan – 89 participants.
- (b) Consolidated Freightways, Inc. Supplemental Retirement Plan – 20 participants.
- (c) Con-way Inc. Supplemental Excess Retirement Plan – 250 participants.
- (d) Con-way Inc. 2005 Supplemental Excess Retirement Plan – 104 participants.
- (e) Con-way Inc. Deferred Compensation Plan for Executives – 20 participants.
- (f) Con-way Inc. 2005 Deferred Compensation Plan for Executives – 77 participants.
- (g) Purolator Courier Corp. Supplemental Retirement Plan – 9 participants.
- (h) Purolator Pilots Supplemental Retirement Plan – 1 participant.
- (i) Purolator Inc. Deferred Income Plan – 2 participants.
- (j) Emery Supplemental Retirement Plan – 4 participants.

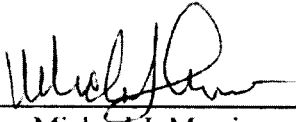
The plans referenced in items (c) through (j) above were the subject of that certain top hat exemption letter previously filed by the Employer with the Department of Labor on or about July 19, 2005; at the time of such filing, the Employer was known as CNF, Inc.

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Pursuant to Regulations § 2520.104-23(b)(2), the Employer will provide Plan documents, if any, to the Secretary of Labor upon request as required by Section 104(a)(1) of ERISA.

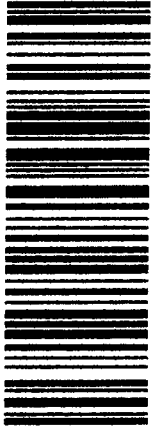
CON-WAY INC.

By: 
Name: Michael J. Morris
Title: Senior Vice President of Finance and Treasurer

cc: Lorne Dauenhauer

Enclosure

CERTIFIED MAIL



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OGLETREE, DEAKINS, NASH,
SMOAK & STEWART, P.C.

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Portland, OR 97201

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