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Where concrete performance exceeds expectations

4300 NE 14th Street, Des Moines, IA 50313
515-265-1440 Office 515-265-1462 Fax

09/28/2015

United States Department of Labor
Employee Benefits Security Administration
Top Hat Plan Exemption
200 Constitution Ave., NW, Ste N-1513
Washington D.C. 20210

RE: Nehring Construction Supplemental Executive Retirement 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 1 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. Nehring Construction, a S-corporation, maintains and sponsors a nonqualified supplemental Executive Retirement Plan
2. The address of the sponsor is 4300 NE 14th St., Des Moines, IA 50313
3. The employer identification number assigned by the internal revenue service to the sponsor is 20-1069360
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 are 3 employees participating in the plan
6. A copy of the plan document will be furnished upon request.

Sincerely,

A handwritten signature in black ink, appearing to read "Bret Nehring", written over a white background.

Bret Nehring, Owner

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FOLD HERE

JENNIE DOUGLAS
515-224-4032
VISIONPOINT
1601 WEST LAKES PKWY
WEST DES MOINES IA 50266

SHIP TO:
TOP HAT PLAN EXEMPTION
UNITED STATES DEPARTMENT OF LABOR
EMPLOYEE BENEFITS SECURITY ADMIN.
STE N-1513
200 CONSTITUTION AVE NW
WASHINGTON DC 20210-0001

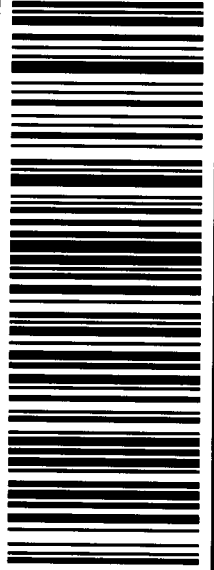
MD 201 9-78

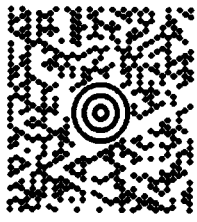



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