

2520153070016

Big R Holdings, Inc.
350 Keeler Parkway
Pueblo, CO 81001
EIN: 45-4703803

September 10, 2015

CERTIFIED MAIL

U. S. Department of Labor
Top Hat Plan Exemption
Employee Benefits Security Administration
Suite N-1513
U.S. Department of Labor
200 Constitution Avenue N.W.
Washington, D.C. 20210

Dear Sir:

The above Employer has adopted a Deferred Compensation Plan with one participant, primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

This letter is provided in order to comply with Labor Reg. 2520.104-23.

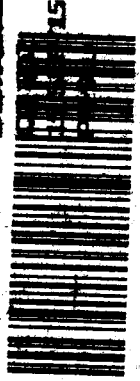
Yours truly,


President

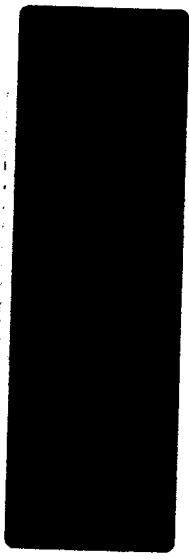
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